



FEDERAL REPUBLIC OF NIGERIA

NATIONAL POLICY ON LABOUR MIGRATION 2020



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The National Policy on Labour Migration 2014 is an Initiative and Policy Document of the Federal Ministry of Labour & Employment and its Partners, and was developed with the support of EU, IOM and ILO. In 2019, the Federal Ministry of Labour and its partners undertook the review of the National Policy on Labour Migration, 2014, with the support of The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) which led to the production of the reviewed policy in 2020.

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PREFACE

The Federal Government of Nigeria in its determination to manage organized labour migration, and to harness its benefits for national development, adopted the National Policy on Labour Migration (NPLM) and its Action Plan on October 15th 2014, as a sectoral policy and the governance framework for Labour Migration management in Nigeria.

The Policy after many years of implementation was due for review. The process of reviewing and updating the Policy was driven and led by the Federal Ministry of Labour and Employment and was necessitated by two main reasons: (i) Section 5.6 of the 2014 Policy concerning Monitoring, Evaluation and Review provided for the review of the Policy every three (3) years by the Technical Working Committee on Labour Migration in Nigeria, and (ii) the need to incorporate emerging global migration dynamics and national realities on labour migration to further strengthen labour migration governance in Nigeria, in order to provide a solid framework for matching the supply of labour with demand in a safe, humane, regular and orderly manner, and to enhance socio-economic development of Nigeria.

The Federal Ministry of Labour and Employment commenced the process of reviewing and updating the policy in 2019, with technical and financial support from the German Development Cooperation (GIZ) and the International Labour Organization (ILO). The review process was largely facilitated by a national Consultant, Professor Sarah Anyanwu who held consultations with Ministries, Departments and Agencies (MDAs) of Government, Social Partners and Civil Society Organizations (CSOs) working in the field of labour migration in Nigeria, which led to the development of the first and second drafts of the revised Policy.

Additional inputs and comments were also made into the first and second drafts of the revised policy document by relevant stakeholders, Civil Society Organizations and Social Partners. These stakeholders jointly reviewed and unanimously validated the revised National policy on Labour Migration and its Action Plan at a validation workshop held in Abuja from 7 – 8th July, 2021. The contributions made before and during the validation workshop were incorporated into the revised policy. Therefore, the process culminating in the review of the Policy was quite exhaustive as the revised Policy enjoyed wide consultations and inputs from a broad spectrum of stakeholders within and outside the Nigerian migratory space.

After the validation of the National Policy on Labour Migration, the Federal Ministry of Labour and Employment constituted a five -man Technical Committee to vet and finalize the revised National Policy on Labour Migration and align it with the National Migration Policy (NMP) accordingly. Thus, the revised NPLM rationally took cognizance and recognition of the rights of Migrant Workers and Labour Standards, Gender responsiveness, youth and vulnerable persons approach to labour migration, including grievance and justice mechanisms for migrant workers.



Senator (Dr) Chris Nwabueze Ngige, OON; MD; KSJI
Honourable Minister
Federal Ministry of Labour and Employment

ACKNOWLEDGEMENTS

The National Policy on Labour Migration (NPLM) and its Action Plan, was initially adopted by the Federal Government in 2014. The Policy was developed to advance the implementation of the mandate of the Federal Ministry of Labour and Employment in promoting regular migration for national development. It is pertinent to note that the formulation and implementation of Labour Migration Policies and process globally is a shared responsibility which requires the participation of all stakeholders for success.

In this regard, the Federal Ministry of Labour and Employment engaged social partners, Development partners and other key stakeholders to develop, review and validate the NPLM. Our appreciation goes to Mr. Patrick Taran who led the last ILO mission that supported the development of the 1st version of NPLM 2014 but was inadvertently omitted from the Acknowledgement. We also wish to seize this opportunity to thank the German Development Cooperation (GIZ) and the International Labour Organization (ILO) country office Abuja for their financial and technical support towards the review and validation of the Policy. We are grateful to these persons and organizations for their invaluable support.

Our sincere appreciation to the National Consultant, Professor Sarah Anyanwu, University of Abuja, for her professional and technical guidance, keen interest, contributions and thorough review of all the drafts. Professor Anyanwu vigorously interfaced with numerous stakeholders to produce the first and second drafts for their inputs and comments into the final draft policy document for validation.

We also thank the management of the Federal Ministry of Labour and Employment for their technical and administrative support during the review and validation of the policy. Our appreciation goes to the

Honourable Minister, Senator (Dr.) Chris Nwabueze Ngige, OON and the Permanent Secretary, Dr. Yerima P. Tarfa and the entire members of the technical team headed by the Director, Employment and Wages, Mr. John Nyamali.

Finally, we wish to acknowledge the cooperation, support and understanding of our esteemed members of the Social Partner Advisory Committee (SPAC) and the Technical Working Committee (TWC) on Labour Migration in Nigeria for their contributions towards the successful review and validation of the Policy. As Stakeholders, you have been our reliable allies, strong pillars and motivating agents in the successes we have recorded so far in the implementation of the National Policy on Labour Migration 2014 over the years and its subsequent review and validation. We therefore, look forward to your continuous support in the implementation of the policy in the years ahead.



Dr. Yerima P. Tarfa

Permanent Secretary,

Federal Ministry of Labour and Employment

Abuja- Nigeria.

ABBREVIATIONS AND ACRONYMS

AFRO	World Health Organization Regional Office for Africa
DWCP	Decent Work Country Programmes
CAC	Corporate Affairs Commission
CBN	Central Bank of Nigeria
CSOs	Civil Society Organizations
ECOWAS	Economic Community of West Africa States
EU	European Union
FMFBNP	Federal Ministry of Finance, Budget and National Planning
FMLE	Federal Ministry of Labour and Employment
FMoE	Federal Ministry of Education
FMIC	Federal Ministry of Information and Culture
FMol	Federal Ministry of Interior
FMoJ	Federal Ministry of Justice
FMHDS	Federal Ministry of Humanitarian Affairs, Disaster Management and Social Development
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
HuCaPAN	Human Capital Providers Association of Nigeria
ICRMW	International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families
ILM	International Labour Migration
ILMD	International Labour Migration Desk (FMLE)
ILO	International Labour Organization
IOE	International Organization of Employers
IOM	International Organization for Migration
ITUC	International Trade Union Confederation
MDAs	Ministries, Departments and Agencies
MFA	Ministry of Foreign Affairs
MoU	Memorandum of Understanding
NAPTIP	National Agency for the Prohibition of Traffic in Persons and Other Related Matters

NDE	National Directorate of Employment
NECA	Nigeria Employers' Consultative Association
NEMA	National Emergency Management Agency
NELEX	National Electronic Labour Exchange (FMLE)
NiDCOM	Nigerians in Diaspora Commission
NIS	Nigeria Immigration Service
NLC	Nigeria Labour Congress
NNVS	Nigeria National Volunteer Service
NPC	National Population Commission
NSITF	Nigeria Social Insurance Trust Fund
OATUU	Organization of Africa Trade Union Unity
OHCHR	Office of the United Nations High Commissioner for Human Right
PEAs	Private Employment Agencies
PRSP	Poverty Reduction Strategy Paper
PwC	Price Waterhouse Coopers
SMEDAN	Small and Medium Enterprises Development Agency of Nigeria
SPACP	Social Partner Advisory Committee Plus (SPACP)
SPOs	Social Partners Organizations
TUC	Trades Union Congress
TWC	Technical Working Committee
UN	United Nations
UNDAP	United Nations Development Assistance Plan
UNDESA	United Nations Department of Economic and Social Affairs
UNICEF	United Nations Children's Fund
UN-Women	United Nations Entity for Gender Equality and the Empowerment of Women

PART 1

1.1 Introduction

International migration has become a major aspect of international economic relations and an important component of a globalized world. According to the United Nations, an estimated 272 million people lived outside their countries of birth or citizenship in 2019 and this figure is 51 million more than the 2010 figure (United Nations, 2019). According to ILO Global Estimates (2018) there are 164 million migrant workers worldwide, and migrant workers constitute 4.7% of the global workforce. It is estimated that over 20 million Africans live outside their countries of birth or citizenship – in other African countries, as well as in large numbers in Europe, North America and the Gulf States (ILO Global Estimates, 2018).

The estimated number of Nigerian nationals living abroad has increased from 1,041,284 to 1.24 million migrants in 2017 (United Nations, 2017; PwC, 2019). According to UNDESA (2019) estimates, Nigeria hosted about 1.26 million migrants (45 per cent women) in 2019. Although, unofficial reports state that there are about 15 million Nigerians in the diaspora (PwC, 2019). The top seven (7) countries of destinations for Nigerian emigrants as at 2017 includes United States, United Kingdom, Cameroun, Niger, Ghana, Italy and Benin (PwC, 2019).

International labour migration may take the form of international labour mobility, as temporary or short-term movement of persons across countries for employment-related purposes in the context of the free movements of workers in regional economic communities (Popova & ÖZEL, 2018). International labour migration is defined as the movement of persons to a State of which he or she is not a

national for the purpose of employment (IOM, 2021). It is the involvement of hard-working men and women overseas filling vital labour shortages while also gaining skills and experience. Also, it is the process of individuals (or groups) moving to constitute the labour force at different destinations with respect to physical location.

Under the ILO Conventions (C. 97, and C.143), a migrant worker is a person who migrates from one country to another with a view to being employed otherwise than on his or her own account.

Labour migration in Nigeria often occurs due to a combination of factors including demographics (very young population), high unemployment, and lack of decent work opportunities at home. Also, the supply-demand dynamics is a factor as parts of Nigeria constitute economic hubs for employment, for example, the oil and gas, services and agricultural sectors. Factors such as climate change (particularly affecting the grazing pastures of the Lake Chad region), seasonal migration and insecurity have also driven people in search of employment abroad, as well as brought migrants from neighbouring countries to Nigeria. Other factors that compel labour migration include unemployment, crisis, income disparities in developing countries, higher standard of living, ageing and shrinking population in developed countries, violations of human rights, weak governance, political intolerance and conflicts.

The importance of labour mobility has long been recognized as key to attaining economic integration and advancement across the Economic Community of West African States (ECOWAS). In recent years, the positive links between migration and development continues to receive increased attention. At the same time, migration has been posing a number of challenges for Africa, raising concerns over skills drain, discrimination, displacement, and social exclusion.

Labour migration can and does serve as an engine of growth and development for all parties involved. In destination countries, migration has rejuvenated workforces, improved the economic viability of traditional sectors including agriculture and services, promoted entrepreneurship, and met the demand for skills for high tech industries, as well as unmet labour needs. In regions of origin, positive contributions of migrant workers are reflected in remittance flows, transfer of investments, increased technological and critical skills through return migration, as well as increased international business and trade generated by transnational communities. Also, migrant workers tend to acquire increased incomes, new skills and ideas in more favorable working and living conditions.

However, in response to the current global economic and employment crisis, destination countries have been imposing more stringent conditions for admission migrant workers, while some countries are even encouraging return through incentive packages. Nonetheless, it can be assumed that new demands for foreign workers will open up with the economic recovery.

1.2 Rationale

Background

Migration is a vital economic and social feature of Nigeria. As a country of origin, transit and destination, Nigeria has benefited and can still benefit more from labour migration, but this potential is not yet being fulfilled.

Dissatisfaction with general socioeconomic conditions in the country and high unemployment rates have increased emigration from Nigeria, especially among young, educated persons – traditionally males and increasingly females – in search of employment opportunities within and outside the continent, some towards the

Middle East and the United States, others across Europe, the Americas and Asia. Nigeria has lost some of its best brains to labour migration and is spending huge amounts on hiring foreign experts. Lower-skilled migrants have also found their way around the world, including to many African nations.

The timely review of the 2014 National Policy on Labour Migration (NPLM) is expedient to accommodate current realities and emerging occurrences. Consequently, the implementation of NPLM 2014 revealed the following ongoing trends and realities, some of which have become more acute or visible in recent times:

1. The continued vulnerability of migrant workers
 - i. The need for the protection of rights of migrant workers in countries of origin, transit and destination using social dialogue and collective bargaining mechanisms.
 - ii. Many migrate in risky and unsafe travelling conditions and, on arrival, often can obtain only low-skill, low-paying jobs and the 3D jobs (Dangerous, Dirty and Demeaning). In addition, migrants are often poorly informed, or misinformed, about the conditions governing entry, work, residence, skills required, cultural issues, and their rights and obligations in destination countries.
 - iii. In addition, many women and children are trafficked and lured into commercial sex work, exploitative and forced labour. Yet, irregular migration and trafficking thrive because so many people, particularly women and children, are disempowered and vulnerable.
 - iv. The need for the protection of rights of migrant workers in countries of origin, transit and destination using social dialogue and collective bargaining mechanisms.
2. The expansion of private recruitment with limited oversight
 - v. Most Nigerian migrant workers travel under private arrangements and unlicensed agents, thus protection against

scams and bogus agencies needs to be stepped up. This ensures that recruitment agencies do not exploit the ignorance and vulnerability of potential migrants. Therefore, there is need for collaboration and the creation of synergies between relevant stakeholders.

vi. The need for the entrenchment of fair recruitment practices and effective monitoring of recruitment agencies and their service and activities.

3. The lack of awareness among migrant workers of their rights

vii. The need to create public awareness of the NPLM and its provisions for migrant workers

viii. The need for pre-departure training and counselling to help prepare migrant workers to enter the labour market and be integrated into a new society. Since migration is a cross cutting issue there is need to co-opt key MDAs and PEAs in the pre-departure training and counselling process which should be carried out at all the centres.

4. The lack of data to monitor policy implementation and to further develop evidence-based migration policies

i. Lack of database of migrant workers disaggregated using International Labour Migration database indicators

5. The incidence of global or regional pandemic

i. The emergence of Coronavirus disease (COVID-19), an infectious disease caused by a newly discovered coronavirus in December 2019 has changed the way things are done around the world. Thus, it emphasizes:

ii. The need to ensure migrant workers are well informed about global or regional pandemics (e.g., COVID-19, Ebola, etc.), that is, the diseases, how they spread, the best way to prevent and slow down transmission and how best to protect themselves.

- iii. The need for migrant workers to have health insurance, medical benefits or medical support to reduce the financial costs of accessing medical care in destination countries.

The Need for National Policy on Labour Migration

Globally, remittances have overtaken official development assistance, and in Nigeria, the remittance inflows were 7.4 times larger than the net official development assistance (foreign aid) received in 2017 of US\$3.4 billion (PwC, 2019). The remittance inflow into the country was estimated at USD22 billion in 2017 (World Bank Group, 2018; PwC, 2019; NiDCOM website). Although, the official remittance inflows were \$2.6 billion in 2018 according to the Central Bank of Nigeria (CBN). The CBN measures cash remittances which is different from the World Bank which measures remittances in cash and kind. There has, however, been limited success in harnessing this huge remittance inflow for development. In addition, there is arguably no monitoring of return migration of the Nigeria diaspora, so that the skills of returnees can be used for development.

Since most migration is for employment, there was a clear need for a comprehensive national policy on labour migration, situated within the framework of national laws, national migration policy and relevant international conventions. This policy aims to regulate and provide data on the movement of citizens into and out of the country. In addition, it provides for the protection and welfare of nationals who choose to become migrant workers, taking into account the uprooting that their migration entails along with the difficulties of relocating to a foreign country. It also ensures that immigrants into Nigeria are qualified to take available jobs and are treated equally and fairly and that the country would not lack the same skills provided by foreigners when its own qualified citizens leave.

Regulating labour migration and its attendant employment issues implies the existence of rules and regulations that all stakeholders must uphold. In this context, Nigeria ratified both the Migration for Employment Convention, 1949 (No. 97) of the ILO in 1960 and the International (UN) Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990, in January 2009.

Some of the legal standards in these instruments have been incorporated into national legislation. However, more work is needed to fully “domesticate” these norms to provide a sound national legal foundation for the labour migration policy implementation in Nigeria.

Other points to be noted include the following:

- The need for Social Partners to contribute significantly in setting standards for employment contracts, ensuring and/or providing welfare services for migrants, advocating for the assigning of labour attachés to Nigerian missions abroad and cooperating with countries of destination.
- The need for synergy between this Policy and some policies relating to labour migration which have been formulated; these include the National Migration Policy (2015), National Employment Policy (2017) and so forth.

The Process of Developing the National Policy on Labour Migration 2014

In 2004, at the request of FMLE, ILO provided technical support in setting up the International Labour Migration Desk (ILMD) at the Ministry, and in October 2008, the Minister of Labour formally requested both ILO and IOM to assist in preparing a National Labour

Migration Policy and to help establish bilateral arrangements for the employment of Nigerians abroad.

In 2008, within the framework of the project “Facilitating a Coherent Migration Management Approach in Ghana, Nigeria, Senegal and Libya by Promoting Legal Migration and Preventing Further Irregular Migration”, IOM, supported by the European Union (EU) and the Government of Italy, initiated a consultative process towards the development of a national labour migration policy with a range of national stakeholders.

In September 2009, IOM organized a training workshop on Labour Migration Policy Development for members of the Technical Working Group (TWG) who are representatives of Social Partners and relevant government agencies (see section 7.4). The workshop was based on two sets of recommendations made earlier that year by the AENEAS 2006 Labour Migration Project: one at a National Policy Planning Workshop held in Abuja in April, and the other at the Third Steering Committee Meeting held in Dakar, Senegal, in June. The objective of the workshop was to provide technical assistance and guidance to TWG members, as well as build the capacity of officials to equip them with the necessary tools for developing the proposed labour migration policy. The outcome of the training workshop was the identification by the TWC of initial concerns and of components they believed should be included in such a policy.

In December 2009, ILO facilitated a consultation between FMLE and the Social Partners, precisely NECA, NLC and TUC to obtain further inputs on the proposed Policy from the Social Partners. These inputs, including the concerns expressed earlier by the TWG, served as the basis for the framework of a zero draft National Policy on Labour Migration. This was subsequently reviewed by the FMLE and SPOs, and forwarded for review and comments by members of the TWG. IOM later facilitated the hiring of a consultant to fine-tune the

document, incorporate comments from stakeholders, and organize meetings of the Social Partners and the TWG in order to review and validate the draft Policy document.

The process of developing the draft Policy thus spanned almost two year from early 2008 to December 2010 – involving consultations, drafting, meetings with Social Partners and other stakeholders, the TWG, and a national validation workshop.

The Purpose for Reviewing the National Policy on Labour Migration 2014

The aim of reviewing the NPLM 2014 is consistent with the implementation of the policy as stated in section 5.6 paragraph 3 that the Policy, with the leadership of FMLE, shall be reviewed periodically.

The review of NPLM 2014 aimed to incorporate emerging and current labour migration realities and trends, and to ensure alignment with other sectoral policies that relate to labour migration, employment, education and training, as well as regional and international instruments on labour migration.

The Process of Reviewing the National Policy on Labour Migration 2014

In 2019, at the request of FMLE, GIZ facilitated the hiring of a consultant to review the NPLM 2014 by executing the following tasks:

- Conduct an analysis of the extent of implementation of the policy since inception (through consultations, interviews; data collection, workshops etc).
- Provide technical lead in information and data gathering from relevant Ministries,

- Departments and Agencies (MDAs) and other relevant stakeholders including international organizations, workers' and employers' organizations and CSOs for use in the review of the policy.
- Provide technical expertise throughout the review process, facilitate consultations with relevant stakeholders, review the policy by incorporating emerging and current labour migration realities and trends and ensure alignment/coherence with other national policies on migration, employment, education and training, as well as regional and international instruments on labour migration.
- Facilitate kick-off meeting with stakeholders to review progress made in the implementation of the 2014 policy and identify priority areas to be addressed by the revised policy.
- Facilitate the review and pre-validation meetings comprising of relevant stakeholders in labour migration management and governance in Nigeria to gather comments, inputs and ideas from different migration actors, which would feed into the review of the policy.
- Facilitate a final validation meeting, which also comprises of relevant stakeholders and MDAs to validate the reviewed policy.

The process of reviewing the existing National Policy on Labour Migration was from early November 2019 to July 2020 – involving consultations, revision and validation, meetings with Social Partners and other stakeholders.

1.3 Vision

Establish an effective, responsive and dynamic labour migration governance system in Nigeria.

1.4 Mission

To provide an appropriate framework at the national level to regulate labour migration; to ensure benefits to Nigeria as a country of origin, transit and destination; to ensure decent treatment of migrants and their families, and to contribute to development and national welfare.

1.5 Policy Goals

The NPLM addresses the following three broad goals:

- Promotion of good governance of labour migration;
- Protection of migrant workers and the promotion of their welfare and that of families left behind;
- Optimization of the benefits of labour migration on national development while mitigating its adverse impact.

1.6 Specific objectives

1.6.1 Governance

Good governance of labour migration is key to enhancing its development potentials. Therefore, to achieve this overarching goal of promoting good governance of labour migration, measures shall be taken to:

- Enact and review relevant legislative framework as the foundation of national labour migration governance;
- Enforce laws, rules and regulations for the effective and efficient administration of labour migration;
- Strengthen existing institutional framework for labour migration and enhance coordination with all concerned MDAs across all levels of government;

- Ensure full participation of Social Partners as key labour migration stakeholders in policy elaboration, implementation and evaluation;
- Build migration-related knowledge and database for good policy and effective administration;
- Cooperate with ECOWAS towards full implementation of relevant protocols;
- Ensure gender-responsive policy on labour migration and its implementation at all levels, by government, Social Partners, CSOs and other relevant actors;
- Ensure the competency and capacity of all concerned staff of government and social partner officers, to effectively and knowledgeably conduct their responsibilities.

1.6.2 Protection and social welfare

To significantly reduce exploitation of migrant workers and establish safe migration and improved labour protection systems, measures shall be taken to:

- Promote the right to decent work, including access to social protection for female and male migrant workers;
- Ensure non-discrimination and equality of treatment for all workers, migrants, and nationals abroad and at home
- Ensure that all employees of migrant workers are subject to labour standards and code of ethics;
- Equip workers to make better-informed decisions on migration for employment;
- Promote and protect the rights of migrant workers in recruitment for employment abroad through supervision and monitoring of recruitment activities;
- Promote consular and diplomatic services to protect migrants and oversee their welfare;

- Develop, review and implement policies and programmes for the welfare of migrants, return migrants and families left behind;
- Ensure the voting rights of migrant workers.

1.6.3 Promoting employment and development benefits of labour migration

Fostering migration and development linkages is pivotal to harnessing the benefits of labour migration for national development. Towards achieving this goal, measures shall be taken to:

- Integrate migration issues into national planning and Decent Work Country Programmes (DWCPs), and promote decent work at home;
- Link migration and employment in policy and practice;
- Upgrade skills and vocational training in Nigeria to meet assessed and anticipated domestic and foreign labour market needs, in harmony with international qualifications standards;
- Promote development based on funds coming into Nigeria as remittances;
- Create an environment conducive to attracting migrant remittances, diaspora investments and technology transfers;
- Create an environment conducive to attracting the return of Nigerian talent;
- Attract migrant expertise for domestic development, using the new skills of returned migrants, as well as utilizing at home the high skills of those still in the diaspora;
- Negotiate bilateral agreements and Memorandums of Understanding (MoUs) with the major origin and destination countries of Nigerian migrant workers.

1.7 Policy Framework

The National Policy on Labour Migration is consistent with the National Development Plans, and the National Migration Policy. It is comprehensive, fair and transparent, effective and efficient, in line with international norms and good practices; and above all, gender-sensitive and in consonance with the country's Decent Work Agenda, 2030 Agenda for Sustainable Development, Global Compact for Migration and the Federal Government initiatives.

The guiding principles for an effective and efficient labour migration policy must include the promotion and protection of the Fundamental Principles and Rights at Work as well as other human rights of migrant workers, regardless of their status. National laws and practice should ensure this and should further specify steps for the prevention of and protection against abusive migration practices such as migrant smuggling, trafficking in persons and exploitation of persons. An orderly and equitable process of labour migration in both origin and destination countries would guide migrant workers through all stages of migration, including planning and preparation, transit and arrival, reception in the country of destination, as well as possibilities for return and reintegration. The National Policy on Labour Migration intends to:

- endorse the principles of good governance and regulation of labour migration by putting in place policies, laws, regulations and administrative procedures, based on consultative processes with Social Partners and CSOs, which are reflective of the international standards ratified and respected by Nigeria;
- promote opportunities for all men and women to engage in migration for decent and productive employment in conditions of freedom, equity, security and human dignity;

- work towards the fulfilment and protection of all human and labour rights of migrant workers, including effective protection of and services to their families left behind;
- promote and support the migration of skilled men and women to secure work environments where the protection of fundamental human rights at work is upheld to the highest standards;
- enhance the benefits of labour migration on the Nigerian economy, society and the migrant workers and their families and minimize its negative impacts;
- mobilize development contributions of migrant workers in terms of remittances, investments, transfer of technology and skills, human capital formation, enhancement of social capital, promotion of trade and business links, and reintegration of returning migrant workers;
- link the development and migration processes in recognition of the contribution of labour migration to employment, economic growth, development and the generation of income; and
- mainstream labour migration issues into national development plans.

2.1 Promotion of effective labour migration governance

A fundamental dimension to labour migration is good governance. Good governance protects human rights, particularly labour rights, promotes the participation of all stakeholders in migration management processes, and achieves equitable social and economic outcomes. A sound approach to the governance of labour migration will also assist in resolving problems of irregular migration and positively enhance the image of Nigeria. Participation, transparency and accountability are key elements of good governance.

Key components of effective labour migration governance include:

- strengthening the legal foundations and policy levels for the governance of migration, migratory processes, as well as their social and economic dimensions;
- establishing rules and practices to promote safe, orderly and regular migration through established channels and reduce risks in labour migration;
- setting in place government institutional structures and capacity-building of officials for the administration and coordination of the policy, and defining a clear division of responsibilities among them;
- providing for mechanisms of social dialogue and consultation with all stakeholders (labour unions, employers' associations, civil society organizations);
- collecting and analyzing labour migration statistics and promoting research to apply the results to both evidence-based labour migration policy and national development policy;

- enhancing international cooperation with other governments and regional bodies, particularly within ECOWAS and main countries of destination abroad; and
- ensuring policy responsiveness to gender-related issues.

2.1.1 Legislative foundation

Nigeria has an established legislative framework that provides a foundation for national migration policy and practice. This framework builds on the commitments to international standards within agreements and protocols that Nigeria has already ratified, and every effort would be made to ensure full domestication of these frameworks in national law and practice.

The principles and norms of good governance in any country are established in law by enacting legislation that reflects the international labour standards ratified or respected by that country and thus provide a mandate and accountability for policy, regulation and practice under the rule of law.

Nigeria has ratified 40 International Labour Organisation Conventions consisting of 8 out of 8 Fundamental Conventions; 2 out of 4 Governance Conventions (Priority) and 30 out of 178 Technical Conventions (Annex 1). Out of the 40 Conventions ratified by Nigeria, 26 are in force, 9 Conventions have been denounced and 5 instruments abrogated. The ILO Conventions 97 and 143, and the 1990 UN Convention which provide a robust framework for rights-based labour migration governance were among those considered in this document. Nigeria ratified the ILO Convention 97 in 1960, and the 1990 UN Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families in January 2009. In order to further enhance the protection of migrant workers, Nigeria should consider ratifying the following relevant ILO standards:

Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), Private Employment Agency Convention, 1997(No. 181), Domestic Workers Convention, 2011 (No. 189) and Protocol of 2014 to the Forced Labour Convention, 1930, P. 29.

Nigeria had adopted the Global Compact for Safe, Orderly and Regular Migration in 2018 and is committed to make an important contribution to enhance cooperation on international migration in all its dimensions even as it relates to labour migration (Global Compact for Migration, 2018). The ECOWAS protocols on the free movement of persons, right of residence and right of establishment are relevant regional legal instruments requiring domestication within Nigerian legislation.

Legislation on labour issues nationwide is on the Exclusive Legislative List of the 1999 Constitution of the Federal Republic of Nigeria (as amended). This domiciles the power to regulate labour and the related issues within FMLE. New or amended legislation may be proposed as appropriate, to ensure adequate legislative foundation consistent with relevant international and regional standards.

2.1.2 Regulation

Elements of a regulatory framework for labour migration are contained in various statutes already in operation within the country: regulation of employment and work-related activities, including local recruitment, overseas employment and the protection of workers' welfare are contained in the Labour Laws of the Federation (2004); border management and control fall within the Nigeria Immigration Act 2015, and financial services regulations and control can be found in the Central Bank of Nigeria Act 1958.

2.1.2.1 Employment and recruitment agencies

Parties engaged in providing employment services must abide by the relevant regulations to maintain integrity within the system, to provide high quality service and to report, within stipulated periods, on activities embarked upon. FMLE has already developed a process for the registration and licensing of qualified Private Employment Agencies (PEAs). Registration requirements for PEAs that fill vacancies within Nigeria are different from those for PEAs filling vacancies abroad.

In addition, clear guidelines for recruitment need to be issued and the recruitment process are more closely monitored and regulated. If existing legislation were strictly applied, the licensing and supervising of recruitment and placement services for migrant workers, as enjoined by the Private Employment Agencies Convention 1997 No. 181 and its Recommendation No. 188, would lead to the prevention of trafficking and other forced labour outcomes by stopping unscrupulous intermediaries, agencies and employers from luring migrants into exploitative employment, especially domestic workers. Constant monitoring of PEAs involved in the recruitment of migrant workers would eradicate excessive fees, false job offers, misleading propaganda relating to emigration, provision of credits with high-interest rates for travel, and job-brokering services, as well as the use of forged documents.

Recruitment agencies should be held to high standards of conduct, and penal provisions should be present and regularly applied to address offences.

Streamlining and simplification of regulations and procedures to facilitate their application would protect workers and would also prevent the regulatory framework from becoming unwieldy – and thus an unintended inducement to irregular migration.

2.1.3 Institutional framework

The framework on which this National Policy on Labour Migration is built consists of initiatives driven by the Nigerian Government and the Social Partners.

2.1.4 Government initiatives

2.1.4.1 Federal Ministry of Labour and Employment

FMLE is responsible for promoting employment, regulating the labour market, overseeing labour relations and monitoring employment conditions. Implementation of the NPLM is thus primarily the responsibility of the Ministry, in collaboration with Social Partners and other stakeholders directly involved in various aspects of the labour migration process. FMLE issues Recruiters Licenses and Employers Permit to qualified PEAs and recruiters for overseas and local job placement.

The Ministry has offices in all the states of the federation and in the Federal Capital Territory. The traditional public Employment Exchanges and Professional Executive Registries of the Ministry are located in these offices. The Ministry carries out its other mandatory and statutory labour and employment administration responsibilities through these offices. Labour Officers in the State Offices are statutorily empowered to carry out labour inspections, which are a necessary tool for policy implementation and monitoring. The officers play pivotal roles in the effective administration and implementation of this policy document throughout the country.

2.1.4.2 International Labour Migration Division

In 2004, the Nigerian Government embarked on proactive measures to govern labour migration and prevent irregular migration by establishing the International Labour Migration Desk (ILMD) within

FMLE, with a mandate – among other things – to formulate, review and implement the NPLM, as well as establish a database of migrants within and outside Nigeria, and to formulate and conduct pre-departure training programmes, including counselling. The International Labour Migration Desk has become the International Labour Migration Division which also collaborates and cooperates with other relevant stakeholders and agencies of government on migration within and outside the country to ensure smooth and orderly migration and successful overseas job placements.

Among its other activities is the coordination and management of bilateral agreements on labour migration issues such as migration repatriations among countries. The Division has also been involved in media campaign to educate and sensitize Nigerians regarding the adverse consequences of irregular migration.

The Division is thus responsible for ensuring the protection of labour and social rights of Nigerian workers abroad and those of foreign migrant workers within the country. It aims, in other words, to ensure the application of simple, effective processes for providing information and services to would-be migrant workers, discouraging irregular undocumented migration into and out of the country, and promoting the gradual, systematic implementation of regional and sub-regional labour migration schemes. In addition, the Division is expected to ensure coherence between labour migration, employment and other national policies, in recognition of the wide social and economic implications of labour migration, and to promote decent work and full, productive and freely chosen employment for all. Through the Division, the Government also aims to strengthen existing departments and those agencies responsible for ensuring that all citizens have accessible and equitable opportunities for skills development.

2.1.4.3 National Electronic Labour Exchange

The National Electronic Labour Exchange (NELEX) Project is an electronic meeting place for job-matching and employers, with the Government playing the catalytic role of regulating job offers and providing a safe environment for job-seeking. The NELEX platform is capable of collecting information about job-seekers and employers from anywhere in the world. The data is collated in a simple and understandable format.

The aim is to transform Employment Exchanges and Professional Executive Registries, including the NELEX Centre in Abuja, into nationwide one-stop Job Centres for the registration of job-seekers within the country and also for those who may wish to be engaged outside the country by foreign employers. NELEX Centres would provide job-seekers with information about regular means of securing visas for work purposes in all parts of the world and would give names and addresses of registered and licensed PEAs. Employers would be able to place orders for workers from any part of the world and have their requests met within a short time.

An added advantage is that the Centres would provide researchers with information on the dynamics of labour and skills shortages, and make known to the public other relevant labour market information.

The Government plans to position NELEX strategically to enable it to extend its services to the neighbouring West African States, to promote sub-regional integration of labour.

2.1.4.4 Migrant Resource Centres and Job Centres

The provision of comprehensive support services and advice to both returning and potential migrants for getting (re)established at home is a key component of maximizing the benefits of labour migration.

The Migrant Resource Centres (MRCs) provides free information and comprehensive support services to Migrant, potential migrants and returning migrants to assist in their reintegration back home. FMLE provides support services through her MRCs and Job Centres.

Under the 10th European Union Development Fund Projects (EDF), two Migrant Resource Centres (MRC) were established in Abuja (Federal Capital Territory) and Lagos State. Also, six Job Centres were established in the 6 geo-political zones of the country. Similarly, within the framework of the “EU and IOM Initiative for Migrant Protection and Reintegration in Nigeria” implemented by IOM, an additional MRC was established in Benin -City, Edo State. The ILO has also contributed to building capacity of existing MRCs through the GIZ funded Initiative for Labour Migration Employment and Reintegration project.

FMLE through the MRC conducts Pre-Departure Orientation seminars for potential migrant workers and job seekers. This involves educating them on the pros and cons of labour migration as well as giving them information on the right channels to follow to prevent trafficking and forced labour. The MRCs further provide reintegration services for returning migrants, free information and referral service to relevant MDAs that can provide the required service(s) for the returnees.

The Nigerian Government with support from its international partners shall establish MRCs in each geopolitical zones and job Centres in each state and ensure adequate funding of both new and existing Centres; create public awareness on the existence of the MRCs and Job Centres; equip the Centres with laptops, desktop computers, internet facilities, digital cameras, printers, scanners, photocopiers, office furniture, projectors, screens, alternative power backup solutions, air conditioners, refrigerators, water dispensers, desks, chairs, generators, among others; conduct orientations and

answers questions of potential migrant workers as well as returnees at the MRCs and Job Centres; and train personnel at MRCs, Job Centres, departments and offices of FMLE dealing with labour migration issues.

2.1.4.5 Other Ministries and Departments

Several MDAs of the Government are engaged in the revision of the NPLM, and will also be actively involved in the implementation of the Policy.

These include the following:

- Federal Ministry of Finance, Budget and National Planning
- National Population Commission
- National Commission for Refugees, Migrants and Internally Displaced Persons
- National Agency for the Prohibition of Trafficking in Persons
- Nigeria Immigration Service
- Central Bank of Nigeria
- National Bureau of Statistics
- Federal Ministry of Health
- Federal Ministry of Justice
- Federal Ministry of Interior
- Federal Ministry of Information and Culture
- Federal Ministry of Women Affairs
- Ministry of Foreign Affairs
- Federal Ministry of Education
- Federal Ministry of Youth and Sports Development
- National Emergency Management Agency
- Federal Ministry of Humanitarian Affairs, Disaster Management and Social Development
- Nigerians in Diaspora Commission
- Small and Medium Enterprises Development Agency of Nigeria

The roles and responsibilities of other MDAs, as well as other stakeholders' forum, Technical Working Committee (TWC) and the Social Partner Advisory Board (SPAB) have been identified and assigned in Part 7 of the Revised NPLM accordingly.

2.1.4.6 Subnational Level

At the State and Local Government levels, there are no MDAs directly involved in labour migration matters. Therefore, the creation of Labour Migration Units/Desk is encouraged at all State Labour Offices. It is vital to note that FMLE includes state labour offices that are responsible for the registration of applicants for local or domestic employment and job placement. These offices should be playing a larger role as Migration Information Centres to provide services and up-to-date information to potential migrants on employment possibilities, both in the country and abroad. The State Offices also carry out pre-registration inspection of PEAs and issue reports to the headquarters.

2.1.5 Social Partners

2.1.5.1 Nigeria Employers' Consultative Association

The Nigeria Employers' Consultative Association (NECA) is the umbrella organization of employers in the organized private sector of Nigeria, formed in 1957, to provide the forum for the Government to consult private sector employers on socioeconomic and labour policy issues. NECA provides a platform for private-sector employers to interact with the Government, labour, communities and other relevant institutions in and outside Nigeria to promote a harmonious business environment that will engender productivity and prosperity for the benefit of all. Its primary function is to protect employers' interest and promote the private sector as a dependable engine of development. It serves as external moderator for

recruitment and selection exercises to ensure objectivity, neutrality and transparency; assists in the preparation of employment contracts, wages and salary administration, in collective bargaining, and the management of industrial disputes; and provides a database on collective agreements, taxation and social welfare issues, among others.

2.1.5.2 Nigeria Labour Congress

The Nigeria Labour Congress (NLC) is a central labour organization (Federation of Trade Unions), which was established in 1978 to protect, defend and promote the rights, well-being and interest of all workers, pensioners and trade unions; to promote and defend a Nigerian nation that would be just, democratic, transparent and prosperous; and to advance the cause of the working class generally. Its primary objectives are to continually enhance the quality of life of workers, to improve their income and other working conditions, and to promote and defend the trade union and human rights of workers. Its role in promoting and defending the rights of migrant workers is key in the implementation of the National Policy on Labour Migration.

2.1.5.3 Trade Union Congress

The mission of the Nigeria Trade Union Congress (TUC) is to organize, nurture, unite and defend trade unions in Nigeria and advance the socio-economic and political interests of workers and society so that social justice and democracy will thrive. The TUC evolved consequent to government rationalization of hundreds of trade associations and was backed by the Trade Unions Act Cap 437 of the 1990 Law of Federation of Nigeria (first known as Trade Union Decree 22 of February 1978).

2.1.6 Building a knowledge base through data generation and research

The Federal Government will take charge of disseminating information about the Nigerian environment to migrants coming into the country, and providing information about countries of destination to Nigerians intending to leave the country. Federal data bank containing information about migrants and their skills, to aid employers in identifying job-seekers with relevant skills, would be expanded. There is a need to systematically collect accurate and up-to-date information on domestic and foreign labour markets, and about education and training institutions in the country. The Government will support a “human resource and skills” survey that would build upon the results of previous surveys by relevant institutions.

The National Bureau of Statistics (NBS) and the National Population Commission (NPC) are the government institutions empowered to coordinate and manage all data, including migration data, in the country. NBS is expected to coordinate Statistical Operations of the National Statistical System in the production of Official Statistics in all the Federal Ministries, Departments and Agencies (MDAs), State Statistical Agencies and Local Government Councils (Statistics Act, 2007- Part 1 Section 1). A common migration database would be established to register departures and returns of migrants, as well as to store details of employment possibilities both in Nigeria and abroad.

2.1.7 International cooperation

The Nigerian Government will promote regional cooperation in the context of ECOWAS agreements, and seek to monitor and effectively implement the agreements and MoUs. It will further negotiate and enter into bilateral labour agreements and MoUs with

destination countries with a view to maximizing their benefits for migrant workers and the country.

The Government strongly discourages indiscriminate international recruitment from Nigeria, especially in sensitive sectors that could have a negative impact on national development – for example, health, education and engineering. The NPLM is, however, designed to promote programmes, initiatives and interventions that would attract and facilitate investment in training or higher education programmes by Governments of destination countries. The Policy also proposes the transfer of skills and technology through mutually agreed terms and conditions.

Efforts will be made to encourage other countries to respect and adhere to relevant international agreements and instruments on migrant workers. Also, data sharing by Nigerian Government with major countries of destination for Nigerians and countries of origin of migrant workers in Nigeria to enhance the benefits of labour migration is encouraged. Data to be shared might include labour migration stocks and flows disaggregated by gender, age, and sector of employment; information on labour supply and demand.

2.1.8 Gender

Specific attention shall be paid to ensure that all labour migration policies, legislation, institutions and practices are gender-sensitive and responsive (see Part 5). Specific sex-disaggregated data on labour migration and immigration concerning Nigeria will be collected and analyzed to ensure that the implementation of the Policy is gender-responsive at all levels of Government and in the actions of Social Partners and other actors.

2.1.9 Capacity-building

Attention will be given to capacity-building of staff associated with administrative, regulatory and management structures of labour migration, including staff of SPOs and labour and welfare attaché offices. Specific attention will be given to developing the capacity to pursue bilateral agreements that would benefit Nigeria, migrant workers and their families, and the host countries.

3.1 Protection and promotion of migrant workers' rights and welfare

Protecting all workers, particularly migrant workers, both those lawfully resident and those in an irregular situation in line with the provisions of international legal instruments that Nigeria has ratified, is a cardinal policy objective. Protecting migrant workers and providing support services to them are pertinent ways to optimize the benefits of labour migration, as well as ensuring the human rights and dignity of all persons. Existing international legal instruments, including both the main international conventions addressing migrant workers referred to in the governance section discussed earlier and international labour standards, provide the basic legal framework for the protection of migrant workers and the promotion of their welfare.

Key objectives sought by this policy include protecting the rights of all migrant workers within and outside the country, developing more effective mechanisms to enforce the protection of migrant workers, regulating the employment environment to check unfair labour practices, enhancing the orientation and knowledge of migrant workers and potential emigrants, and ensuring the portability of social security benefits of migrant workers.

3.2 Protection

Treatment of all migrant workers should be based on the four pillars of the ILO's Decent Work Agenda and align with its international labour standards. There should be no forced labour, and all migrant

workers must have rights to freedom of association and access to engage in collective bargaining.

Special attention will be given to certain vulnerable categories, such as women domestic workers, temporary migrants, and migrant workers in irregular situation, who continue to suffer abuses and malpractices in the hands of employers, private recruiters, government officials and the general population in countries of destination.

Support will be provided for the empowerment of migrant workers, especially through the formation of community-based organizations, to enable their voice to be clearly heard and taken into account in policy development, implementation and community life.

The following trade union rights will be upheld for migrant workers, as well as other workers:

- Belonging voluntarily to unions of their choice;
- Negotiating by collective bargaining;
- Equality of wages and conditions with citizens;
- Freedom of movement;
- Freedom to earn, spend and remit their incomes;
- Formal contracts and conditions of service, written in a language the migrant worker understands.

3.3 Equality of treatment

Existing inequalities and discrimination based on sex, race, ethnic origin, nationality or other grounds are important underlying factors contributing to or increasing the vulnerability of certain groups to being abused, exploited and/or trafficked. In addition, due to restrictive migration laws and policies on entry, residence and employment, workers in irregular situations, as well as trafficked workers, often find themselves in situations that make them more

vulnerable to multiple forms of discrimination.

Sexual discrimination puts women migrant workers at particular risk of marginalization, exploitation and abuse. Discrimination facilitates potentially abusive employment situations and weakens the position of migrant workers. These create problems for the country, which, while anxious to maintain the integrity of its immigration laws, also seeks to protect vulnerable groups from discrimination and exploitation.

Measures shall, therefore, be taken to:

- uphold equality of treatment and non-discrimination as universal human and labour rights principles, applicable to migrant workers and national workers alike;
- uphold the labour rights and benefits deriving from engagement in an employment relationship for all migrants working in the country (as also for nationals);
- bring laws and practices, where necessary, in line with the national pension scheme;
- advocate for equality of treatment and non-discrimination of all Nigerian migrant workers in other countries, in line with international standards; and
- prioritize efforts to obtain full employment in decent conditions – given that the right of citizens to be gainfully employed is provided for in the country's constitution.

3.4 Enforcement of labour standards and contracts

All employment activities involving migrant workers will be subject to the Labour Act, Chapter L1, Laws of the Federation of Nigeria 2004 and subsequent revisions.

- Labour inspection activity and labour law enforcement will be extended to sectors and workplaces where migrant workers may be present.
- Strong measures will be introduced to ensure the enforcement of employment contracts at the worksite, particularly through bilateral arrangements with host governments.
- Mechanisms will be developed to verify the validity and accuracy of contracts for employment abroad and to ensure that contract terms comply with national labour laws.

3.5 Orientation programmes

Pre-employment orientation seminars and intensified information campaigns, especially in rural communities, to provide potential migrant workers with sufficient information to enable informed decision-making will be provided by FMLE, in collaboration with Social Partners and other relevant stakeholders.

- ILMD will design and, together with other relevant agencies, implement regular pre-departure training programmes for migrant workers ready to travel abroad.
- Orientation programmes will be developed and tailored to impart the expectation that migrant workers are to respect the constitution and laws of the host country. This will include migrant workers coming to Nigeria.
- Orientation services will also be provided to employers and trade union organizations regarding relevant laws and responsibilities for the treatment of migrant workers, including the application of labour law.

3.6 Promotion of fair and ethical recruitment

The Government shall undertake close supervision and monitoring of the recruitment activities of national and overseas private

employment promoters, recruiters or agencies, to minimize malpractices and abuses against those seeking jobs abroad; and, in addition to the cancellation of licenses, criminal proceedings will be introduced against serious offenders.

Other measures include:

- Private (electronic) employment agencies are to register with FMLE to regulate and monitor their activities to forestall bogus job advertisements, trafficking in persons, forced labour, smuggling and other fraudulent activities.
- Special attention will be paid to the recruitment and deployment of categories of workers – such as female domestic workers – who are especially vulnerable to malpractice and abuse.
- For Nigerians travelling abroad, the recruiter will have to expose the intending migrant worker to his/her contract of employment in the presence of an authorized Labour Officer before the migrant embarks on his/her journey.
- Review the licensing mechanisms and oversight capacity of FMLE to regulate private recruitment agencies and ensure compliance with the regulations and code of practice as provided by the Federal Ministry of Labour and Employment and relevant Laws.
- Training and establishment of a labour inspection unit tasked with oversight of recruitment agency practices.
- Ensure training and re-training of Labour Officers to build and improve their capacities on their oversight functions of recruitment agency practices.
- Advocate for the ratification the following relevant ILO standards: Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), Private Employment Agency Convention, 1997(No. 181), Domestic Workers Convention, 2011 (No. 189) and Protocol of 2014 to the Forced Labour Convention, 1930, P.29.

- Commitment to the principle of no fee and cost charging to workers, in line with ILO Conventions 88 and 181 as well as Nigeria's National Employment Policy.
- FMLE shall mandate the recruiting agencies to present recruited persons for registration at the Nigerian Mission on arrival in destination countries before the resumption of employment.
- Ensure joint liability between recruitment agencies in Nigeria and destination countries; this means that recruitment agencies should be jointly responsible for violations that might occur during employment and workers can file a complaint against their recruitment agencies upon return.
- Ensure Regional Cooperation in the field of fair and ethical recruitment. This is, to ensure that bilateral agreements on labour migration concluded between countries of origin, transit and destination include mechanisms for oversight of recruitment of migrant workers, and are consistent with internationally recognized human and labour rights, including fundamental principles and rights at work, and other relevant international labour standards. The agreements should be implemented effectively.
- Promote awareness raising on the risks of informal and illegal recruitment and its links to human trafficking and labour exploitation.
- Provide advice and warnings to those intending to migrate regarding unethical recruiters and other practices to avoid when applying for work and during the migration process.
- Establish and maintain functional and timely information about job openings, sectoral changes, geographical imbalance and other labour and income trends, notably through the NELEX, MRCs and Job Centres.

3.7 External protection or protection at destination

Protection and welfare of migrant workers will be enhanced by securing bilateral labour agreements with various countries and enhancing the implementation of relevant ECOWAS protocols in Nigeria.

- Bilateral labour agreements shall be sought to ensure the portability of social security and other entitlements and benefits earned by migrant workers.
- The roles and responsibilities of Nigerian missions abroad shall be expanded to seek and support the welfare of Nigerian migrant workers and their families in destination countries, and the protection of their fundamental rights. This includes, when necessary, advocacy and mediation on behalf of Nigerian migrant workers.
- It is equally important that the role of Diplomatic Missions in countries of destination, including their capacity to meet the protection and guidance needs of Nigerian migrant workers, be established through the allocation of resources for training, greater service coverage and the establishment of relevant facilities.
- Labour Attachés shall be assigned to Nigerian Diplomatic Missions in countries where there is a strong presence of Nigerian migrant workers.
- Cooperation will be sought with foreign embassies in Nigeria to enhance support for and protection of migrant workers within Nigeria, including assisting their nationals in situations of distress.
- Trades unions and employers' organizations in Nigeria will play a critical role in the protection of migrant workers and their families.
- To help protect migrant workers, unions and employers' organizations are encouraged to build solidarity alliances with

their counterparts in destination and origin countries for applying labour laws and other social protection policies.

- They should encourage the enforcement of international framework agreements to regulate conditions of work in line with international best practices.

3.8 Migrant welfare programmes and funds

The NPLM encourages the establishment and operation of welfare programmes and funds for migrant workers, as well as for their families left behind. In the light of this:

- Migrant workers' Welfare Funds shall be advocated as an innovative and financially sustainable means of providing support services to vulnerable migrant workers in distress.
- The proposed Welfare Fund may be utilized to provide access to mediation and conciliation services between foreign employers and migrant workers; compensate for illness, injuries, disability and death sustained by workers while abroad; assist in the successful reintegration of migrant workers; and provide emergency and repatriation services to migrants in distress and/or during crisis situations.
- Policies and programmes for the welfare of migrant workers, returned migrants and families left behind shall be strengthened.
- The proposed Migrant Welfare Fund shall be funded by the Federal Government and its partners which may include; international donor partners, private sector companies, philanthropists, and interest groups.
- The ILMD of the Ministry of Labour and Employment shall be saddled with the responsibility of managing the welfare programmes and funds. The FMLE is subject to civil service laws and government auditing standards.

4.1 Optimizing the benefits of labour migration for national development

The NPLM expressly links development and migration processes in both origin and destination countries. Migrant workers and returning migrant contribute through investments, transfer of technology and skills, human capital formation, enhancement of social capital, promotion of trade, and business links and good governance. Measures would be taken to enhance the benefits of labour migration on the economy and society; aid and support migrant workers and their families; mobilize development contributions of migrant workers; and expressly link development and migration processes in recognition of the contribution of labour migration to employment, economic growth, development and in the generation of income.

Optimizing opportunities for migration would include expanding demand for Nigerians in existing areas of labour migration which should be done by strengthening demand of Nigerian workers through training in courses in high demand in the international employment market. These are done under the internationally accepted standards for employment and are to be delivered at the highest accreditation level where most of the graduates would find initial employment with overseas establishments. On-going investment, programmes and facilities should ensure standards are maintained as recognized by international standards. The decline in employment has placed pressure on Nigeria's economy and on households that rely on the economy for income.

This section covers the following:

- Mainstreaming migrant workers' contributions into national development plans;
- Linking labour migration and employment;
- Enhancing skills development to meet national and international needs;
- Enhancing the developmental impact of remittances;
- Facilitating reintegration of returning migrants;
- Negotiation of bilateral labour agreements with main countries of origin and destination;
- Linking with the pool of expertise in Nigerian transnational communities.

4.2 Mainstreaming migrant workers' contributions into national development plans

Key to achievement of the objective of the NPLM is explicit linkage of migration dynamics and its contributions to national development, in the elaboration and implementation of:

- the national DWCP;
- the negotiation of bilateral labour agreements with main countries of origin and destination; and
- the UN Sustainable Development Partnership Framework.

Also, the Government shall:

- facilitate and regulate labour and skills emigration, with administration supported by development plans and financing;
- enhance an understanding of the expected impacts of ECOWAS labour circulation measures on national and regional development through development planning;
- explore possible improvements of models of bilateral labour migration agreements with migrant-labour destination countries through development planning linkages; and

- harness the benefits of the African Continental Free Trade Agreement (AfCFTA) that creates a single market and deepens the economic integration of the Continent to meet employment demands and enhance national development.

4.3 Linking labour migration and employment

ILMD shall be strengthened to:

- undertake projection of human resource requirements in countries of labour and skills demand, with special attention to emerging skills requirements, to anticipate meeting demand with matching skills;
- provide useful information for the certification of professional and technical qualifications and standards in harmony with international expectations;
- create a system for disseminating information among potential emigrants through the MRCs and Job Centres and any other approved means;
- promote opportunities for migrant workers' deployment abroad, taking into account brain drain concerns;
- ensure equal access of suitably qualified Nigerians to skilled employment opportunities abroad; and
- ensure the coherence of the NPLM with other policies and programmes of the Government of Nigeria.

4.4 Enhancing skills development to meet national and international needs

In realizing the objectives of this policy, the Government shall:

- encourage reviews of skills development training structures and systems, to take into account the importance of quality in education, and emerging labour market needs;

- take steps to raise the skill levels of workers to higher standards, to improve their employment opportunities – both at home and abroad;
- develop financial support schemes to help youth acquire skills that are sought after in both domestic and foreign labour markets;
- uphold the freedom of employers to determine the levels of skills and qualifications desired for their staff;
- promote the participation of employers, trade union and private sector organizations in the provision and funding of vocational training and skills upgrading institutions, to meet international skills requirements;
- identify additional employment opportunities in new occupations and skill areas via periodical research within the country and new destination countries;
- negotiate market access based on the principle of equality of treatment between migrant workers and nationals, either through bilateral Government-to-Government negotiations or as part of trade negotiations;
- facilitate the development of labour market research to be undertaken by FMLE to systematically examine labour market demand and supply in different skill areas, including demand offshore, to identify domestic and overseas employment opportunities;
- create new course programmes in tertiary institutions in line with existing national and international labour market demand;
- promote access to existing learning opportunities and
- advertise all job opportunities in Government MDAs and Private Employment Agencies on FMLE's NELEX websites,
- encourage voluntarism for skills and development in the country.

4.5 Enhancing the developmental impact of remittances

Measures shall be taken to:

- ensure freedom of migrant workers to remit their wages back to their home countries;
- promote access to financial education for potential and returning migrant workers;
- facilitate and secure low-cost means for the transfer of remittances; and
- design appropriate programmes and devise financial incentives to encourage migrant workers to invest remittances in the development of the country, for example, by promoting investment in small and medium-sized enterprises and through micro financing.

4.6 Facilitating reintegration of returning migrants

To achieve this, the Government would support the voluntary return of Nigerian migrant workers but strongly condemns the forceful return of Nigerian migrant workers. In line with this, efforts shall focus on:

- seeking to encourage collaboration with sending and receiving countries in the development of return and reintegration programmes;
- assisting returning migrant workers to impart their skills and expertise to employment creation and the general development of the country through the design of appropriate migrant reintegration programmes;
- ensuring the reduction of bottlenecks associated with registration of companies in order to attract increased investments from returnees;
- facilitating access to finance and business development services

- promoting and providing incentives for enterprise creation and development, including transnational business initiatives and micro-enterprise development by men and women migrant workers in origin and destination countries;
- appropriate provisions for the reorientation of returnees to aid their reintegration and also those leaving to prepare them for future return; and
- creating an overall environment conducive to attracting the return of Nigerian talents.

4.7 Negotiation of bilateral labour agreements with countries of origin and destination

Bilateral Labour Migration Agreements (BLMAs) are essential to improving the governance of labour migration on the basis of shared responsibility between countries of origin and destination. Although Nigeria has concluded some BLMAs, these are essentially in relation to the return and readmission of migrants in an irregular situation but more needs to be done. To ensure that future agreements are mutually beneficial to the country, it is desirable also to:

- prepare model MoUs, with particular reference to ILO Recommendation 86, which sets out a model bilateral labour agreement;
- involve social partners and CSOs in the preparation, implementation, and monitoring of BLMAs;
- negotiate Bilateral Labour Migration Agreements or MoUs on labour migration that would be beneficial to Nigeria, the migrant workers and the destination country;
- align the BLMA with new and/or existing legislative and regulatory frameworks to facilitate its operationalization.
- clearly delineate responsibilities for the implementation of BLMAs at national, state, and local levels;

- encourage transparency and access to information by publishing and widely disseminating BLMAs signed by Nigeria;
- ensure training and capacity building of staff of relevant MDAs and Social Partners involved in negotiating BLMAs.

4.8 Linking with the pool of expertise in Nigerian transnational communities

Nigerians in the diaspora consist of highly skilled professionals in technology, science, and the medical and paramedical fields. To facilitate their contribution to national development through physical or "virtual" return, appropriate mechanisms shall be developed to:

- attract migrant workers' expertise to contribute to the sharing of skills and technology transfer;
- provide information to diaspora migrants regarding local investment opportunities; and
- create an enabling environment for investments and enterprise developments for migrants.

5.1 Gender responsive, youth and vulnerable persons approach to labour migration

International labour migration has become increasingly feminized as more women are migrating on their own account rather than as dependent family members. In moving for work abroad, many women gain opportunities they would not have at home and are thus economically empowered by migration, enabling them to make constructive contributions to both origin and destination countries as well as their countries of origin. However, women are particularly at risk of discrimination, abuse and exploitative treatment as migrant workers. In order to ensure that international labour migration contributes substantially to the achievement of equitable, sustainable and inclusive development, the policy takes into account, a gender-sensitive and rights-based approach to enhance equal protection, treatment and opportunities for both men and women migrant workers and their family members, and equally benefits countries of origin and destination.

It is important to note that all the sections of this Policy make provision for women involved in labour migration, however, to foster a gender-responsive labour migration, this part covers the following key components:

- Good governance by preventing discrimination, exploitation and abuse of women migrant workers; identifying and addressing the special problems faced by women migrant workers;
- Proper implementation by ensuring laws, processes, information, training and services that respond effectively to the needs of

women migrants; and

- An enabling environment by ensuring women migrant workers are equipped to claim their rights and benefit fully as economic actors of labour migration; and participate in the implementation, monitoring and review of policies.

5.2 Preventing Discrimination, Exploitation and Abuse of Women and Vulnerable Migrant Workers

Measures shall be taken to:

- ensure systematic collection and analysis of labour migration data and research disaggregated by gender and other relevant characteristics (such as income, age, race, ethnicity, migratory status, disability, geographic location);
- ensure the involvement of both men and women migrant workers as well as gender specialists in dialogue, consultations and negotiations of bilateral agreements and migration policymaking; and
- adopt and implement legislation and policies to prevent irregular labour migration and eliminate abusive migration conditions, including the trafficking of men and women and vulnerable migrant workers.

5.3 Implementing Laws, Processes and Services that respond effectively to the Needs of Women and Vulnerable Migrant Workers

Measures shall be taken to:

- Establish a dedicated Gender Unit within ILMD in the Ministry of Labour and Employment mandated to implement labour migration policies focused on the rights and needs of women migrant workers to prevent and respond to rights violations

- ;
- address the specific risks faced by women and vulnerable persons in certain occupations and sectors, particularly health, agriculture, construction, mines, hotels and restaurants, and domestic work and others;
- ensure that employers and workers' organizations integrate the specific concerns of women and vulnerable migrant workers in employment contracts; and
- ensure that the labour inspectorate or relevant competent authorities have the necessary resources and adequate training to address migrant workers' rights and the peculiar needs of men, women and vulnerable migrant workers.

5.4 Creating Conducive environment by ensuring Women are equipped to Claim their Rights and Participate in the Implementation, Monitoring and Review of Policies

Measures shall be taken to:

- Empower recruitment agencies, employers and women migrant workers and their representatives with information, practical skills and abilities to understand and implement gender-responsive policies and practices, and to effectively engage in policymaking processes at the local, national, bilateral and regional/ global levels;
- establish mechanisms for migrant workers to lodge complaints and seek remedies without intimidation or retaliation;
- assist and protect victims of trafficking and other abusive migration conditions, with particular attention to the specific needs of women and children; and
- establish effective consular services in countries of origin, transit and destination with both female and male labour attachés to provide information and assistance to women and men migrant workers.

5.5 Addressing Issues that are Crucial to Youth Migrant Workers

International migration can bring new opportunities, particularly in terms of employment and training, but young workers, especially young women and those in irregular situations, face certain challenges and vulnerabilities in the migration process. According to the National Youth Policy (2019), the youth shall comprise young males and females in Nigeria and Diaspora between the ages of 15 and 29 years. The labour migration experience can end up representing either an opportunity or a risk to young people and can lead them to decent work or its very opposite, depending on policies and measures supporting them, such as provision of a better linkage to the world of work, more and better social protection, education and training for employment, entrepreneurship development, social inclusion and an effective institutional framework.

The motivations of youth labour migration are similar to that of adult migrants. Both groups are mostly in search of greener pastures and economic gain.

Youth labour migrants also generally migrate for work experience, personal development or to satisfy a desire for adventure. Young people are also more likely to first migrate to pursue their studies before integrating themselves into the labour market of the destination country. Moreover, in destination countries, young migrants often lack the professional networks and contacts that very often facilitate employment for young people. Young people also tend to take greater risks, perhaps migrating before any job opportunity is confirmed or unintentionally migrating through irregular channels.

Measures shall be taken to:

- Ensure that young migrant workers have access to information about their labour rights that could be key to promoting their rights at work
- Ensure that young migrant workers are well equipped with information to identify irregular channels, nefarious recruiters, bogus employment contracts and fake employers
- Educate potential young migrant workers of the demands of labour markets in destination countries
- Increase access to influential networks or contacts that could create better job opportunities
- Prepare young migrant workers to deal with discrimination in destination countries.

6.1 Grievance and Justice Mechanisms for Migrant Workers

Migrant workers should be able to access legal proceedings and enjoy the enforcement of their rights, and adequate sanctions should be instituted and implemented in respect of labour migration in abusive conditions. This will contribute to healthy labour migration and ensures that the vulnerable are not always at the receiving end of the devices of nefarious people.

Key components include:

- Ensuring that state agents or staff who attend to migrant workers are monitored to ensure their strict adherence to outlined protocols; and
- Providing accessible complaints mechanisms that allow migrant workers to lodge complaints and seek justice without discrimination, intimidation or retaliation.

6.2 Monitor State and Non-State Agents Who Attend to Migrant Workers

Measures shall be taken to:

- Ensure that the state agents involved in processing papers for men and women migrant workers are monitored; and
- Promote the understanding among state and non-state agents that malpractices or corruption will not be tolerated.

6.3 Access to Complaint Mechanisms and Justice for Men and Women Migrant Workers

Measures shall be taken to:

- Ensure access to channels for complaints in the event of rights violations by both state and non-state actors;
- Ensure access to justice and legal procedures in countries of origin, transit and destination;
- Improve capacities of Embassies and Consulates to help migrant workers confronted with exploitation, abuse or violence with provisions of: information, interpretation/
- translation services, legal support, shelter, crisis hot-line or Toll-free phone numbers Provide legal counseling at Embassies and Consulates in countries of origin, transit and destination
- Ensure that visas are not tied to a specific employer should the employee leave his/her employer; and
- Render appropriate sanctions to individuals, employers and governments for non-compliance and violations of migrant workers' rights.

7.1 Institutional framework and Coordination mechanisms for policy implementation

Successful implementation of the NPLM requires cooperation and partnership among relevant stakeholders. Accordingly, a participatory framework involving all stakeholders shall be elaborated for the implementation of this Policy.

7.2 Technical Working Committee (TWC)

The Federal Government – through FMLE – shall be generally responsible for coordinating the implementation of this Policy, through the Technical Working Committee. The TWC shall meet quarterly or as considered necessary by the Chairman.

The functions of the TWC shall include:

- advising the Government through the Honourable Minister of Labour and Employment on appropriate labour migration policy measures to adopt;
- coordinating the labour migration programmes and activities of the country;
- harmonizing labour migration programmes and projects nationwide;
- assessing and recommending programmes and projects for implementation;
- developing and reviewing coherent strategies for achieving the national goals and objectives of labour migration governance;
- improving cooperation, coherence and information sharing between key MDAs to promote opportunities for decent

- employment within Nigeria and overseas;
- referring or delegating matters as the need arises to the Social Partner Advisory Committee Plus (SPACP) for technical inputs; and
- considering and approving recommendations and reports from SPACP.

The TWC through the FMLE shall be responsible for providing a clear understanding of the status and pattern of labour migration to Nigerians at all times. This would enable the Federal Government, State Governments, relevant MDAs, potential and returnee migrant workers to make informed decisions on the best approach to maximising the benefits of labour migration.

7.3 Membership of the Technical Working Committee (TWC)

The TWC shall be responsible for harmonising relevant data on the status of labour migration and the information shall be published in a bi-annual report/bulletin by the FMLE online and few hard copies shall be printed for libraries, MRCs and Job Centres. The contents of the report/bulletin and the roles or contributions of the various MDAs to the report are documented in Annex 3.

The membership of the TWC shall comprise of a representative each from the following Ministries and bodies:

- | | | |
|------|--|-----------|
| I. | Permanent Secretary, Federal Ministry of Labour and Employment | Chairman |
| ii. | Director, Employment and Wages Department, Federal Ministry of Labour and Employment | Member |
| iii. | Head, International Labour Migration Division, Federal Ministry of Labour and Employment | Secretary |
| iv. | Ministry of Foreign Affairs | Member |
| v. | Federal Ministry of Justice | Member |

vi.	Federal Ministry of Youth and Sport Development	Member
vii.	Federal Ministry of Information and Culture	Member
viii.	Federal Ministry of Education	Member
ix.	Federal Ministry of Health	Member
x.	Federal Ministry of Finance, Budget and National Planning	Member
xi.	Federal Ministry of Women Affairs	Member
xii.	Federal Ministry of Interior	Member
xiii.	Federal Ministry of Humanitarian Affairs, Disaster Management and Social Development	Member
xiv.	Senate and House Committee on Labour	Member
xv.	Nigeria Immigration Service	Member
xvi.	Central Bank of Nigeria	Member
xvii.	National Agency for the Prohibition of Trafficking in Persons	Member
xviii.	National Bureau of Statistics	Member
xix.	National Population Commission	Member
xx.	Nigerians in Diaspora Commission	Member
xxi.	National Commission for Refugees, Migrants and Internally Displaced Persons	Member
xxii.	Nigeria National Volunteer Service	Member
xxiii.	National Emergency Management Agency	Member
xxiv.	Small and Medium Enterprises Development Agency of Nigeria	Member
xxv.	Nigeria Labour Congress	Member
xxvi.	Trade Union Congress	Member
xxvii.	Nigeria Employers' Consultative Association	Member
xxviii.	5 Representatives from Civil Society Organizations	Member

7.4 Social Partner Advisory Committee Plus (SPACP)

A Social Partner Advisory Committee Plus (SPACP) consisting of key stakeholders in the world of work and labour migration shall be established. The Permanent Secretary of FMLE shall be the Chairman of the Committee. Other members shall include the representatives of the following Workers and Employers organizations:

- Nigeria Labour Congress
- Trade Union Congress of Nigeria
- Nigeria Employers' Consultative Association
- Human Capital Providers Association of Nigeria (HuCaPAN)

The SPACP shall be responsible for:

- Advising the FMLE on Policy decisions to be made to improve the management of organized Labour Migration;
- Providing technical support for the FMLE and
- From time to time assess implementation of labour migration programmes and make recommendations for their improvement;

The SPACP shall meet regularly but not exceeding four meetings in a calendar year. The Secretariat of the SPACP shall be domiciled in ILMD.

7.5 Civil Society Organizations (CSOs)

The CSOs shall be responsible for:

- Advising the TWC on Policy decisions to be made to improve the management of organized Labour Migration;
- Provide relevant information on ongoing and current trends in labour migration
- Providing technical support for the TWC; and
- From time to time assess implementation of labour migration

programmes and make recommendations for their improvement.

7.6 Resource Mobilization

- The Government shall provide adequate funds in annual budgetary allocation of FMLE and other relevant MDAs for programmes and activities to be implemented sustainably.
- International Development Partners, such as ILO, IOM and GIZ, would support the Government's efforts both technically and financially.

7.7 Monitoring, Evaluation and Review

FMLE shall be responsible for coordinating and monitoring the implementation of the Policy in collaboration with key stakeholders, especially the Social Partners. It will also periodically review and evaluate the process of implementation of the Plan of Action of the Policy to ensure that labour migration to and from Nigeria takes place in an atmosphere of freedom, dignity and respect for workers' rights.

- Monitoring and evaluation tools would be developed and utilized to report and track the implementation of the Policy annually.
- The Policy, with the leadership of FMLE, shall be reviewed every three (3) years and mid-term review of the policy shall be carried out every 1.5 years to evaluate extent of implementation and current issues.

ANNEXES

Annex 1: Selection of United Nations and International Labour Organization Conventions Relating to Labour Migration Ratified by Nigeria

UN Conventions/Treaties	Signature/ Chapter	Ratification/ Accession(a)
Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (Adopted and opened for signature, ratification and accession by General Assembly resolution 39/46 of 10 December 1984- United Nations)	28 Jul 1988 Human Rights	28 Jun 2001
International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Adopted 18 December 1990- United Nations)	Human Rights	27 Jul 2009 (a)
Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (New York, 15 November 2000)	13 Dec 2000 Penal Matters	28 Jun 2001
Protocol against the Smuggling of Migrants by Land, Sea and Air, Supplementing the United Nations Convention against Transnational Organized Crime (United Nations, 2000)	13 Dec 2000 Penal Matters	27 Sep 2001
United Nations Convention against Transnational Organized Crime and the Protocols Thereto. United Nations, New York, 2004	13 Dec 2000 Penal Matters	28 Jun 2001

Source: United Nations Treaties Collections- <https://treaties.un.org/>

ILO Conventions Ratified by Nigeria		
Fundamental Convention	Date	Status
C029 - Forced Labour Convention, 1930 (No. 29)	17-Oct-60	In Force
C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	17-Oct-60	In Force
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	17-Oct-60	In Force
C100 - Equal Remuneration Convention, 1951 (No. 100)	08-May-74	In Force
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	17-Oct-60	In Force
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	02-Oct-02	In Force
C138 - Minimum Age Convention, 1973 (No. 138) Minimum age specified: 15 years	02-Oct-02	In Force
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	02-Oct-02	In Force
Governance Convention (Priority)	Date	Status
C081 - Labour Inspection Convention, 1947 (No. 81) Excluding Part II	17-Oct-60	In Force
C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	03-May-94	In Force
Technical Convention	Date	Status
C008 - Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8)	16-Jun-61	Not in force*
C009 - Placing of Seamen Convention, 1920 (No. 9)	04-Mar-04	Not in force*
C011 - Right of Association (Agriculture) Convention, 1921 (No. 11)	16-Jun-61	In Force
C015 - Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)	17-Oct-60	Not in force*
C016 - Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)	17-Oct-60	Not in force*
C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	17-Oct-60	In Force
C026 - Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)	16-Jun-61	In Force
C032 - Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)	16-Jun-61	In Force
C045 - Underground Work (Women) Convention, 1935 (No. 45)	17-Oct-60	In Force
C050 - Recruiting of Indigenous Workers Convention, 1936 (No. 50)	17-Oct-60	Not in force*
C058 - Minimum Age (Sea) Convention (Revised), 1936 (No. 58)	16-Jun-61	Not in force*
C059 - Minimum Age (Industry) Convention (Revised), 1937 (No. 59)	16-Jun-61	Not in force*

Annex 2: National Legislations and Policies Relating to Labour Migration in Nigeria

- Constitution of the Federal Republic of Nigeria 1999 (As amended)
- NAPTIP Re-enactment Act 1 & 2 (GAZETTE 10001 & 20001)
- Trafficking in Persons (Prohibition) Enforcement and Administration Act, 2015 (TIPPEA)
- Smuggling of Migrant Act, 2015
- Immigration Act, 2015
- National Directorate of Employment Act, 1986
- Factories Act, 2004
- Employees' Compensation Act, 2010
- Child's Rights Act, 2003
- National Drug Law Enforcement Agency Act, CAPN30, 2004
- Labour Act, 2004
- National Migration Policy, 2015
- National Employment Policy, 2017
- National Diaspora Policy, 2021

Annex 3: Contents of Labour Migration Quarterly or Bi-Annually Report/Bulletin

Table 1: Contents of Labour Migration Quarterly or Bi-Annually Report/Bulletin

SN	Contents of Bulletin	Designated Role
1	Characteristics of emigrant and immigrant population	NIS, NBS, NPC, Mol
2	Top country destinations for Nigerian emigrants	NIS, NBS, Mol
3	The top country for Nigerian immigrants	NIS, NBS, Mol
4	Characteristics of Labour Migrant to foreign countries (countries, low skilled, skilled, professional)	FMLE, NIS, NiDCOM
5	Characteristics of Labour Migrant to Nigeria (countries, low skilled, skilled, professional)	FMLE, NIS, NiDCOM
6	Characteristics of Labour Migrant returnees (low skilled, skilled, professional)	FMLE, NIS, NiDCOM
7	Remittance inflows (formal and informal)	CBN, NBS
8	Cases of victims of labour migration (violations, abuses, irregularities)	FMFA, NAPTIP, FMLE
9	Opportunities for foreign decent employment (countries, sectors, professions)	FMLE, FME, Mol
10	List of registered PEA's and deregistered PEAs	FMLE
11	News (new developments on Bilateral agreements)	FMLE & others
12	Others	FMLE & others

NB: All data should be disaggregated by sex where possible; Pictorial representation of data is encouraged

Annex 4: Plan of action for labour migration policy

Goal 1: Governance of the labour migration process

Specific Objectives	Activities	Key stakeholders	Expected outcomes
<p>1.1 Enact and review relevant legislative framework as foundation of National Labour Migration Governance.</p>	<p>1.1.1 Review national legislations and regulations relating to migration and immigration and their consistency with ratified International Conventions (ILO C-97 And ICRMW), relevant ECOWAS instruments, and other relevant legislation, commission supplementary studies as deemed appropriate.</p> <p>1.1.2 Utilize recommendations of relevant studies in government and parliamentary deliberations to harmonise national legislation with adopted international and regional standards.</p> <p>1.1.3 Request ILO and OHCHR technical assistance towards effective implementation of ratified Conventions.</p>	<p>FMLE, FMoJ, Ministry of Interior, TUC, NLC, NECA, IOM, National Assembly, NiDCOM, ILO, OHCHR, other concerned MDAs.</p>	<p>Firm and clear legal foundation for policy and administration enacted.</p> <p>National Assembly engagement in and support for labour migration regulation and administration.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
	<p>1.1.4 Initiate action to ratify ILO Convention 143 on migration for employment (Supplementary Provisions), Private Employment Agency Convention 181 and Recommendations 188, Domestic Work/Domestic workers convention and other relevant Conventions, in line with results of the analysis of gaps in national legislation in regard to these Conventions carried out with support from ILO (September 2020).</p> <p>1.1.5 Consider ratification of the Protocol of 2014 to the Forced Labour Convention, 1930, P. 29.</p>		

Specific Objectives	Activities	Key stakeholders	Expected outcomes
<p>1.2 Strengthen rules and regulations for effective and efficient administration of labour migration.</p>	<p>1.2.1 Review and streamline emigration and immigration procedures for workers, and reduce migration costs.</p> <p>1.2.2 Review and revise, as needed, rules and procedures for access to travel documents and issuance of work/residence permits for foreign workers.</p> <p>1.2.3 Review guidelines/conditions covering recruitment for employment outside Nigeria.</p> <p>1.2.4 Review regulations applying to other areas of policy enumerated in following sections of this policy matrix.</p>	<p>FMLE, Ministry of Interior, MFA, TUC, NLC, NECA, NIS, FMOJ, other concerned MDAs, NiDCOM.</p>	<p>Clear and specific regulations for efficient administration of labour migration.</p> <p>Streamlined administrative procedures for issuing travel documents for Nigerians, and efficient permit issuance for immigrant skills and for labour useful to Nigeria.</p> <p>Clear guidelines for recruitment, monitoring of the recruitment process; agencies held to high standards of conduct.</p> <p>Administrative support for labour migration conditions of dignity, security and justice.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
<p>1.3 Strengthen existing institutional framework for labour migration and enhance coordination with other concerned ministries and agencies of government.</p>	<p>1.3.1 Ensure adequate resourcing and capacity for the responsible departments in the Ministry of Labour and Employment. 1.3.2 Define or refine terms of reference for roles and responsibilities of other ministries regarding pertinent activity related to labour migration. 1.3.3 Maintain Inter-Ministerial Technical Working Committee (TWC) as consultative and coordinating the mechanism among the various Ministries and agencies involved in labour migration issues.</p>	<p>FMLE, Office of Budget and Management, Federal Executive Council, NCLM, TWC, NELEX.</p>	<p>Coherent initiative and administration on labour migration from the relevant government authority.</p> <p>Coordinated policy, administration and action across the multiple labour, productivity social protection concerns of government related to labour emigration and immigration.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
	<p>1.3.4 Incorporate full representation of Social Partner Organizations (NECA, NLC, TUC) in all TWC meetings addressing labour migration-related issues and agendas.</p> <p>1.3.5 Publish a quarterly or bi-annually labour migration report/bulletin on FMLE's websites.</p>		<p>Clear definition and division of responsibilities of "who does what, how, when and with whom?" among the concerned ministries.</p> <p>Regular and effective consultation, coordination and policy coherency across government as a whole in addressing labour migration and its related concerns.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
<p>1.4 Ensure full participation of Social Partners as key labour migration stakeholders in policy elaboration, implementation and evaluation.</p>	<p>1.4.1 Establish mechanisms for informing and capacity-building of Social Partner Organizations at national and local levels.</p> <p>1.4.2 Improve cooperation and information/data sharing between key MDAs to promote opportunities for decent employment within Nigeria and overseas.</p>	<p>FMLE, NECA, NLC, TUC, HuCaPAN.</p>	<p>Elaboration of specific knowledge, concerns, and recommendations from key 'operational' partners in labour migration: employers who engage workers and unions who represent them.</p> <p>Obtaining common views and cooperation among Social Partners on migration issues.</p> <p>Enhanced social actor cooperation and compliance with governance policy and administration.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
<p>1.5 Building knowledge and database for good policy and effective administration.</p>	<p>1.5.1 Improve and disseminate gender-disaggregated data on stocks and flows of women and men migrant workers – Nigerians abroad and foreigners in the country – by skills, sectors of employment, destination countries, remittances, etc. (using ILM database indicators).</p> <p>1.5.2 Develop the database of Nigerians (skills profile, CVs) available for development abroad.</p> <p>1.5.3 Establish a data interface and exchange with the global ILM database.</p> <p>1.5.4 Enhance skills database exchange with potential destination countries.</p>	<p>FMLE-NELEX, National Directorate of Employment (NDE), NPC, NBS, Federal Ministry of Women Affairs and Social Development, ILO, IOM, FMoE, NIS, CSOs, NGOs and other relevant Agencies.</p>	<p>Policymakers have access to reliable data and information.</p> <p>Potential employers abroad obtain access to information about available skills and labour from Nigeria.</p> <p>Destination country government employment services have access to the profile of Nigerian skills and labour on offer.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
	<p>1.5.5 Utilize and update assessments and forecast of future skills needed in Nigeria.</p> <p>1.5.6 Commission research studies on emerging and future labour migration phenomena, issues, and trends likely to affect policy (for example forecasting potential future skills and labour needs in Nigeria).</p> <p>1.5.7 Publish a bi-annual report/bulletin on relevant data on status of labour migration.</p> <p>1.5.8 Integrate labour migration into the socio-economic survey conducted by the NBS.</p> <p>1.5.9 Develop Pre-departure Training Manual/Guides/Curriculum for pre-departure and reintegration orientation Programme.</p>		<p>Longer-term, Nigerian employers obtain information about needed skills available in other countries as similar systems are established elsewhere, for example in other ECOWAS countries.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
1.6 Cooperation with ECOWAS towards full implementation of relevant protocols.	<p>1.6.1 Review state of implementation of ECOWAS Protocol on Free Movement in Nigeria.</p> <p>1.6.2 Develop and maintain a proactive role in ECOWAS discussions and activity on regional labour circulation.</p> <p>1.6.3 Develop and maintain Nigeria's active role and presence in international migration dialogue processes.</p> <p>1.6.4 Ensure that Nigeria's Social Partner Organizations take a proactive role in relevant regional and international employers and trade unions activities and processes addressing labour migration.</p>	FMLE, MFA, NECA, NLC, TUC, ECOWAS, ILO, IOM, GIZ, IOE, ITUC, Pan Africa Employers Confederation, ITUC AFRO, OATUU, NIS, FMol, CSOs, NGOs.	<p>Enhanced implementation of ECOWAS protocols; reduction of restrictions of concern to Nigeria to allow free labour circulation in West Africa.</p> <p>Enhanced understanding and cooperation with partner and destination countries of concern to Nigeria.</p> <p>Increased cooperation among employers regarding the international exchange and mobility of workers.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
			International trade unions cooperation geared towards the protection of workers and effective involvement in international labour migration policy dialogue.

Specific Objectives	Activities	Key stakeholders	Expected outcomes
<p>1.7 Ensure gender-responsive policy and its implementation at all levels of government, Social Partners and other actors.</p>	<p>1.7.1 Generate, sex-disaggregated data on labour emigration and immigration concerning Nigeria.</p> <p>1.7.2 Conduct a gender audit review of policy, administration, institutional practices and practical measures addressing labour migration, to ensure that specific conditions and needs of migrant women and children are considered.</p>	<p>FMLE, Federal Ministry of Women Affairs, TUC, NLC, NECA, CSOs, NGOs, ILO, IOM, UN, UNICEF, all other concerned Ministries.</p>	<p>Availability of sex-disaggregation data on labour migration.</p> <p>Safe and dignified migration for women enhanced; abuse targeting women migrants prevented, or at least greatly reduced.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
<p>1.8 Ensure competency and capacity of all concerned staff of Government and Social Partner Offices, enabling them to conduct their responsibilities effectively and knowledgeably.</p>	<p>1.8.1 Organize tripartite capacity-building seminars, and training workshops on labour migration and/or specific aspects, at national and regional levels. 1.8.2 Include labour migration components in general training workshops, courses for government officials and social partner staff. 1.8.3 Participation of government officials and social partner executives in international training activities on labour migration (such as ILO International Training Centre Courses).</p>	<p>FMLE, TUC, NLC, NECA, All concerned Ministries and Departments.</p>	<p>Development of component of competent cadres in government administration and other concerned stakeholder organizations, so that they can effectively carry out responsibilities, deliver services, and ensure policy implementation.</p> <p>Increased effectiveness and efficiency in use of public funding and staff resources.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
			Improved credibility of Nigerian government and other actors with their constituencies, and with international partners.
1.9 Ensure wide dissemination of labour migration information at curriculum and public education level.	1.9.1 Develop training guide for labour migration at secondary and tertiary levels. 1.9.2 Pursue public awareness education and sensitization programmes to enhance public enlightenment.	FMLE, FMol, FMoE, TUC, NLC, NECA, All other concerned Ministries and Departments, CSOs, NGOs, the Media, Michael Imoudu National Institute for Labour Studies (MINILS).	Comprehensive training guide on labour migration issues mainstreamed into schools' curricula. Public better informed on labour migration issues.

Goal 2: Protection of Migrant workers and their families

Specific Objectives	Activities	Key stakeholders	Expected outcomes
2.1 Ensure rights to decent work, including access to social protection of migrant workers in a gender-disaggregated manner.	<p>2.1.1 Promote the use of understandable and enforceable employment contracts for migrant workers.</p> <p>2.1.2 Monitor conditions of work of Nigerian women and men migrant workers in destination countries (see 2.6 below).</p> <p>2.1.3 Establish measures to prevent migrant workers from falling into situations of trafficking and forced labour.</p> <p>2.1.4 Employ signed agreements and MoUs where applicable, to ensure decent working conditions for migrant workers.</p> <p>monitoring bodies.</p>	<p>FMLE, NAPTIP, NECA, NLC, TUC, FMoJ, National human Rights Commission, MFA, ECOWAS, NSITF, other concerned MDAs, CSOs, NGOs and International Partners.</p>	<p>Mechanisms provided for the protection of migrant workers against abuse and exploitation.</p> <p>Expanded social security coverage for migrant workers.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
<p>2.3 Ensure that all employment of migrant workers is subject to labour standards and codes.</p>	<p>2.3.1 Review national labour law and labour regulations to ensure that rights of migrant workers are covered.</p> <p>2.3.2 Extend labour inspection activity and labour law enforcement to sectors and workplaces where migrant workers may be present and recruitment agencies.</p> <p>2.3.3 Provide specialized training to labour inspectors to ensure their ability to address migrant-specific concerns.</p> <p>2.3.4 Elaborate specific model labour contracts for foreign workers.</p>	<p>FMLE, MFA, Ministry of Interior, NECA, NLC, TUC, FMoJ, CSOs, NGOs, NiDCOM.</p>	<p>Enhanced and enforced protection of migrant workers in employment.</p> <p>Discouragement of abuse and the exploitation of vulnerable migrant workers.</p> <p>Levelled playing field between national and migrant workers (removal of incentives for abusive employment of foreign workers at the expense of nationals).</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
	2.3.5 Ensure specific coverage of labour contract issuance and enforcement in bilateral international agreements on labour migration.		
2.4 Ensure migrant workers are equipped to make better-informed decisions on migration for employment.	<p>2.4.1 Conduct awareness training and pre-departure orientation programmes for potential migrant workers.</p> <p>2.4.2 Identify relevant partners for developing and conducting migrant workers' orientation Programme.</p> <p>2.4.3 Prepare and disseminate information materials for awareness-raising and training on regular migration opportunities, and on risks of irregular migration.</p>	FMLE, NECA, NLC, TUC, FMol, NOA, NIS, All concerned MDAs, CSOs, NGOs, the Media, NiDCOM.	<p>Awareness materials published and disseminated.</p> <p>Migrant workers aware of the risks of migration, especially irregular migration.</p> <p>Migrants know what to expect in respect for their rights and conditions of work in destination countries.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
	2.4.4 Conduct pre-departure orientation programmes on the situation in destination countries: conditions of work, rights and obligations, and available redress procedures.		Reduction in irregular migration and trafficking.
2.5 Ensure fairness and protection in recruitment for employment abroad, through supervision and monitoring of recruitment activities.	2.5.1 License and monitor all agencies engaged in the recruitment of migrant workers for overseas employment, to ensure accountability, prevent unethical practices and avert abuse in the recruitment process. 2.5.2 Review guidelines/conditions covering recruitment for employment outside Nigeria.	FMLE, MFA, NIS, NECA, NLC, TUC, All concerned MDAs, CSOs and NGOs.	Legal and registered recruitment agencies in place. Reduction of abusive recruitment practices. Migration occurs under conditions of dignity, equity, security and justice.

Specific Objectives	Activities	Key stakeholders	Expected outcomes
	<p>2.5.3 Monitor recruitment fees and related costs paid by migrant workers.</p> <p>2.5.4 Continue to promote industry initiatives such as the implementation and possible update of the code of conduct Human Capital Providers Association of Nigeria (HuCaPAN).</p> <p>2.5.5 Ensure training and re-training of Labour Officers to build and improve their capacities on their oversight functions of recruitment agency practices.</p> <p>2.5.6 Develop Pre-departure Training Manual/Guides/Curriculum for pre-departure and reintegration orientation Programme.</p>		

Specific Objectives	Activities	Key stakeholders	Expected outcomes
<p>2.6 Promote consular and diplomatic services to protect labour migrants and oversee their welfare.</p>	<p>2.6.1 Review and assess the adequacy of consular services for migrant workers in major destinations.</p> <p>2.6.2 Assign labour attaches to Nigerian diplomatic missions where there is a large presence of Nigerian migrant workers.</p> <p>2.6.3 Establish a labour Migration Desk to be overseen by the Federal Ministry of Labour and Employment in every embassy abroad.</p> <p>2.6.4 Arrange orientation for consular officials on migrant workers issues.</p> <p>2.6.5 Launch outreach programmes to engage with diaspora communities through Nigerian missions in major destinations.</p> <p>2.6.6 Ensure protection components in Bilateral Labour Agreements and MoUs with major destination countries.</p>	<p>FMLE, MFA, FMoJ, NIS, IOM, ILO, GIZ, CSOs, NGOs, International Migrant trade union, All concerned MDAs, NiDCOM.</p>	<p>Nigerian consular missions better equipped to respond to protection and welfare needs of Nigerian workers abroad.</p> <p>Bilateral cooperation on migration strengthened.</p> <p>The contribution of the diaspora to development in countries of origin and destination recognized in national policy.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
	<p>2.6.7 Identify and study the feasibility of entering into labour migration agreements with countries such as Spain, Italy, South Africa, the Gulf Cooperation Council States and many others.</p> <p>2.6.8 Study good practices and prepare model MoU text, with reference to ILO Recommendations 86 (model Bilateral Labour Agreement text).</p> <p>2.6.9 negotiate Bilateral Labour Agreements and MoUs with relevant governments.</p>		
<p>2.7 Ensure policies and programmes for welfare of migrant workers; return labour migrants and families left behind are strengthened.</p>	<p>2.7.1 Provide insurance coverage and welfare fund/facilities for migrant workers and their families.</p> <p>2.7.2 Assess existing mechanisms for insurance and welfare provisions.</p> <p>2.7.3 Propose establishment/ reintegration services for returning workers.</p>	<p>FMLE, FMoJ, NECA, NLC, TUC, NAPTIP, SMDAN, NDE, IOM, ILO, GIZ, CAC, CSOs, NGOs, All concerned MDAs, NiDCOM.</p>	<p>More effective contributions to the economy by returning migrant workers.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
	<p>2.7.4 Establish employment/reintegration services for returning workers.</p> <p>2.7.5 Provide appropriate training to concerned agencies/officials for the administration of welfare services.</p> <p>2.7.6 Provide welfare assistance, scholarships and assistance with return, such as lodging, in cases of emergency or if they are stranded.</p> <p>2.7.7 Provide free emergency medical care to all migrant workers and their families, including those in irregular status.</p>		<p>Reduction in social costs of migration through welfare services to families left behind.</p> <p>Improved institutional capacity of concerned agencies to assist returnees and families left behind.</p>

Goal 3: Linking migration to development

Specific Objectives	Activities	Key stakeholders	Expected outcomes
3.1 Integrate labour migration issues into national development planning and DWCPs.	<p>3.1.1 review planning documents (National Development Plans, PRSPs, DWCPs, and UNDAPs) and integrate labour migration issues as needed.</p> <p>3.1.2 Explore the incorporation of labour migration in Nigeria's DWCPs and the Regional ECOWAS DWCP.</p> <p>3.1.3 Interact with donors, UN country team and international agencies on the incorporation of migration issues into development planning.</p>	FMLE, National Planning Commission, NECA, NLC, TUC, MFA, ILO, IOM, ECOWAS, GIZ, Directorate of Technical Cooperation in Africa, CSOs, NGOs, All concerned MDAs.	<p>Improved development benefits from labour migration.</p> <p>Movement towards a more coherent approach to migration by the international community.</p>
3.2 Link employment and labour migration issues in policy and practice.	<p>3.2.1 Establish a labour market monitoring function to identify labour and skills demands in countries of deployment, with special attention to emerging skills requirements.</p> <p>3.2.2 Promote opportunities for deployment abroad,</p>	FMLE, FMoE, Federal Ministry of Health, NECA, NLC, TUC, NiDCOM, Ministry of Interior, NNVS, MFA, ILO, IOM, GIA, CSOs,	<p>Labour market imbalances more effectively addressed.</p> <p>Employment creation both within and outside the country.</p>

	taking into account brain drain concerns.	NGOs, the Media, All concerned MDAs.	
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Specific Objectives	Activities	Key stakeholders	Expected outcomes
	<p>3.2.3 Ensure equal access for Nigerians to all skilled employment opportunities – particularly those in Nigeria – including through access to and/or provision of specialized training.</p> <p>3.2.4 Assist Nigerian enterprises in recruiting appropriate skills from abroad to meet identified shortages, and make provisions for local skills training.</p> <p>3.2.5 Conduct an assessment of ‘brain drain’ from Nigeria, to identify appropriate responses for retaining talent.</p> <p>3.2.6 Provide incentives to attract back skilled Nigerians and promote the return of talents.</p>		<p>Improved skills and technology transfer.</p> <p>Transforming ‘brain drain’ into ‘brain gain’.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
3.3 Upgrade skills and vocational training in Nigeria to meet domestic and foreign labour market needs, in harmony with international qualifications standards.	<p>3.3.1 Assess existing Nigerian training institutions and curriculum vis-à-vis current and the emerging labour market needs at home and abroad.</p> <p>3.3.2 Establish or strengthen appropriate training programmes for workers to acquire skills in demand internationally and/or locally.</p> <p>3.3.3 Upgrade certification of professional and technical standards for qualifications in harmony with international expectations.</p>	FMLE, FMoE, NECA, NLC, TUC, NDE, SMEDAN, NNVS, ITF, CSOs, NGOs, All concerned MDAs.	<p>Diversification of skills of migrant workers.</p> <p>Improved employment and productivity at home and abroad.</p>
3.4 Create environment conducive to attracting migrant remittances, diaspora investments and technology transfers.	<p>3.4.1 Work with financial institutions in destination countries and locally to facilitate remittance transfers and lower remittance sending costs.</p> <p>3.4.2 Provide and promote incentives to the productive investment of remittances in Nigeria.</p>	FMLE, FMFBP, CBN, FMH, FME, ITF, FMYSD, NECA, NDE, NLC, TUC, NIPC, NNVS,	Increased inflow of remittances and standardized remittance delivery at relatively low cost.

Specific Objectives	Activities	Key stakeholders	Expected outcomes
	<p>3.4.3 Provide information to diaspora on local investment opportunities.</p> <p>3.4.4 Promote networking of skilled diasporas.</p>	<p>Diaspora Associations, House Committee on the Diaspora, CSOs, NGOs, All concerned MDAs, NiDCOM, FMHDS.</p>	<p>Increased investments by diaspora to promote economic development.</p> <p>Increased capital inflow from the diaspora.</p> <p>Increased skills and technology transfers by Nigerian diaspora.</p>
<p>3.5 Create environment conducive to attracting return of skilled Nigerian talent.</p>	<p>3.5.1 Provide and promote incentives for the return of trained/skilled Nigerians.</p> <p>3.5.2 Provide information to diaspora on local employment opportunities.</p> <p>3.5.3 Promote networking of scientific diasporas.</p>	<p>FMLE, FMoJ, MFA, NECA, NLC, TUC, All concerned MDAs.</p>	<p>Bilateral cooperation on migration strengthened.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
	<p>3.5.4 Develop financial support schemes to help youth acquire skills.</p> <p>3.5.5 Promote access to financial education for potential and returning migrant workers.</p> <p>3.5.6 Develop Pre-departure training Manual/Guides/Curriculum for pre-departure and reintegration orientation Programme.</p>		
3.6 negotiate bilateral agreements and MoUs with major origin and destination countries.	<p>3.6.1 Identify countries for negotiation of agreements and study the feasibility of entering into such agreements.</p> <p>3.6.2 Study good practices and prepare the model MoUs.</p> <p>3.6.3 Negotiate bilateral agreements and MoUs.</p>	FMLE, FMoJ, MFA, NECA, NLC, TUC, All concerned MDAs.	Bilateral cooperation on migration strengthened.

Specific Objectives	Activities	Key stakeholders	Expected outcomes
3.7 Attract migrant expertise.	<p>3.7.1 Work with relevant institutions/agencies in destination countries and locally, to facilitate exchanges of personnel, including short term home placements.</p> <p>3.7.2 Provide incentives for transfer of expertise through training of Nigerians by Nigerians.</p> <p>3.7.3 Provide information to diaspora on local investment opportunities.</p> <p>3.7.4 Promote networking of scientific diasporas.</p>	<p>FMLE, National Planning Commission, NNVS, NIPC, MFA, Federal Ministry of Health, NECA, NLC, TUC, ILO, IOM, GIZ, CSOs, NGOs, All concerned MDAs, NiDCOM, FMHDS, NEMA.</p>	<p>Increased sharing of competencies, skills and knowledge acquired abroad.</p> <p>Increased skills and technology transfers by Nigerian Diaspora.</p>

Goal 4: Ensuring a gender-responsive approach to labour migration

Specific Objectives	Activities	Key stakeholders	Expected outcomes
4.1 Identify and address the special problems faced by women migrant workers.	<p>4.1.1 Establish systemic research, data collection and analysis that is gender-disaggregated to identify migration patterns, opportunities, challenges, and unintended policy impacts.</p> <p>4.1.2 Take action to ensure equal representation of women in government, employer's organizations, trade unions and civil society.</p> <p>4.1.3 Sign MoUs with various governments on bilateral cooperation for eliminating trafficking in persons including children and women and assisting victims of trafficking.</p> <p>4.1.4 Involve women gender experts in negotiations of bilateral agreements.</p>	FMLE, FMWA, NAPTIP, NPC, NIDCOM, TUC, NLC, NECA, NBS, National Assembly, Women Migrant Workers, Civil Society Organizations.	<p>Access to reliable gender – disaggregated data and information by policymakers and key stakeholders for decision making.</p> <p>Better gender-responsive policies and agreements put in place.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
4.2 Implement laws, processes, information, training and services that respond effectively to the needs of women migrants.	<p>4.2.1 Use gender - responsive budgeting to ensure policies and system (expansion and diversification of women’s participation in the labour migration process) are sufficiently resourced.</p> <p>4.2.2 Build the capacity of labour migration actors to effectively implement gender – responsive policies including among frontline service providers.</p> <p>4.2.3 Seek cooperation from Civil Society Organizations, International Donors and NGOs for technical and resources support for promotion, protection and empowerment programmes for women migrant workers.</p>	FMLE, FMWA, NAPTIP, NIDCOM, TUC, NLC, NECA, National Assembly, ILO, IOM, Women migrant workers, NGOs, Civil Society Organizations.	Sufficient resources including funds and manpower to meet women – specific needs for labour migration.

Specific Objectives	Activities	Key stakeholders	Expected outcomes
	<p>4.2.4 Establish a dedicated gender unit within the FMLE.</p> <p>4.2.5 Increase the presence of women in Labour Welfare Units.</p> <p>4.2.6 Establish a Directorate for domestic workers tasked with monitoring employment agencies and addressing issues affecting domestic workers.</p>		
<p>4.3 Create enabling environment by ensuring women migrant workers are equipped to claim their right and participate in implementation, monitoring and review of policies.</p>	<p>4.3.1 Adopt a special working contract for domestic workers to enhance protection for the vulnerable group of women workers.</p> <p>4.3.2 Produce radioprogrammes that warn about trafficking and other migration dangers.</p> <p>4.3.3 Send women labour attaches to key countries of destination.</p>	<p>FMLE, FMWA, NAPTIP, NIDCOM, MFA, FMIC, TUC, NLC, NECA, National Assembly, ILO, IOM, GIZ, UN, Migrant workers, NGOs, Civil Society Organizations.</p>	<p>Conducive environment for women labour migration.</p> <p>Reduction in the violation of women rights.</p>

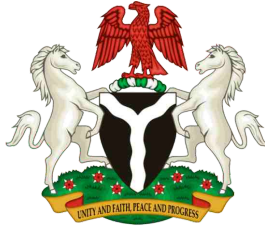
Specific Objectives	Activities	Key stakeholders	Expected outcomes
	<p>4.3.4 Provide information and assistance on labour and social issues and training on labour right and other issues.</p> <p>4.3.5 Advocate for increased coverage of</p>		
	<p>domestic workers in labour laws.</p> <p>4.3.6 Provide temporary shelter for dismissed women workers at destination countries either at the embassies or elsewhere.</p> <p>4.3.7 Provide information on FMLE website (NELEX) and at MRCs/Job Centre on licensed private recruiters, job vacancies abroad and the location of consulates in destination countries.</p>		
	<p>4.3.8 Assist women who run away from abusive employers to retrieve their seized passports/documents and obtain unpaid wages.</p> <p>4.3.9 Provide funds from the Migrant Workers' Welfare Fund and assistance with the return of stranded women back to Nigeria.</p>		

Goal 5: Grievance and Justice Mechanisms for Migrant Workers

Specific Objectives	Activities	Key stakeholders	Expected outcomes
5.1 Monitor State and Non – State Agents who attend to migrant workers.	<p>5.1.1 Ensure that the State Agents involved in processing papers for male and female migrant workers are monitored.</p> <p>5.1.2 Have a confidential system of getting feedback from migrant workers on their activities with the embassies and their destination countries.</p> <p>5.1.3 Prevent and punish all forms of malpractices or corruption by reporting State Agents found culpable to appropriate authorities and administering appropriate sanctions.</p> <p>5.1.4 Promote and reward State and Non – State Agents for adopting best practices in preventing or resolving conflicts and abuses.</p>	FMLE, FMWA, NAPTIP, FMFA, NiDCOM, TUC, NLC, NECA, NIS, EFCC, ICPC, CSOs and NGOs.	A free and fair application of departure, transits and arrival process.

Specific Objectives	Activities	Key stakeholders	Expected outcomes
<p>5.2 Access to complaint mechanisms and justice for men and women migrant workers.</p>	<p>5.2.1 Provide accessible complaints mechanisms that allow migrant workers to lodge complaints and seek justice without discrimination, intimidation or retaliation.</p> <p>5.2.2 Improve capacities of embassies and consulates to help female and male migrant workers confronted with exploitation, abuse or violence (information, legal support, shelter, crisis hot-line or Toll-free phone numbers).</p> <p>5.2.3 Provide legal counselling/assistance at Embassies and Consulates in destination countries.</p> <p>5.2.4 Ensure that temporary labour visas are not tied to a specific employer should the employee leaves his/her employer.</p>	<p>FMoJ, Federal Government, FMLE, NiDCOM, FMWA, FMHDS, NEMA, NAPTIP, EFCC, ICPC, TUC, NLC, NECA, NIS, CSOs and NGOs.</p>	<p>Migrant workers have their complaints addressed.</p> <p>Justice for vulnerable migrants with government assistance.</p>

Specific Objectives	Activities	Key stakeholders	Expected outcomes
	<p>5.2.5 Render appropriate sanctions to employers and governments for non-compliance and violations of workers' rights.</p> <p>5.2.6 Provide adequate counselling services for male and female migrant workers.</p> <p>5.2.7 Conduct tripartite meetings at the FMLE to resolve workers' grievances, and if they are not resolved, employers may be sued and may be subject to criminal penalties.</p>		



FEDERAL REPUBLIC OF NIGERIA



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