



Government of Nigeria



International Labour Organisation

NIGERIA

**DECENT WORK COUNTRY PROGRAMME II
(2015-2018)**

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ACRONYMS

CBN	Central Bank of Nigeria
CEDAW	Convention on the Elimination of Discrimination against Women
DEO	Italy Department for Employment Opportunities
DWA	Decent Work Agenda
DWAA	Decent Work Agenda for Africa
DWCP	Decent Work Country Programme
ECA	Excess Crude Account
ECOWAS	Economic Community of West African States
EU	European Union
FAMOS	Female And Male Operated Small enterprises
FCT	Federal Capital Territory
FDI	Foreign Direct Investment
FEC	Federal Executive Council
FMA	Federal Ministry of Agriculture
FMLE	Federal Ministry of Labour and Employment
FMYD	Federal Ministry of Youth Development
GDI	Gender-related Development Index
GDP	Gross Domestic Product
GJP	Global Jobs Pact
GTZ	Gesellschaft für Technische Zusammenarbeit
HDI	Human Development Index
ILO	International Labour Organisation
LMI	Labour Market Information
NACA	National Action Committee on AIDS
NACROB	Nigeria Agricultural Cooperative and Rural Development Bank
NAFDAC	National Agency for Food and Drug Administration and Control
MAN	Manufacturing Association of Nigeria
MDAs	Ministries, Departments and Agencies
MDGs	Millennium Development Goals
MWASD	Ministry of Women Affairs and Social Development
M&E	Monitoring and Evaluation
NAPEC	National Action Plan on Employment Creation
NAPEP	National Poverty Eradication Programme
NAPTIP	National Agency for Prohibition of Trafficking in Persons
NBS	National Bureau of Statistics
NDE	National Directorate of Employment
NECA	Nigeria Employers' Consultative Association
NEEDS	National Economic Empowerment and Development Strategy
NGOs	Non-Governmental Organizations
NHIS	National Health Insurance Scheme
NLAC	National Labour Advisory Council
NLC	Nigeria Labour Congress
NNEW	NECA's Network of Entrepreneurial Women
NPC	National Planning Commission
NPrC	National Productivity Centre
NSC	National Steering Committee
NYEAP	Nigerian Youth Employment Action Plan
OCEAP	Office of the Chief Economic Adviser to the President
OSH	Occupational Safety and Health
PLWHA	People Living with HIV and AIDS
ROAF	ILO Regional Office for Africa
SME	Small and Medium Enterprise
SMEDAN	Small and Medium Enterprises Development Agency of Nigeria

TIP	Trafficking in Persons
TUC	Trades Union Congress
TVETs	Technical and Vocational Training Institutions
TWG	Technical Working Group
UN	United Nations
WB	World Bank
WFCL	Worst Forms of Child Labour

FOREWORD

The ILO's Decent Work Agenda (DWA) has received widespread international endorsement at the highest political and international levels, culminating with the United Nations World Summit in 2005. At the Summit, Heads of State and Government affirmed their support for fair globalization and resolved to make the goals of full and productive employment and decent work for all women and men, and the youth, a central objective of appropriate national global policies as well as national development strategies. The aforementioned also builds on the commitments of the 1995 World Summit for Social Development. The DWA provides a useful rights-based approach for an assessment of issues and circumstances impacting upon the labour market.

Based on the DWA, the ILO had been collaborating with the Nigerian Government through the Decent Work Country Programme (DWCP) under the Declaration for a fair and globalization framework of action. The Declaration, expresses the universality of the DWA: all members of the ILO must pursue policies based on the four strategic objectives – employment, social protection, social dialogue and rights at work. The Declaration, simultaneously stresses a holistic and integrated approach by observing that these objectives are “inseparable, interrelated, and mutually supportive”, ensuring the role of international labour standards as a significant means of achieving all of the strategic objectives.

Accordingly, in line with the DWA, the ILO in collaboration with the Nigerian government and the social partners, in 2005, developed the first DWCP for Nigeria in 2005. The DWCP I ended in 2009 and was reviewed before the commencement of the DWCP II. In March 2010, following the request from the Government of Nigeria through the Federal Ministry of Labour and Employment (FMLE), the ILO provided technical and financial assistance to the social partners to commence the process for formulating DWCP II. While the DWCP I priorities were still relevant, the review provided an opportunity for current national development priorities to be reflected in the DWCP and to focus on areas that could mitigate the impact of the financial and economic crisis. It was also to accommodate new government initiatives as identified in the Declaration from the Nigeria Employment Summit of April 2009 as well as to integrate the opportunities offered the country upon its selection by the ILO as one of the Member States to benefit from the integrated assistance package under the Global Jobs Pact (GJP) initiative.

The result-based and gender-sensitive DWCP II for Nigeria was premised on priorities identified in the country assessment study conducted in 2010 after series of consultations and meetings between the ILO Constituents on one hand and the ILO on the other hand. The DWCP II is based on the ILO Strategic Framework for 2010-2015 and guided by the Decent Work Agenda, the Declaration for Social Justice and Gender Action Plan. The DWCP II priorities have been

assessed within the context of the ILO's mandate and comparative advantage as a specialized agency within the UN System in Nigeria, and are based on consensus among the tripartite constituents: government, workers' and employers' organisations. It will facilitate a coherent, gender-sensitive and integrated approach to promoting the ILO's decent work agenda, geared towards the attainment of national development goals and priorities.

As the global economic and financial crisis has severely impacted on Nigeria's development agenda, the DWCP II contains a range of strategic interventions that would support national initiatives aimed at reducing decent work deficits and strengthening national capacities for effective programme delivery. A strategy has been incorporated which would aid the mobilization of resources by the ILO, the government and the various agencies that will implement the DWCP. Towards this end, Concept notes will be developed on each of the priorities and outcome areas including the areas of skills development and certification and circulated to donor agencies and development partners as per their areas of interests while a donor conference will be organised to promote the DWCP.

Dr. Chris Nwabueze Ngige
Honourable Minister of Labour and Employment

1. INTRODUCTION

In order for Nigeria to achieve its decent work potential, the priority is to realize labour market opportunities to create more and better jobs for women and men. Accordingly, the Nigeria DWCP II, which provides a framework for the Nigerian Government and the Social Partners to collaborate with various public and private sector stakeholders with technical and financial assistance from the ILO and builds on the lessons learnt from the Nigeria DWCP I (2005 – 2009). It aligns with national development priorities as outlined in the Vision 20: 2020, Transformation Agenda and UN Development Framework of Assistance (UNDAF) in Nigeria.

The DWCP II priorities have been assessed within the context of the ILO's mandate and comparative advantage as a specialized agency within the UN System in Nigeria, and are based on consensus among the tripartite constituents: government, workers' and employers' organisations. It is the instrument for the ILO's cooperation in Nigeria over the next 4 years and will facilitate a coherent, gender-sensitive and integrated approach to promoting the ILO's decent work agenda, geared towards the attainment of national development goals and priorities.

2. BACKGROUND AND COUNTRY CONTEXT

Nigeria is a country with enormous potential and undoubtedly, the largest country in Africa both in terms of the population and the economy with an estimated population of about 170 million people, relatively good access to skills, capital and technology, fertile land, mineral resources and a favourable geographic location, a GDP of \$488 billion and a GDP per capita of \$2,688¹. Nigeria became the largest economy in Africa, overtaking South Africa after a GDP rebasing exercise. Since the discovery of oil in 1958 by the British in commercial quantity, Nigeria has been a major oil exporting country with the commodity accounting for a very significant proportion of the Country's foreign revenue. The country is ranked as the 12th largest oil exporter in the world and most of its oil reserves are located in the Niger Delta region².

On the political front, there have been substantial gains in political stability and basic freedoms since the return to democratic rule in 1999. The signs of a gradually strengthening democratic fabric are visible in the first ever civilian-to-civilian transfer of power in 2007, heightened respect for the rule of law, an increasingly independent judiciary, and the expanding role of civil society and the mass media. Peaceful elections have been held in 2011 with the next Presidential elections planned for early 2015. The country has however been affected by the growing insecurity situation in the north East states. The Government in partnership with the support of other friendly countries has committed itself to eradicating this threat in the shortest possible time.

Nigeria has continued to record impressive economic performance during the last decade. These improvements in the direction and management of development policy contributed to a positive medium-term economic outlook, possibly the best since the mid-1970s. However, despite recent improved macro-economic performance, Nigeria faces a number of challenges, including the widespread poverty, unemployment, weak infrastructure and high rate of urbanization, and an unrepentant increase in the price of food, even though world food prices are crashing. High food prices constitute both challenges and opportunities, thus the need for striking an adequate balance between protecting the poor and vulnerable and not distorting the price incentives that agricultural producers would require to boost their output. The details of the country context are described below:

¹ National Bureau of Statistics, Nigeria, 2014

² Africa Development Bank (2010): Nigeria Country Framework of Action 2010- 2013

2.1 Socio-Economic Context

Economically, Nigeria has become the largest economy in Africa after the rebasing that was done in April 2014. It has potentially the largest consumer market in the African continent. Despite the uncertainties and political challenges, the fundamentals of the economy are positively improving. The Nigerian economy has witnessed a period of sustained growth over the past five years, averaging 6.8% annually. The 2012 annual rate growth was 7.76%, higher than the 7.5% in 2011. During 2009 – 2010, the global financial meltdown had a dampening impact on macroeconomic growth, although the impact was less severe compared to several other African countries but the economy had picked up again from 2012-2013. The improvements in the geopolitical situation in the Niger Delta also led to resumption in growth in the oil and gas sector.

The government has continued to uphold a commitment to macroeconomic stability, helped by strong adherence to the oil price-based fiscal rule. The government has been prudent enough to operate a parsimonious oil price – based fiscal rule over the years, which has led to substantial accumulation of funds in the Excess Crude Account (ECA). This helped to better manage the recent oil price booms. Nigeria's balance of payments position has weakened on account of lower oil revenues and net capital outflows as foreign equity investors withdrew from the capital markets and the banking sector. Falling oil revenues brought the fiscal accounts from surplus to deficit. But in the recent years, with the stability of oil prices, the real GDP had been growing steadily and peaking at 6.81% by the third quarter of 2013 (NBS report on GDP for 2012 and Estimates for Q1-Q3 2013).

However, a worrying trend is that much of Nigeria's economic growth is not sufficiently job-creating. The population and labour force in Nigeria has continued to grow but without corresponding growth in employment creation³. This trend of 'jobless growth' has been underlined by a recent World Bank report⁴. Unemployment rate⁵ is over 24% characterized by youth unemployment amidst a high level of education. This high incidence of employment was clearly demonstrated when about 18 job seekers died and many were injured during a nationwide recruitment test conducted by the Nigeria Immigration Service in March 2014. This represents a negative social return on the massive investment of the Nigerian government on tertiary education. The high incidence of unemployment has made employers to reduce the earnings of new entrants and to raise the standard for fresh applicants.

Nigeria's development shortfall is mostly evident in low income earnings, poor social indicators and significant disparities by income, gender, and location⁶. Although some of the socio-economic indices have marginally improved, poverty reduction remains a major challenge. The estimated number of people living in extreme poverty in Nigeria has increased from 17.7 million in 1980 to 67.1 million and 71.3 million in 1996 and 2012 respectively. In the same vein, 78 percent of people in Nigeria live on less than \$1.25 a day, while 90.8 percent live on less than \$2 a day. It is estimated that half of the population live in absolute poverty, while life expectancy and infant mortality rate are 52.3 years (2012) and 61.7 (per 1000) (2013) respectively. Nigeria also ranks 153 out of 186 on the Human Development Index (HDI) while its score on the Gender-related Development Index (GDI) is 0.456 or 139th out of 157 countries for which there is data².

At current trends, the country is unlikely to meet most of the internationally agreed Millennium Development Goals (MDGs) targets⁷. A large segment of the population have limited or no access to the

³ Ibid.

⁴ World Bank Employment and Growth in Nigeria, Abuja, November, 2009

⁵ National unemployment rate in 2008 and 2009 were 14.9 and 19.7 respectively. Source: National Bureau of Statistics, 2010.

⁶ The data in this paragraph are drawn from the MDG Report (2009); sources can be found in the same document.

⁷ MDG Office, Presidency, Abuja, February 2010.

most basic amenities such as clean drinking water, access to basic health and protection against communicable diseases, decent housing and sanitation, reliable infrastructure networks, physical security, and access to sustainable sources of livelihood.

3. Decent Work Deficits in Nigeria

The foregoing contexts are currently accompanied with or have resulted in a number of decent work deficits as highlighted below:

3.1 Employment and Labour Market Deficits

Nigeria has had a decade of jobless growth given that years of economic growth has not translated to more wage employment opportunities and poverty alleviation. With regards to employment, NEEDS-2 noted that the economy had experienced growth without commensurable increase in job opportunities. The labor market in Nigeria has not reflected the impressive level of economic growth experienced from 2005-2013. Although the economy recorded an average of 9.8 percent of GDP growth per annum between 2008 and 2010, the official unemployment rate for the working age population ranged between 12 and 15 percent between 2002 and 2007. Today, half of the country's 170 million people live in urban areas with unsustainable conditions, including high rates of unemployment⁸. Poverty has been exacerbated by the persistently high unemployment levels. With female unemployment rate of 12-14 percent, women experience more joblessness than their male counterpart whose rate of unemployment falls within the range of 10-12 percent⁹. The increase in female unemployment between 2008 and 2009 were higher for women than the increase in male unemployment. Youth unemployment rates are twice as high as the national unemployment rate which is 24%. With the official rate of unemployment of 19.7 percent¹⁰ and more than 71 million people in abject poverty, Nigeria is hardly on track to meet the MDGs, particularly the number one target of reduction of extreme poverty and hunger.

The increase in the unemployment rate is largely attributed to a number of factors. Among these are the increased number of school graduates with no matching job opportunities, a freeze in employment in many public and private sector institutions, the crash in the capital market and continued job losses in the manufacturing and oil sectors (CBN, 2010). Another contributing factor to the unemployment situation is the limited employability of the workforce. This is due to the fact that graduates and young people don't have opportunities for training to the level of skill required for in the world of work. Training that is being provided is not tuned to current labor market needs and there is very little institutionalized guidance or counseling to help young people into jobs. Apart from this, the training system and technical vocational institutions curriculum are obsolete and do not reflect current market realities while what is provided in terms of training is not underpinned by the necessary frameworks (certification, apprenticeship, etc).

The Nigerian unemployment situation is made worse with the lack of labour market information as there is little or no data; and where available, data are gathered by different government agencies with no coordination and coherence. Employment and human resource planning functions are also inadequately developed to equip the nation to face the challenges of the existing labour market. The above challenges underscore the need to reconcile the fundamental goals of economic growth, productive employment and poverty alleviation in Nigeria.

⁸ Quoted in Agu and Udoh: Macroeconomic Policy for full and Productive Employment and Decent Work for all: The Case of Nigeria, 2011

⁹ Federal Republic of Nigeria (2009): *National Action Plan on Employment Creation 2009 – 2020*. Federal Ministry of Labour and Employment, Abuja, 2009

¹⁰ African Development Bank (2010): *Federal Republic of Nigeria, Extension of 2011 of the 2005 – 2009 Country Strategy Paper*. Regional Development, West Africa, 2010

3.2 Labour Standards Deficits

Nigeria has ratified a total of 40 ILO Conventions with 35 currently in force including all the eight core conventions. However, Nigeria has not ratified a number of conventions which are crucial to addressing decent work deficits. These include ILO Conventions C122, C129, C150, C187, & C188 that relate to labour market governance, C102 on social security, C181 on Private Employment Agencies and C189 on Domestic Workers, even though it ratified the Maritime Labour Convention 2006 in 2013, it has not been domesticated. Implementation of the ratified conventions has not always been effective owing to capacity challenges in ensuring compliance with such commitments, and lack of adequate awareness of the provisions of such conventions. Labour laws that were reviewed for more than 9 years are still pending at the National Assembly. Apart from this, there are no new submissions of newly adopted instruments to the legislative authorities for consideration. There is a need to review the list of ILO instruments ratified by Nigeria and, particularly, look into the possibility of ratifying the highlighted ones; and the need to enhance effective implementation of ratified instruments.

3.3 Deficits in Social Protection

Nigeria's HIV epidemic is described as generalized (above 1% prevalence among ante-natal care attendees), with wide variation of prevalence within the country. Approximately 3,459,363 million out of the estimated 170,000,000 million Nigerians live with HIV and AIDS making Nigeria the country with the second highest HIV burden in the world and the largest in the West African sub-region. The 2012 estimates shows an adult prevalence of 4.1%¹¹. An analysis of the 2012 prevalence rates in the country's six geopolitical zones shows that the highest HIV concentration is in the North Central Zone (7.5%) and the lowest prevalence is in the North Western Zone (2.1%). There are also differences between and within urban and rural areas with prevalence figures in urban areas varying between 2.7% and 18.0%, while that of rural areas ranges from 0.7% to 21.3% (Global AIDS Response Country Progress Report 2012). However, there is a wide variation in prevalence between states, ranging from 1.0% to as high as 10.6%¹².

Although significant progress has been made in general, access to services (HIV testing, prevention of mother to child transmission (PMTCT), care and support) by women, young people and most-at-risk groups is low. In part this is due to deep-rooted cultural values and the role of women in Nigerian society¹³. Most new infections (80%) are among persons engaged in "low risk" heterosexual sex risk and include married persons or co-habiting sexual partners¹⁴. Youth between the ages of 15 and 24 who represents the most productive and economically viable segment of the society are mostly affected. The prevalence among young women is 2.9% against 1.2% among young men¹⁵. In the same time, young people show very low knowledge about ways to prevent sexual transmission and on misconceptions (only 22.50% according to Nigeria UNGASS Report 2012). Most-at risk populations still carry the brunt of the infection with female sex workers with 25.2% prevalence according to the HIV Integrated Biological and Behavioral Surveillance Survey (IBBS) 2010.

Mother to child transmission also plays a significant role in new infections in Nigeria. Nigeria has the highest number of children with the virus in the world. As of December 2012, less than 50% of pregnant women living with HIV had access to antiretroviral medicines to prevent vertical transmission. (Progress Report on The Global Plan: Towards the elimination of new HIV infections among children by 2015 and keeping their mothers alive, 2013).

¹¹ Global Report of the AIDS Epidemic, UNAIDS, 2013

¹² Nigeria UNGASS Report 2012

¹³ Nigeria, Country Situation, UNAIDS 2012

¹⁴ Nigeria, HIV Integrated Biological and Behavioural Surveillance Survey (IBBS) 2010

¹⁵ Global Report of the AIDS Epidemic, Annex I, UNAIDS, 2013

Key drivers of the epidemic in Nigeria include low personal risk perception, multiple concurrent sexual partnerships, intense transactional and inter-generational sex, ineffective and inefficient services for sexually transmitted infections (STIs), and inadequate access to and poor quality of healthcare services. Entrenched gender inequalities and inequities, chronic and debilitating poverty, and stubborn persistence of HIV related stigma and discrimination also significantly contribute to the spread of HIV.

The workplace provides a livelihood and the hope of a decent future and can also be a source to each millions of workers with vital life-saving information on both HIV prevention and treatment, providing support to workers in their struggle with HIV or AIDS. In many countries the workplace has been a critical cornerstone of national HIV responses, and has put in place protection mechanisms for workers against abuse and coercion, including against discrimination for people living with HIV and for many been the entry point for HIV related services. HIV related discrimination has been linked to the absence legislation and a lack of enforcement mechanisms to protect the right of people living with HIV and AIDS.

In terms of the national response, in 2007, the National Agency for the Control of AIDS was established to coordinate the HIV and AIDS response. State level HIV and AIDS strategic frameworks have been developed to align with the different states epidemic. It is also worth noticing that the response to AIDS is mainstreamed in the Presidents Transformation agenda and the Presidents Comprehensive Response Plan on HIV and AIDS. In 2013, the ILO supported the Government of Nigeria (FMoL&P) and its social partners to revise the outdated National Workplace Policy on HIV and AIDS and its Implementation guideline in light of the changing epidemiology and the new International Labour Standard concerning HIV and AIDS; Recommendation 200. The newly revised policy and implementation guideline was adopted by the Minister of Labour and Productivity, the social partners and other key stakeholders including networks people living with HIV and AIDS.

While a national workplace policy on HIV and AIDS is currently in place, a major gap is the lack of a comprehensive programme on HIV and AIDS encompassing the world of work and covering the different elements of the national response. Identified deficits include continued stigma and discrimination of those infected and affected by HIV, inadequate access to HIV services, low uptake of voluntary testing and counselling as well as the lack of HIV and AIDS interventions that are tailored for the workplace and focus on most vulnerable sectors.

In this regard, the ILO Constituents have expressed the need to operationalize the national workplace policy on HIV and AIDS and its implementation guideline and scale up HIV workplace programs in the states.

Other identified decent work deficits in the area of social protection include: a limited social security system that caters only for the formal sector workers; an inadequate pensions system; inability to provide a social welfare system for senior citizens, and the younger generation as well as people living with or affect by HIV; neglect of people with disabilities and their unemployment benefits needs; the rudimentary nature of child social protection schemes; inadequate or non-existing safety nets for orphans and vulnerable children (OVC); and the unsatisfactory pace of, and ineffective National Health Insurance Scheme (NHIS).

Apart from this, Nigeria is a centre of trafficking in human beings, especially of women and children. Child labour averages 28.8 per cent of the population with young girls and boys less than 15 years¹⁶. There is a new National Child Policy, National Action Plan and a list of hazardous work that have been

¹⁶ Paquete-Perdigao, EAT-BP Dakar National context vis-à-vis Standards and Fundamental Principles and Rights at Work, ILO Staff Papers, Nigeria – Child Labour, May 2010

developed, adopted and approved but there is still need for implementation. With respect to women trafficked to Europe for the purposes of sexual exploitation, an estimated 94% are from Edo State in Nigeria while the remaining are from Delta, Kano and Borno States.

A number of factors contribute to the high incidence of human trafficking and child labour in Nigeria. Predominant among these are the high levels of poverty, particularly in the rural areas, large family size, lack of educational opportunities and lack of employment. Other factors include porous borders, ignorance on the part of families and children on the risks involved in trafficking; inability of government to provide decent jobs for parents thus encouraging market activism by children; inability to comprehensively address the issue of rehabilitation for people, particularly children who have been trafficked; and the failure to adequately address the demand side of the human trafficking issue.

3.4 Labour Administration Deficits

Labour administration is exemplified in social dialogue and tripartism, fair policies, uniform application of the rule of law, transparency in decision-making, information and government services available for all. It is driven by the principle of responsibility which requires an organization to be accountable for its mandates and activities. These conditions are currently at a low ebb in Nigeria on account of defective development options, political unwillingness, inadequate funding of factory and labour inspectorates, capacity gaps in training for factory and labour inspectorates, inadequate funding for monitoring and evaluation, lack of awareness of victimized groups to their rights, inspectors' lack of power to sanction offenders, lack of collaboration among MDAs with the requisite technical firm-specific skills to inspect and arrest, labour market segmentation, and persistent gender inequalities.

Infringement of freedom of association and right to collective bargaining has become more rampant in most organizations in recent years as a result of the global financial crisis. Most of such cases are in the law courts for resolution though it takes longer time than necessary to resolve. It has become increasingly difficult to organize workers into a union as a result of this situation. It has also become more dangerous for labour leaders in most organizations to seek to mobilize their members or new membership without incurring the wrath of management. The resultant effect is that trade union membership is becoming reduced with its power and influence threatened, which does not augur well for workplace democracy.

3.5 Social Dialogue Deficits

The ILO government partner is the Federal Ministry of Labour and Employment (FMLE). Since 1959 when the ILO opened its First African Office in Nigeria, the ILO has been providing technical cooperation assistance to Nigeria through the FMLE. It has assisted in enhancing the human and institutional capacities of the FMLE, especially in the areas of social dialogue, HIV/AIDS, employment issues, LMI, enterprise development, migration, etc. This has enabled the ministry to be proactive in fulfilling its mandate as a labour and employment organ of government and to contribute to decision making on labour and economic issues. The ministry however lacks the capacity to take an active role in leading initiatives in employment creation as it is not seen as an economic ministry in the government scheme of governance and administration. The Ministry plays an interlocutor role between the employers' and workers' organizations and is the Chair of the National Labour Advisory Council (NLAC). The ministry has been limited in its capacity in moving the agenda of the NLAC forward and also in dealing with labour issues. It has failed in its capacity to organize NLAC meetings originally scheduled to hold every quarter of the year and is weak in its role of a facilitator of tripartism and social dialogue and in its role as the coordinating body for the implementation of the DWCP. Accordingly, the FMLE requires further enhancement of its capacity in all the afore-mentioned areas and particularly to develop a comprehensive strategy in integrating the DWA into national development strategies and frameworks. The capacity also needs to be built to enable it spearhead the current employment creation initiatives of the government.

The Nigeria Employers' Consultative Forum (NECA) was founded in 1957 as the umbrella organization of employers in the organized private sector of Nigeria. It represents the employers' organization as the tripartite member of the ILO. Though NECA remains the central organization for employers, there are other organizations that have been established, such as the Chambers of Commerce, and the Manufacturers Association of Nigeria (MAN). Accordingly, the NECA faces stiff competition in terms of members from these other organizations. On the other hand, in terms of the workers' organizations, there are two trade union organizations in Nigeria – the Nigeria Labour Congress (NLC) and the Trade Union Congress of Nigeria (TUC). All these are statutory members of the ILO Governing Body. The organized trade union movement dates back to 1912 when the Nigeria Civil Service Union was established. In February 1978, the NLC was formed and now has 39 affiliates. On the other hand, the TUC was formed in 2004 and has 11 affiliates. The NECA and NLC are members of the National Labour Advisory Council while TUC is an observer.

While there is a cordial relationship of the ILO tripartite members in Nigeria, the relationships has been weakened due to lack of regular meetings of the NLAC. The NLAC has not been meeting regularly and not fulfilling its role as an advisory body to the government on labour issues which is greatly hampered due to lack of funding by the government.

The government, employers' and workers' organizations in Nigeria have participated actively in the formulation, validation and revision of the DWCP I. However, all the constituents have capacity shortcomings in their technical and financing capacities in terms of implementing key elements relating to their mandates in the DWCP. There have been requests for capacities to be built in the area of project design, management, and monitoring of projects. The capacity building priorities of the respective partners thus needs to be addressed during the implementation of the DWCP II for Nigeria.

3.6 Gender Deficits

Nigeria is signatory to a number of international treaties and conventions aimed at protecting and promoting the dignity and welfare of women. These include the Convention on the Elimination of all forms of Discrimination against Women (CEDAW, 1986), ILO Conventions on Equal Remuneration (No.C.100), C111 on Discrimination, as well as the Beijing Platform of Action (1995). While there is an existing Gender Policy (2000) currently being reviewed for the country along with several initiatives to promote gender equality with some federal legislation is in favour of women's rights, the trend rather goes towards a strengthening of traditional values, less favourable to Nigeria's over 70 million women.

Women experience considerable discrimination in different ways in Nigeria. There are no laws barring women from particular fields of employment, but women often experience discrimination because the Government tolerates customary and religious practices that adversely affect them. Nigerian women usually face stronger barriers to labour market entry and have more difficulty finding employment; the global financial crisis exacerbated the existing differentials. Female-to-male ratios of unemployment rates indicate that, at the onset of the crisis, women were nearly over 50 per cent more likely to be unemployed in the country. Women remain underrepresented in the formal sector but play an active and vital role in the country's important informal economy. While the number of women employed in the business sector increases every year, women do not receive equal pay for equal work and often find it extremely difficult to acquire commercial credit or to obtain tax deductions or rebates as heads of households.

Women are discriminated against in access to education for social and economic reasons. The literacy rate for males is 58 percent but only 41 percent for females. In the north, Muslim communities favour boys over girls in deciding which children to enroll in secondary and elementary schools. However, in the south east, more boys are dropping out of school to engage in business. In the south, economic hardship also restricts many families' ability to send girls to school and, instead, they are directed into commercial activities such as trading and street merchandizing. Politically, women have been sidelined in terms of

representation in governance and decision-making. Nigeria has the lowest representation of women in national elective and decision-making positions in West Africa. Although women constitute 49.7 per cent of the population and 51 per cent of voters, their best showing was the six per cent of national elective positions achieved in 2007 general elections but this was reversed in the last election held in 2011, thereby speaking volumes about women's lack of voice.

As such, mainstreaming of economic empowerment of women into government policies and programmes would be an integral strategy in the DWCP II in order to assist the government bridge the gap between men and women in the areas of employment creation and human rights.

4. THE NATIONAL RESPONSE TO DECENT WORK DEFICITS

The Nigerian government responses to the foregoing decent work deficits and development challenges have included economic planning studies, poverty response projects and action plans. Nigeria's development plans during the military regimes were in the times of major political upheavals and economic crises that necessitated transitory and sporadic actions from the incumbent administrations until 1999 when democratic governance was instituted.

In 2004, the National Economic Empowerment and Development Strategy (NEEDS) document was developed. It was Nigeria's plan for prosperity outlining comprehensive action, goals and principles of a new Nigeria. The core of the strategy was to fight poverty, improve incomes and tackle social and political factors that lead to poverty. NEEDS was a strategy of wealth creation and by implication, employment generation and poverty reduction and the first government development strategy with a gender-sensitive lens. However, the achievements in the medium term from 2003- 2010 have not measured up to the huge expectation.

The Vision 20: 2020 and the Transformation Agenda specify government's current strategies focusing on achieving high levels of pro-poor growth, as well as making Nigeria one of the top 20 economies in the world by 2020. The government is working to ensure a successful implementation of programmes and projects through Public Private Partnerships.

In 2013 the national workplace policy on HIV/AIDS and its implementation guideline was revised and adopted through a joint collaboration of the; then Ministry of Labour & Productivity (now Ministry of Labour and Employment), the National Agency for the Control of AIDS (NACA), the Nigeria Labour Congress, the Trade Union Congress of Nigeria, the Nigeria Employers' Consultative Association (NECA) and the Network of People Living with HIV/AIDS with support from the ILO. The policy provides the basis for a coordinated response on HIV/AIDS in the world of work. In a bid to have a specific legislation for the protection of the rights of people living with HIV/AIDS, an HIV anti-discrimination Bill has been put forward before the House of parliament. The Bill which has now been passed by both Houses of parliament (Upper and Lower) is currently being harmonized by the health committee of the Senate and House of Representative. Once a harmonized version is produced, the Bill will be sent to the President for his signature.

A Gender Policy was approved in 2000; however, the national action plan developed thereafter has not been fully implemented due to deficiencies in the capacities of the Ministry of Women and Social Development, especially in the areas of strategy on the economic empowerment of women.

Serious efforts have also been made by the government to fight the scourge of human trafficking with the establishment of a human trafficking agency, National Agency for the Prohibition of Human trafficking in Persons (NAPTIP). Added to these are several initiatives with several international organizations in combating the scourge of trafficking in persons and child labour which include capacity building projects

with law enforcement agencies. Even though there had been a lot on initiatives by different stakeholders to address human trafficking, a lot stills needs to be done to reduce the trafficking in person's problem in Nigeria.

In the earlier part of 2011, a Presidential Employment Summit whose objective was to facilitate discussion amongst stakeholders on the strategies for employment generation in Nigeria was convened. The report from this summit is intended to provide the blue print for future employment creation interventions in Nigeria by both the Public and the Private sectors.

Addressing the poverty challenge and the decent work deficits facing Nigeria will certainly continue to require policy reforms and large-scale investments in many key areas, but most importantly, targeted investments with regards to employment creation, more commitments to fighting the scourge on human trafficking and child labour, reviewing the social security schemes in accordance to the social protection floor initiative and building the capacities of government, employers' and workers' organizations to effectively be a voice in labour and economic issues; and promotion of gender equality

5: THE UNITED NATIONS' (UN) RESPONSE TO DECENT WORK DEFICITS

The UN System through UNDAF has aligned its support to the Vision 20:2020 and the Transformation Agenda of the government. The objectives of the UNDAF I, II and the current one (2014-2017) revolved around achieving the MDGs and especially poverty eradication, improved health and social protection system. The ILO took active part in the UNDAF processes by ensuring that one of its outcomes relates to decent work.

Four (4) strategic result areas were identified under UNDAF III, they are:

- Good governance
- Social Capital Development
- Equitable and Sustainable development
- Human Security and Risk Management

The Decent Work country Programme for Nigeria is therefore an integral part of and will contribute to both the UNDAF and the Transformation Agenda. The DWCP II is aligned with the same cycle as UNDAF III (2014 and 2017)

6: THE ILO RESPONSE TO DECENT WORK DEFICITS

Following the global and financial crisis and as a response to the issue of unemployment crisis, the Government of Nigeria with support from the ILO organized the National Employment Summit in April 2009. The Summit culminated in a tripartite Declaration and a National Plan of Action for Employment Creation in Nigeria (NAPEC), which was approved for implementation by the Federal Executive Council (FEC) in October 2010. The Action Plan outlines policies, programmes and projects for employment creation in twelve key sectors of the Nigerian economy. Other employment creation efforts include the development of the Nigerian Youth Employment Action Plan (2009 – 2011) launched in March 2009 and aimed at arresting the problem of youth unemployment. However, the plan is limited by the absence of linkages with tertiary and technical vocational institutions, inadequate funding and capacity of the Federal Ministry of Youth and Development to implement the Action Plan and lack of synergy between the three levels of government.

Work to facilitate the revision of the national employment policy has begun in earnest. In this regard, the ILO working with the FMLE carried out 2 studies on Employment Mapping and Institutional Assessment and Coordination Mechanism Study – The Case of Nigeria” and “Binding constraints to Inclusive and

Job-rich growth in Nigeria: A Macro and Sector Policies and Strategies Review” and the outcome of these studies will act as the background documents for the new employment policy.

On social dialogue, in the beginning of 2008, the MOL and the ILO launched an Action Programme on Strengthening Social Dialogue in the Utilities (Water and Electricity) sector. Government, Employers and Workers representatives commissioned and validated a baseline report, which diagnosed the current state of social dialogue during the process to reform and improve these services, in order to promote wider participative governance in and support for organizational changes. Furthermore, based on the request by FMLE (now FMLE), a study was commissioned on Achieving the Rule of Law in Industrial Relations Practice in Nigeria in May 2013, the report is ready and the stakeholders’ forum will soon be convened to validate the report.

Work has also been undertaken on ensuring the promotion of fundamental principles and rights at work. A Special Action Programme to Combat Forced Labour (ILO/SAP-FL) project launched in Abuja on 29 June 2010 was the initiative of the Nigerian Federal Government, the European Union and the International Labour Organization (ILO) to protect and reintegrate victims of trafficking. The objective was to progressively reduce human trafficking through better cooperation between Nigeria and Italy in the prosecution of traffickers, protection and re-integration of victims, as well as prevention of trafficking through awareness creation. Furthermore, this project facilitated the ILO’s collaboration with the Nigerian government and other development partners to expand the knowledge base, build capacities of the social partners and the government, and promote dialogue between them on these issues. The ILO also in collaboration with IOM also supported the government to develop a National policy on Labour Migration, which is yet to approved by the Federal Executive Council.

The ILO has also implemented 2 projects on child labour – ‘Eliminating the Worst Forms of Child Labour in West Africa and Strengthening Sub-Regional Cooperation through ECOWAS’ and ‘Eliminating the Worst Forms of Child Labour in West Africa and Strengthening Sub-Regional Cooperation through ECOWAS –II’. At the Federal level, the projects worked with FMLE and other relevant stakeholders to develop the National Child Labour Policy and its Action Plan and these 2 documents had been adopted by the government. The projects also identified the list of hazardous work and created awareness at different levels. Meanwhile at the local level, the projects worked in Oyo and Ogun states to combat worst forms of child labour in market place, domestic sector and child trafficking; developed knowledge base on the problems of child labour in Nigeria, models of intervention designed and piloted for withdrawing and preventing children working in the worst forms of child labour; models of interventions were designed and piloted to promote resilient family livelihoods and sustainable community development and setting of child labour monitoring units in these states. These projects started in 2011 and will end in 2014.

ILO is currently collaborating with the Central Bank of Nigeria, the Bankers’ Committee representing the Commercial Banks in the country, other financial institutions, NECA and NGOs to implement the Financial Inclusion of Women project whose main objective is to improve access to credit facilities for women entrepreneurs and to promote the use of FAMOS check by financial institutions to assess their product services in order to improve on their services to the female clienteles. ILO has also supported NECA’s Network of Women Entrepreneurs (NNEW) to improve the capacities of women entrepreneurs.

On social protection, ILO working with the government and social partners had reviewed the national workplace policy on HIV and AIDS its implementation guidelines in 2013 based on the ILO Recommendation concerning HIV and AIDS in the World of Work (R.200), however, the ILO Constituents have expressed the need to operationalize the national workplace policy on HIV and AIDS and its implementation guideline. The ILO also supported the development of an HIV and AIDS anti-

discrimination Bill which has now been passed at both Houses of Parliament. The Bill is currently being harmonised by the Health Committees of Senate and House of Representatives after which it will be forwarded to the President of Nigeria for assent. The ILO is also participating in the development of the national social protection policy and social protection floor.

7. LESSONS LEARNT FROM NIGERIA DWCP 1

In response to the ILO paradigm shift towards making DWCP the tool for technical and financial assistance to Member States, Nigeria's social partners developed the first DWCP (2005-2009) in November 2005 and revalidated it in February 2007. It aligned with the country's home-grown Poverty Reduction Strategy called "National Economic Empowerment and Development Strategy" (NEEDS). The three priorities were: (a) Job creation for women and youth through self-employment (b) Elimination of human trafficking and child labour and (c) Prevention and Mitigation of the impact of HIV/AIDS in the world of work.

The DWCP 1 ended in 2009 and as a prerequisite to the formulation of the DWCP II, there was a review of the DWCP I in March 2010. Key findings of the review were that: (i) the 3 priority areas namely: Job creation especially for women and youths through self-employment; elimination of human trafficking and child labour; and prevention and mitigation of the impact of HIV/AIDS in the world of work reflected the decent work deficits at that time and were still relevant (ii) the DWCP 1 was formulated at a time unemployment, particularly youth unemployment had reached alarming dimension and was gradually threatening social cohesion, security and the nation's nascent democracy while the growing army of unemployed youths were increasingly alienated and finding ready 'employment' in anti-social activities. It was also pointed out that Nigeria was then blacklisted by the international community for unprecedented number of Nigerians trafficked to Europe and other parts of the world for exploitative labour while the prevalence rate of HIV/AIDS was one of the highest in the Sub Saharan Africa; and (iii) the DWCP 1 priority areas were consistent with the national development priorities especially NEEDS 1 which focused on empowering people through creation of 7 million jobs by 2007.

The DWCP I did not achieve much except the activities and outcomes from the technical cooperation projects being implemented by the ILO Abuja Office. A limited understanding of what was expected by the implementing partners by the social partners and other partners adversely affected the implementation of DWCP 1. Partners as well as other stakeholders were not aware of what was expected of them. As a result, each stakeholder was carrying out its projects and programmes without the collaboration of the other stakeholders and the coordinating Ministry. Again, partners had the wrong impression that ILO was to provide all the resources required for the implementation of the DWCP and that any project implemented with funds other than that provided by ILO was not part of DWCP. There were also many gaps in the document which included unclear targets and indicators. The translation of the outputs into outcomes fell short in many cases partly due to lack of clarity in the definition and specification of "outputs", "outcomes", "targets" and other performance measures.

The programme also lacked a monitoring and evaluation (M&E) plan encompassing the various underlying assumptions, indicators, and baselines on which the deliverables of the project activities would be assessed. While huge financial outlays were proposed in the budget, there was no resource mobilization strategy developed and no information on who was responsible for funding the DWCP programmes and activities. With respect to the institutional and operational arrangements of the DWCP I, the review also revealed that there was lack of awareness on the roles and responsibilities of the various implementing partners. Apart from this, the coordinating Ministry, Federal Ministry of Labour and Employment did not effectively manage the implementation of the DWCP and did not organise regular meeting of the working committee. As such, Nigeria's DWCP 1 did not achieve much because the metrics

for assessing progress of outcomes as well as the communication processes and implementation agencies were not well articulated.

In order to prevent the likelihood of similar problems arising in DWCP II, in April 2010, with the technical and financial support of the ILO, key stakeholders were taken through a two-day workshop on steps and procedures in formulating DWCPs. Sessions included concepts and practice of results-based management; as well as an introduction to monitoring and evaluation. As the DWCP I priorities are still very much relevant today, the DWCP II builds on the lessons learnt of the DWCP I while priorities anchors on the DWCP 1.

8. ALIGNMENT WITH NATIONAL DEVELOPMENT PRIORITIES AND UNDAF

Preparation of the Nigeria DWCP II is guided by the Transformation Agenda (2011-2015) which provides a medium term strategy for the long term Vision 20: 2020. The priorities are explicitly covered in the NV Vision 20: 2020 three pillars – (i) guaranteeing the productivity and wellbeing of the people; (ii) optimising the key sources of economic growth; and (iii) fostering the sustainable social and economic development. The priorities are thus aligned with the current government development priorities focusing on employment creation, social protection and human resource capacity development. It also relates to current government strategies that focus on achieving high levels of pro-poor growth, as well as making Nigeria one of the top 20 economies in the world by 2020. The DWCP II would be implemented within the context of the *National Action Plan on Employment Creation* in Nigeria (NAPEC) and the Nigerian Youth Employment Action Plan approved by the government in 2009 and 2010 respectively. It would take advantage of the opportunities offered the country upon its selection by the ILO as one of the Member States to benefit from the integrated assistance package under the Global Jobs Pact (GJP) initiative.

The DWCP II also aligns with the United Nations Development Assistance Framework (UNDAF III: 2013 - 2017¹⁷) for Nigeria which has 4 identified areas for UN interventions in Nigeria (see Annex 1 for UN interventions and gaps). The DWCP II priorities are adequately and strategically covered under Results Area 2: Social Capital Development and Area 3: Sustainable and Equitable Economic Growth. The priorities perfectly intersect with the ILO Strategic Policy Framework (2010 – 2015), the 2014-2015 Programmes and Budget as well as the DWAA, the Social Justice for a fair Globalization, and Global Jobs Pact.

The DWCP II has three major priorities: (i) employment and wealth creation, (ii) social protection and (iii) capacity building of the constituents. Nigeria's priorities are around the identified and discussed deficits of youth unemployment and mitigating the impact of the global financial crisis, human trafficking and child labour, labour market governance, social security, and improving the quality of life of people living with HIV and AIDS. These priorities are highlighted in Table 1 below.

Table 1: Integrating the Decent Work Deficits into National Priorities

IDENTIFIED KEY DW DEFICITS	MAJOR PRIORITIES
i. Poverty arising from unemployment ii. High Youth unemployment iii. Labour market governance and administration	1. Employment and wealth creation

iv. low skill employability and obsolete TVET institutional capacities	
v. Gender inequalities and discrimination	
i. Lack of social security especially for the aged and the informal economy workers, people living with disabilities, migrants and other groups ii. HIV related discrimination including gender inequalities that exacerbate HIV vulnerability among women and young people and poor access to basic HIV prevention and care services especially for women and young people. iii. Child labour and human trafficking	2. Social protection
i. Ineffective Social dialogue ii. Non-reporting on ILO ILS Obligations	3. Building the capacities of the constituents.

9. PRIORITIES, OUTCOMES, STRATEGIES AND INDICATORS

The DWCP II strategic priorities and their associated outcomes were identified in a country assessment study and after series of consultations and validation with constituents and key national stakeholders. The DWCP II is built around three priority areas identified by the constituents. The priorities are highlighted below:

COUNTRY PROGRAMME PRIORITY (CPP) 1: EMPLOYMENT PROMOTION

COUNTRY PROGRAMME PRIORITY (CPP) 2: EXTENDING THE SCOPE OF SOCIAL PROTECTION COVERAGE

COUNTRY PROGRAMME PRIORITY (CPP) 3: STRENGTHENING SOCIAL DIALOGUE AND TRIPARTISM

These set of national priorities are compatible with the National Jobs Pact subsumed under the Global Jobs Pact and the principles that the Decent Work Agenda seek to promote. The priorities will assist in the actualization of the country's Vision 20: 2020 as well as support the Nigerian government in the achievement of the Millennium Development Goals.

9.1. Outcomes, Strategies, Indicators, and Targets¹⁸

9.1.1 Country Programme Priority 1: Employment Promotion

Priority 1 focuses on interventions influencing upstream and downstream policies and programmes that will enhance incomes and livelihoods through the creation of jobs especially for young women and men. The targeted population under this priority are principally the unemployed young women and men, persons with disabilities, and women in the informal and rural economy. Strategies would include promoting employment –intensive infrastructure investment while particular attention will be paid to increasing the employment content of public investment in infrastructure. It would also focus on generating and analysing labour market.

¹⁸ Outputs and activities are provided in a separate and detailed implementation Plan

Outcome 1.1: Improved policy environment for increased job creation

The outcome will support the establishment of national policies that will enhance young women and men's participation in the labour markets (both formal and informal economy) through employment-intensive projects for job opportunities and employment creation in the informal economy. This outcome would ensure that the gender dimensions of decent work is integrated into government employment policies and job creation initiatives.

Outcome Indicators

1.1.1: Reduction in unemployment rate

1.1.2: Revised National employment policy adopted

1.1.3: No. of labour-based demonstration projects implemented.

Strategy for Outcome 1.1

The DCWP II will support programmes on investment opportunities that are gender sensitive. It will promote new approaches that emphasize policy coordination and coherence at the national level to deliver on a job-rich inclusive growth. It will promote more coherence between multiple policy objectives in order to ensure better employment and decent work outcomes. Strategies will focus attention on supporting government agencies responsible for gender, youth, agriculture and rural development, labour markets and income-related issues in the country and piloting of labour-intensive public works projects. Resources allocation tools that favour job creation will be developed. Advocacy will be undertaken on harmonizing existing policies on employment; enacting deliberate policies that support labour intensive projects; reviewing the current National Employment Policy; approving and implementing the National Policy on Productivity.

It will also include promoting gender mainstreaming and women's economic empowerment (livelihoods, social cohesion, and entrepreneurship) into employment strategies. The focus will be on systematically strengthening the capacities of relevant ministries, departments and agencies (MDAs) in the formulation, coordination of, and implementation of policies and programmes geared towards job creation and decent work, national planning, budgeting and reporting, especially in the areas of emergency job creation; and facilitating inter-ministerial coordination. The Federal Ministry of Labour and Employment (FLMP) will be assisted to conduct analysis to identify barriers to job creation in Nigeria and to conduct employment impact assessment of public projects and programmes.

Outcome 1.2: Improved Labour Market Governance and Administration

The peculiar problems of labour markets in Nigeria suggest an urgent need for government to establish good governance and administration of labour markets in the country. The outcome will support the government in the ratifications of C187, C181 and C189 to mention but a few and promote the enactment of the labour laws in the National Assembly. Updated Labour laws will ensure that the rights and of workers are guaranteed and employers are able to meet their obligations to their workers in a manner that are in line with ILS. This will enable government to evaluate and develop necessary policies to meet labour market needs in Nigeria, design of policies for improved labour standards; implementation and domestication of relevant ILO ILS standards and conventions and the reporting obligations. In order to be able to do this, it will be imperative that a functional Labour market Information system is in place.

Outcome Indicators

1.2.1: Ratification of ILO Conventions 187, 181 and 189

1.2.2: Amended National Labour laws.

1.2.3: Functional Labour Market Information System (LMIS)

Strategy for Outcome 1.2

The strategy will include strengthening and supporting the National Labour Advisory Council (NLAC), who has the authority to recommend ILO Conventions to government for ratification. The capacities of the Social partners to advocate on issues of labour administration will be enhanced. In addition, the labour market information and analysis systems which will include reviewing key labour market information needs, data and statistics. Strengthening the capacity of FMLE, Social Partners and other relevant stakeholders to undertake Policy and Legislative reform. Furthermore the FMLE and the Social Partners will have their capacities built to ensure they meet their reporting obligations to the Committee of Experts on ILS. The capacities of FMLE and the National Bureau of Statistics (NBS) will be strengthened to generate and analyse labour market information and decent work indicators; hold consultations with the government for conducting labour force and child labour surveys; and collaborating with the National Bureau of Statistics in reviewing labour demand statistics and human resource surveys to improve the availability of the information on the demand for labour in Nigeria. Strategies will also include supporting the FMLE in regular analysis and maintaining a functional website through which rural people can access job information.

Outcome 1.3: Increased Employability and Employment Opportunities for Young Women and Men

The labour market in Nigeria is characterized by high unemployment rate among the youth who lack the requisite skills and competencies needed for employment opportunities. The unemployed youth in Nigeria need to be empowered and their employability boosted so as to be relevant within the labour market in Nigeria. The DWCP II will combine skills development, work experience, and entrepreneurship-related interventions to improve the employability and increase employment rates among young men and women including those with disability. The DWCP II will make use of the ILO expertise in local economic development, enterprise and cooperatives development in rural areas.

Outcome indicators

- 1.3.1: Revised National Youth Employment Action Plan (NYEAP) adopted
- 1.3.2: Revised and standardized Curriculum and courses
- 1.3.3: No. of young entrepreneurs who have established their own businesses

Strategy for Outcome 1.3:

The strategy will involve working closely with the Office of the Chief Economic Adviser to the President (OCEAP), Ministries of Labour and Productivity, Agriculture, Youth and Development, Women Affairs and Social Development, Small and Medium Scale Enterprises Development Agency (SMEDAN), National Agency for Poverty Alleviation Programmes (NAPEP), other relevant MDAs and the private sector, including NECA, to facilitate the entrance of youths to jobs. Focus will be on youth employment and empowerment focusing on skills and vocational training, public works, entrepreneurship and access to social capital. The strategy will include promoting improved labour market information systems for developing responsive youth employment policies and programmes, with special emphasis on women and young people with disabilities. The Ministry of Youth and Development (FMYD) will be supported to review the National Youth Employment Action Plan (2009 – 2011).

It will also include building the institutional capacity of selected TVET institutions, review of the curricula of TVET institutions with the aim of revising the curricula to meet present realities in the labour market skill demands. The strategy will also involve expanding access to employment-relevant training with emphasis on enabling young women and men and those with disabilities to acquire skills for securing employment. In addition, focus will be on mainstreaming gender issues in the area of apprenticeships, training and for rural economic empowerment of young women and men. In this regard, the strategy will be working towards self-employment of young women and men, with particular advocacy and consultations to be held with the public and private sector organizations including NECA,

workers organisations, trade unions, Youth organisations and NGOs in this regard. Focus will also be on promoting rural employment for poverty reduction and supporting women and men in forming cooperatives along trades/vocations for assistance in job creation; providing support to formed cooperative groups to access micro-credit facilities; providing integrated infrastructural facilities (roads networks, communication network, etc) to open vibrant economic activities. A major activity will be to introduce financial inclusions for women using the FAMOS tool, possible with collaboration with Central Bank of Nigeria, development and commercial banks as well as with the NECA's Network of Entrepreneurial Women (NNEW), Federal Ministry of Women Affairs and Social Development, the Office of the Special Assistant to the President on MDGs and the Office of the Chief Economic Adviser to the President.

9.1.2 Country Programme Priority 2: Extending the Scope of Social Protection Coverage

This priority focuses on initiatives that will extend rights-based and gender-sensitive social protection policies and programmes in Nigeria; promoting other instruments which are germane to the decent work agenda; human trafficking, child labour, HIV and AIDS, and irregular migration. It will focus on the National Social Security Strategy with a view to incorporating the social protection floor framework as a comprehensive vision with extension to those not previously covered by the existing scheme. The target population of this priority are migrant workers, people living with HIV and AIDS, human trafficking victims, children engaged in child labour, and those in the informal economy. This will be done in collaboration with the ILO's SAFEWORK, Social Security, ILO/AIDS, Migrant, FPRW within the GOVERNANCE departments.

9.2.1 Outcome 2.1: Improved Labour Migration Management

Nigeria has a National Labour Migration Policy which was developed in collaboration with ILO and IOM and the policy is awaiting adoption by the Federal Executive Council and once it is adopted, it will have to be implemented in order to improve the governance of labour migration in Nigeria.

Outcome indicators

2.1.1: Adoption of the National Labour Migration Policy

2.1.2: Availability of National Social Security Strategy for migrant workers within the social protection floor framework

2.1.3: Number of Stakeholders with improved capacity to respond to Labour Migration issues

2.1.4: No of Migrants supported to ensure protection of their labour rights

2.1.5: No. of victims of human trafficking (male and female) reintegrated into society

Strategy for Outcome 2.1

The DWCP II will place particular emphasis on advocacy with relevant government agencies and the Parliament to allow for new laws to be enacted on the right and protection of migrant workers. This will include supporting inter-governmental working groups in developing a sustainable mechanism of data collection and information management on Trafficking in Human Beings (THB) to feed into policy formulation. Attention will also be on building the capacities of the tripartite partners to enable them effectively participate in policy discussions in this area. This will include encouraging the involvement of more Civil Society Organizations, workers' and employers' organizations in anti-trafficking strategies in Nigeria by raising their awareness and knowledge of the issue and building their capacity to actively participate in the national anti-trafficking strategy and discussions on the protection of migrant workers and in combating trafficking in persons. It also aims at enhancing national and local capacities of social welfare institutions in the coordination and implementation of existing schemes; and also to enhance the capacity of government authorities to monitor private recruitment agencies and to detect fraudulent

agencies, thereby reinforcing the local capacity of national services for migrants, and supporting the development of intermediation establishments and the capacity of national authorities to inspect them.

Strategies will also include initiating programmes aimed at protecting the labour rights of migrants and empowering victims of human trafficking. This will be through setting them up in agro-based cottage businesses at the grassroots level to empower and thereby protect the affected persons; providing micro credit to young women and men who were victims to facilitate self –employment and job offers respectively. The capacities of the tripartite partners will also be enhanced to enable them implement the National Policy on Labour Migration and its Action plan to better protect migrants bearing in mind that Nigeria is a source, destination and transit country.

Outcome 2.2: Improved Workplace Response to the HIV/AIDS Epidemic

The strategy for the achievement of this outcome will be based on the government's the National Workplace Policy on HIV and AIDs, the National HIV/AIDS Strategic Framework 2010-15 and the revised ILO Recommendation 200 concerning HIV and AIDS and the world of work 200, 2010. HIV workplace programmes will be implemented in accordance with the National Minimum Prevention Package guidelines. In particular, the DWCP II will support the Government of Nigeria and the social partners' initiatives to scale up key responses under the Strategic plan's priority areas through the workplace.

Outcome Indicators

2.2.1: No of gender sensitive HIV/AIDS Workplace Policy developed in selected vulnerable sectors

2.2.2: Increase in access to HIV/AIDS BCC information and Knowledge in selected vulnerable sectors.

2.2.3: No of Workers accessing VCT, and PMTCT services in and through the workplace

2.2.4: No of workers living with HIV/AIDS with access to Care, treatment and support.

2.2.5: Reduced no of HIV/AIDS related stigma and discrimination at the Workplace

Strategy for Outcome 2.2

A strong initial emphasis will be given to scaling up policies and programmes that will be gender-sensitive, and which will integrate persons with disabilities, on the basis of the Recommendation 200, 2010. The aim is to halt the spread of HIV and reduce stigma and discrimination of people living with HIV. The strategy will focus on building the capacities of ILO constituents to manage and coordinate the HIV and AIDS response and achieve the priorities set by the national HIV/AIDS Strategic Framework through the workplace. In particular, the strategy will strengthen the capacity of HIV/AIDS focal persons in MDAs and the private sector in designing and implementing comprehensive workplace interventions on HIV/AIDS, as well as in monitoring their effectiveness and impact. It will include scaling up workplace programmes in most vulnerable economic sectors; promote the application of the ILO Code of Practice on HIV/AIDS in specific sectors and workplaces. Advocacy through world of work leaders will ensure the commitment of stakeholders at country and state level, through the world of work leaders, awareness campaigns against stigma and discrimination will be organized; in terms of access to services, the workplace will be used as entry point to increase access to VCT, care and PMTCT

Outcome 2.3: Worst Forms of Child Labour Reduced

Past efforts to combat child labour in Nigeria indicate that a sustainable reduction in the worst forms of child labour requires improvements in education and vocational training, child protection services, health and other social services, livelihood enhancement and poverty reduction schemes and participative local development in the communities where the problem is endemic. In addition, law enforcement and border control mechanisms need to be strengthened.

Outcome Indicators

2.3.1: Domestication of C.138 and C.182

2.3.2: Harmonized national labour framework in line with C 138 and C182

2.3.3: No of direct-action programmes on child labour being implemented by partners

2.3.4: Number of child labour laws violations reported

2.3.5: No. of children (male and female) withdrawn from the WFCL

Strategy for Outcome 2.3

The DWCP II will support the National Child Labour Policy (NCLP 2013) and its national action plans (NAPs) targeting the worst forms of child labour in Nigeria. The adopted strategy will involve strengthening national and sub-national structures for coordinating and monitoring policy and plans on child labour/trafficking implementation; integrating child labour issues into other relevant national development policies and programmes and encouraging more states to adopt and enact the child rights act; piloting intervention models in support of direct action to prevent and withdraw children from the worst forms of child labour. As education and training has links to child labour, the strategy will involve capacity building of local authorities, employers and workers' organisations to integrate strategies to combat child labour in their activities through the implementation of the National Child Labour Policy (2013) and its action plan, as well as advocacy towards the line Ministries like Ministries of Women and Social Development, Youth and Development, Labour, and law enforcement agencies. Workers' capacities to develop sector-based policies and programmes will be enhanced with campaigns and trainings while education and skills training will be targeted at disadvantaged children and families. The development of States Action Plan to combat child labour as well as the setting up of community based child protection or child labour monitoring systems and linked to the labour inspectorate will be encouraged and supported. The gender dimensions of child labour will be addressed by including sex-disaggregated data in child labour surveys.

9.1.3 Country Programme Priority 3: Strengthening Social Dialogue and Tripartite Plus

The objective of this priority would also focus on building the capacities of the tripartite partners and other key stakeholders in being credible and effective actors in the labour market, and to participate in broader economic and social policy discussions. The capacities of the FMLE and NLAC will be strengthened to address labour issues and for the use of social dialogue as an effective mechanism for consultation and dispute resolution. The DWCP II would strengthen the capacity of the Federal Ministry of Labour and Employment, employers' and Workers' organisations and other constituents' to enable them to participate effectively in Decent Work Country Programme processes and engage with development partners to integrate DWCP priorities into national development plans and other development frameworks.

Outcome 3.1: Improved Capacity of the Social Dialogue Institution and the Tripartite Partners

In order to effectively and fully play its role, the capacity of the FMLE needs to be strengthened to enable it to efficiently contribute to results-focused national planning processes and ensure that job creation and productivity issues are mainstreamed into socio-economic policy and programmes. The FMLE needs to play the role of a facilitator (honest broker), between the Social partners. Furthermore the institutional Social Dialogue structure (NLAC) needs to be strengthened to ensure that it convenes meetings on a regular basis and regains its status as the nationally recognised forum for Social Dialogue. The FMLE will also have to strengthen its role of sensitising and ensuring compliance with National Labour laws through its inspectorates.

Outcome Indicators

3.1.1: Ratification of convention 129

3.1.2: Restructured and Functional NLAC is in place

3.1.3: No of Social and Economic policies with inputs from Social Partners

Strategy for Outcome 3.1

The Nigeria DWCP II will enhance the capacities of the Federal Ministry of Labour and Employment (FMLE) officials to enable them facilitate the design and implementation of integrated development frameworks anchored on basic rights at work and effective tripartism. The capacities of NLAC members will be strengthened on issues of social dialogue; NLAC's will be restructured and strengthened to meet the Social Dialogue demands of the tripartite partners. The FMLE labour inspectorates will be strengthened including the ratification of C129 on labour inspection. This will involve building the capacities of the FMLE staff in the areas of employment promotion, project design and management, social dialogue, re-branding and repositioning the FMLE; and a review of labour and factory inspection systems and its deployment for use in all state offices of the FMLE.

Outcome 3.2: Enhanced Capacity of Partners involved in the Implementation of DWCP II

Due to the capacity deficiencies of the employers', workers' organisations and other stakeholders implementing the DWCP II, there is a need to strengthen the organizations capacities in gender sensitive, result-based project design and management. This will aid the effective implementation of the DWCP II. Apart from this, the DWCP will assist the employers' and workers' organizations and other MDAs by strengthening their capacities to meet the challenges of good governance and social justice in the context of a fair globalization.

Outcome indicators

3.2.1: No. of DWCP II Focal Points (male and female) appointed in select MDAs

3.2.2: No. of projects developed and implemented under DWCP II

Strategy for Outcome 3.2

The outcome will focus on strengthening DWCP II implementing agencies capacities to enhance their programme delivery abilities with access to information and knowledge base that would enable them effectively implement and monitor the Nigeria DWCP II activities. Tripartite partners will be technically assisted to develop training work plans in social dialogue and capacities developed in designing and effectively implementing projects. Assistance in policy development will focus on employment and social policy, labour market planning, labour migration and skills development.

10. DWCP II MANAGEMENT AND IMPLEMENTATION

A two-tier level of management is proposed as follows: (i) National Steering Committee and (ii) Technical Working Committee. A National Tripartite Plus (+) Implementation Technical Committee, the National Steering Committee (NSC) already exists since the DWCP 1. The Committee consist of the ILO tripartite constituents namely: Federal Ministry of Labour and Employment (FMLE), the Nigeria Employers' Consultative Association (NECA), the Trade Union Congress (TUC) and the Nigeria Labour Congress (NLC). Other members of the Committee include: the Federal Ministry of Youth and Development (MYD), National Directorate of Employment (NDE), National Planning Commission (NPC), Small and Medium Scale Enterprises Development Agency (SMEDAN), and the National Agency

for the Prohibition of Trafficking in Persons (NAPTIP). The existing Committee would oversee and coordinate the DWCP II implementation and monitoring and will meet as initiated by the coordinating ministry (FMLE) on a semi-annual basis with provisions made for the meetings in the DWCP budget.

In addition, a Technical Working Committee (TWC) to oversee the DWCP II process is being proposed. The TWC would be the forum for the assessment of a) progress towards DWCP II outcomes and b) issues to be addressed by all DWCP partners. Members will include: FMLE (Chair and Secretariat), NECA, NLC, TUC; Ministries of Finance, Agriculture and Water Resources, Youth and Development, Women and Social Development, etc. Other MDAs like NAPEP, NAPTIP, MDG Office, SMEDAN, etc will be invited on specific issues; and the ILO providing technical assistance in an advisory capacity.

The ILO Country Office Abuja has the main responsibility of assisting and supporting the Government of Nigeria in the implementation of the Nigeria DWCP II. The office would support and assist the government in developing a resource mobilization strategy for mobilizing resources while at the same time, collaborate on joint programmes and initiatives with other UN agencies and development partners. This will be done through: (i) government budgetary funding from the FMLEE and other key government implementing agencies with respect to their budgetary allocations (ii) applying and aligning existing and pipeline ILO technical cooperation project resources and implementing agencies with donor-funded projects; and (iii) ILO providing seed money through its own regular budget technical cooperation (RBTC) resources. Concept notes will be developed on each of the priorities and outcome areas and circulated to donor agencies and development partners as per their areas of interests while a donor conference will be organised to promote the DWCP. The Regional Office for Africa and the Decent Work Support Teams in Dakar and relevant departments at the Headquarters, Geneva, would contribute to its implementation.

11. PERFORMANCE MONITORING, REPORTING AND EVALUATION ARRANGEMENTS

The Nigeria DWCP II has been designed for the period 2015-2018 to align with part of the Vision 20-2020 life span, the Transformation Agenda and the UNDAF 111 (2015-2018) and the National Jobs Pact. An Implementation plan (Annex 2) has been developed which will help the monitoring process as well as the mid-term and final evaluation. An Outcome-based M&E plan has been developed (Annex 3) to ensure that resources allocated to the various activities are used in a coherent way to achieve stated outcomes.

The DWCP II will normally be reviewed to critically reflect on the outcomes and strategies of on-going activities, to consider the appropriateness of their design, the quality of work with partners and implementation performance. The DWCP II will be reviewed on a semi-annual basis jointly by the TWC, implementing partners, and the ILO. In addition, reports of the individual activities carried out will serve as supplementary monitoring tools. There will be reporting of DWCP II implementation of activities to the ILO Regional Office for Africa (ROAF) on an semi-annual basis; a biennial country programme review (BCPR) will be conducted at the middle of the DWCP II implementation (2016) and a final DWCP II evaluation will be conducted at the end of the 2018. Resources have been committed in the Implementation Plan budget for these evaluations. The Bureau for Programme and Management (PROGRAM), the Evaluation Unit, CODEV and the Regional Office for Africa will support ILO CO Abuja in this exercise.

12. RESOURCE MOBILIZATION

In order to ensure timely and effective implementation of the Decent Work Country Programme, funds would be mobilised from various sources. Resources will be expected from the following;

- The tripartite constituents: government will be expected to provide funds from national annual budgetary allocations. In addition the employers' organisation

and workers organisation will be also be expected to contribute to the funding of identified outcomes and their outputs.

- ILO Extra budgetary resources
- UN system in Nigeria
- Other bilateral/multilateral contacts with countries and organisations such as EU, World Bank , ADB and the Global Fund through funding of technical cooperation projects on employment and skill development, fighting HIV/AIDs and women empowerment
- Other International Organisations.
- Private sector

There will be resource mobilisation Strategy whose objective will be to raise resources needed to implement the DWCP II. The use of any resources mobilised will be tracked throughout the implementation of the DWCP II to ensure accountability and transparency and financial reports prepared on intervals agreed with the donors.

ANNEX 1: UN RESPONSE TO KEY DW DEFICITS IN NIGERIA & EMERGING GAPS

The Table illustrates the significant efforts made by the UN to inspire decent work and overall national development for Nigeria, as well as the outstanding gaps and the role that can be collectively and individually played.

	Deficits	Response of the UN: programmes, projects, etc in Nigeria	Gaps	Opportunities for complementarities
1.	Poverty levels	• Employment creation especially in the SMEs (UNDP, WB, NECA), • MDG interventions (MDG office) • Water supply (Nig-EU) • Sanitation (Nig-EU) • Infrastructure (WB, Nig-EU, UNIDO) • Decent work country programmes (ILO) • Global jobs pact (ILO) • Developing the Nigeria Youth Action Plan on Employment (ILO) • National Employment Summit + NAPEC • Joint exploratory mission to Taraba State for youth employment initiatives. (UN Family) • National Universities Commission (NUC) project on the introduction of Entrepreneurship Education	• The demand for assistance outweighs current intervention efforts • Current efforts are being thwarted by issues in infrastructure	• ILO. • Development Assistance may be sought under UNDAF. • Infrastructure issues are better handled by UNDP and UNIDO.
2.	HIV and AIDS	• Various prevention campaigns, drugs assistance, etc (UNAIDS, WHO, UNICEF)	• Need to strengthen ILO efforts in protecting the rights of PLWHA and children made vulnerable	• ILO, • UNICEF and WHO • UNAIDS
3.	Child labour and human trafficking	• Various exploratory and baseline studies on child labour (ILO, ILO-IPEC) • Signed MOU with GON on child labour • Efforts at baseline studies by some Danish and Swedish embassies • Enhancing the Cooperation to fight Trafficking in Human Beings from Nigeria to Europe (ILO, EU) • ADB/FME Vocational and Skills Training Project. (MOU with ILO + FME) • Rehabilitation of trafficked children, over 3360 • Monitoring project – Ondo State, NAPTIP for West Africa coverage • National Plan of Action on Child Labour awaiting accent of FEC • Designed capacity of core labour inspectors	• Need to adopt measures to reduce the demand for child and trafficked labour • Development of a national policy on child labour • Need to create more awareness • Extend the Child Rights Act to the states	• ILO, IOE, IOM, UNDCO, UNICEF, UNFPA
4.	Labour administration	• Various interventions in labour inspection, training in Turin (ILO-ITC)	• Organisational and financial capacity to implement ideas arising from training	• ILO
5.	Social protection	• Reviews of Nigerian labour laws (ILO) • 2007 Bill on Employee Compensation, International Labour Standards and Social Security	• The bills are yet to be passed into law. • To strengthen provisions for senior citizens and the informal sector workers, people with disability, dwarfs and albinos • Domestication of ratified Conventions	• ILO
6.	ILO Conventions	• Nigeria's capacity to report on its assessment of compliance (ILO)	• Lack of capacity to report on compliance	• ILO
7.	Social dialogue	• Studies in utilities and the oil sector and setting up national action committee (ILO)	• NAC needs capacity for measuring and evaluating implementation progress	• ILO