



NOTE ON NIGERIA CODE OF CONDUCT FOR PRIVATE EMPLOYMENT AGENCIES

What is Private Employment Agency (PEA)?

PEA is any natural or legal person or company independent of the public authorities, involved directly or indirectly with recruitment, selection and placement and in some cases management of employees – skilled and unskilled- for itself or others.



Private Employment Agencies in International Labour Standards.

- The oldest ILO conventions that regulated Private Employment Agencies (PEA) were:
- C034 - Fee-Charging Employment Agencies Convention, 1933 (No. 34)
- **C096** - Fee-Charging Employment Agencies Convention Revised), 1949
- Conventions 34 and 96 have since been replaced with C181 and R 188



Private Employment Agencies in International Labour Standards contd

- The two International Standards that currently regulate PEAs are **C181** - Private Employment Agencies Convention, 1997 (No. 181) and **R188** - Private Employment Agencies Recommendation, 1997 (No. 188) both of which are technical instruments under Employment Policy and Promotion
- **Ratification of PEA C181:** Up to April 2013 only 27 ILO-Member Countries have ratified C181, 3 of which are African Countries



Nigeria Code of Conduct for Private Employment Agencies (NCCPEA)

How did Nigeria Code of Conduct for Private Employment Agencies come about?

The Nigeria Code of Conduct for Private Employment Agencies is a product of one of the activities of “Enhancing the Cooperation to Fight Trafficking in Human Beings from Nigeria to Europe project” (ECTIP), funded by the European Union



Purpose of the Code

The Nigeria Code of Conduct for Private Employment Agencies is expected to:

- instil confidence and sanity in the labour market
- help PEAs become better service providers
- help prescribe ethical conduct for practitioners to be guided



Principles in Nigeria Code of Conduct for Private Employment Agencies (NCCPEA):

The NCCPEA sets out principles that guide practitioners in Private Employment Industry. Practitioners are therefore expected to respect, observe and run their business in such a way that enhances consistency, fairness, transparency, accountability and diversity in recruitment practices.



Guiding Principles

1. Respect for Ethical and Professional Conduct: requires integrity, professional conduct, fairness that safeguard the image and reputation of the industry
2. Respect for Laws: calls for compliance with all relevant statutory and non-statutory laws, legislations and official guidelines regulating the practice
3. Respect for Transparency: employees must be given factual information concerning the working conditions relating to the contract or employment
4. Respect for free—of —charge provision of services to jobseekers: PEAs shall not charge directly or indirectly, in whole or part any fees or costs to prospective employees
5. Respect for Health and Safety at work: PEAs must be concerned about the health and safety of workers



Guiding Principles contd.

6. Respect for Diversity: Unlawful and unethical discrimination must be avoided
7. Respects for workers' Rights: All rights of workers must be respected – fair wages, freedom of association, must not replace workers on strike.
8. Respect for Confidentiality: do not divulge employees information to a third party without permission
9. Respect for Professional knowledge and quality of service: Ensure the training of staff and clients
10. Respect for Fair competition: Ensure no bias for or against any one, treat all equally
11. Social Dialogue: Ensure social dialogue if you must ensure industrial harmony
12. Commitment to Professional Development: Be well informed and knowledgeable about recruitment practices



RESPONSIBILITIES OF PEAs TO STAKEHOLDERS

The responsibilities of the PEAs are towards employees, employers, Government and its own professional group. These responsibilities can be summarized under the following:

1. Respect for work relationships
2. Respect for honesty and transparency
3. Respect for Confidentiality and Privacy
4. Respect for Laws
5. Respect for Diversity



Issuance of License and Regulation

In Nigeria PEAs certificates are issued by Federal Ministry of Labour and Productivity in accordance with the provisions of Section 23, 24, 25 and 71 of the Labour Acts. Nigeria's PEAs are however jointly regulated by both government and Nigeria Employers' Consultative Association (NECA).



THE END

THANK YOU VERY MUCH
FOR YOUR ATTENTION