



Government of Nigeria



International Labour Organisation

NIGERIA

**DECENT WORK COUNTRY PROGRAMME II
(2012-2015)**

**November 2011
DRAFT**

Contents

ACRONYMS	iii
FOREWORD.....	v
1. INTRODUCTION.....	v
2. BACKGROUND AND COUNTRY CONTEXT	1
2.1 Socio-Economic context.....	2
2.2 Impact of the Global FinancialCrisis	3
3. DECENT WORK DEFICITS IN NIGERIA.....	3
3.1 Employment and Labour Market Deficits	3
3.2 Labour Standards and Reporting Deficits	5
3.3 Deficits in Social Protection.....	6
3.4 Labour Administration Deficits	7
3.5 Social Dialogue Deficits	7
3.6 Gender Deficits.....	7
4. NATIONAL RESPONSE TO DECENT WORK DEFICITS	
5. LESSONS LEARNT FROM DWCP I IMPLEMENTATION	9
6. DWCP II PRIORITIES ALIGNMENT WITH THE NATIONAL DEVELOPMENT PRIORITIES	10
7. DECENT WORK COUNTRY PROGRAMME II PRIORITIES	11
8. PROGRAMME OUTCOMES, STRATEGIES, INDICATORS AND TARGETS.....	12
9. PROGRAMME MANAGEMENT AND IMPLEMENTATION	22
10. PERFORMANCE MONITORING AND EVALUATION ARRANGEMENTS.....	23
APPENDIX 1: IMPLEMENTATION PLAN	
APPENDIX 2: M &E PLAN	

ACRONYMS

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

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

FOREWORD

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

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

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

The result-based and gender-sensitive DWCP II for Nigeria was formulated based on priorities identified in the country assessment study conducted in 2010 after series of consultation and meetings between the ILO Constituents on one hand and the ILO on the other hand. The DWCP II is based on the ILO Strategic Framework for 2010-2015 and guided by the Decent Work Agenda, the Declaration for Social Justice and Gender Action Plan. The DWCP II priorities have been assessed within the context of the ILO's mandate and comparative advantage as a specialized agency within the UN System in Nigeria, and are based on consensus among the tripartite constituents: government, workers' and employers' organisations. It will facilitate a coherent, gender-sensitive and integrated approach to promoting the ILO's decent work agenda, geared towards the attainment of national development goals and priorities as contained in the transformational agenda, Vision 20-2020 of the Government of Nigeria.

As the global economic and financial crisis has severely impacted on Nigeria's development agenda, the DWCP mainstreams the concepts, vision and policy responses articulated in the Global Jobs Pact adopted by the ILO Member States at the International Labour Conference in June 2009 into its programme of activities. Accordingly, the DWCP II contains a range of strategic interventions that would support national initiatives aimed at reducing decent work deficits and strengthening national capacities for effective programme delivery. A strategy has been incorporated which would aid the mobilization of resources by the ILO, the government and the various agencies that will implement the DWCP. Concept notes will be developed on each of the priorities and outcome areas and circulated to donor agencies and development partners as per their areas of interests while adonor conference will be organised to promote the DWCP.

1. INTRODUCTION

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

The DWCP II priorities have been assessed within the context of the ILO's mandate and comparative advantage as a specialized agency within the UN System in Nigeria, and are based on consensus among the tripartite constituents: government, workers' and employers' organisations. It is the instrument for the ILO's cooperation in Nigeria over the next 4 years and will facilitate a coherent, gender-sensitive and integrated approach to promoting the ILO's decent work agenda, geared towards the attainment of national development goals and priorities. As the global economic and financial crisis has severely impacted on Nigeria's development agenda, the DWCP II mainstreams the concepts, vision and policy responses articulated in the Global Jobs Pact adopted by the ILO Member States at the International Labour Conference in June 2009 into its programme of activities.

2. BACKGROUND AND COUNTRY CONTEXT

Nigeria is a country with enormous potential and undoubtedly, the largest country in Africa with an estimated population of 152 million people, relatively good access to skills, capital and technology, fertile land, mineral resources and a favourable geographic location, a GDP of \$369.8 billion and a GDP per capita of \$2,400¹. With a GDP of \$369.8 billion, the country boasts of the second largest economy in Africa, after South Africa. Since the discovery of oil in 1958 by the British in commercial quantity, Nigeria has been a major oil exporting country. The country is ranked as the 12th largest oil exporter in the world and most of its oil reserves are located in the Niger River Delta region².

On the political front, there have been substantial gains in political stability and basic freedoms since the return to democratic rule in 1999. The signs of a gradually strengthening democratic fabric are visible in the first ever civilian-to-civilian transfer of power in 2007, heightened respect for the rule of law, an increasingly independent judiciary, and the expanding role of civil society and the mass media.

Nigeria has recorded impressive economic performance between 2003 and 2007. These improvements in the direction and management of development policy contributed to a positive medium-term economic outlook, possibly the best since the mid-1970s. However, despite recent improved macro-economic performance, Nigeria faces a number of challenges, including the global financial crisis, widespread poverty, unemployment, weak infrastructure and high rate of urbanization, and an unrepentant increase in the price of food, even though world food prices are crashing. High food prices constitute both challenges and opportunities, thus the need for striking an adequate balance between protecting the poor and vulnerable and not distorting the price incentives that agricultural producers would require to boost their output. The details of the country context are described below:

¹ Central Intelligence Agency, Nigeria, 2010

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

2.1 Socio-Economic Context

Economically, the country has potentially the largest consumer market in the African continent. Despite the uncertainties and political challenges, the fundamentals of the economy are positively improving. The Nigerian economy has witnessed a period of sustained growth over the past five years, averaging 5.6% annually. The 2010 annual rate growth was 7%, higher than the 5% in 2009. During 2009 – 2010, the global financial meltdown had a dampening impact on macroeconomic growth, although the impact was less severe compared to several other African countries. The improvements in the geopolitical situation in the Niger Delta also led to resumption in growth in the oil and gas sector.

The government has continued to uphold a commitment to macroeconomic stability, helped by strong adherence to the oil price-based fiscal rule. The government has been prudent enough to operate a parsimonious oil price – based fiscal rule over the years, which has led to substantial accumulation of funds in the Excess Crude Account (ECA). This helped to better manage the recent oil price booms. Nigeria's balance of payments position has weakened on account of lower oil revenues and net capital outflows as foreign equity investors withdrew from the capital markets and the banking sector. Falling oil revenues have brought the fiscal accounts from surplus to deficit. The overall balance of the consolidated government has fallen from a surplus of 3.7 percent of GDP in 2008 to a deficit of 9 percent of GDP in 2009.

However, a worrying trend is that much of Nigeria's economic growth is not sufficiently job-creating. The population and labour force in Nigeria has continued to grow but without corresponding growth in employment creation³. This trend of 'jobless growth' has been underlined by a recent World Bank report⁴. Aggregate employment grew at an annual rate of 3.76 percent, between 1999 and 2005 with gender disparities. Unemployment rate⁵ is over 19% characterized by youth unemployment amidst a high level of education. This represents a negative social return on the massive investment of the Nigerian government on tertiary education. The high incidence of unemployment has made employers to reduce the earnings of new entrants and to raise the standard for fresh applicants.

Nigeria's development shortfall is mostly evident in low earnings, poor social indicators and significant disparities by income, gender, and location⁶. Although some of the socio-economic indices have marginally improved, poverty reduction remains a major challenge. The estimated number of people living in extreme poverty in Nigeria has increased from 17.7 million in 1980 to 67.1 million and 71.3 million in 1996 and 2004 respectively. In the same vein, 70.2 percent of people in Nigeria live on less than \$1 a day, while 90.8 percent live on less than \$2 a day. It is estimated that half of the population live in absolute poverty, while life expectancy and infant mortality rate are 47.9 years (2008) and 108.7 (per 1000) respectively. Nigeria also ranks 158 out of 177 on the Human Development Index (HDI) while its score on the Gender-related Development Index (GDI) is 0.456 or 139th out of 157 countries for which there is data².

At current trends, the country is unlikely to meet most of the internationally agreed Millennium Development Goals (MDGs) targets⁷. A large segment of the population have limited or no access to the most basic amenities such as clean drinking water, access to basic health and protection against communicable diseases, decent housing and sanitation, reliable infrastructure networks, physical security, and access to sustainable sources of livelihood.

³ Ibid.

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

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

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

⁷ MDG Office, Presidency, Abuja, February 2010.

2.2 The Impact of the Global Financial Crisis

The impact of the crisis on Nigeria differs from those of other African countries due to the differences in the economies of the countries. In Nigeria, the global financial crisis is having far-reaching effects on Government revenue and spending, macroeconomic variables like inflation, exchange and interest rates etc. A major impact derives from dwindling petroleum earnings on account of the fall of global oil prices which fell from a peak of 140 USD per barrel in 2008 to a low of 40 USD per barrel during 2009. Given that oil earnings account for a high percentage of government revenues (average of 80% over the last five years), that has meant a substantial decline in revenues accruable. Falling government revenues inevitably mean lower budgetary resources for poverty-related and social development expenditures. External reserves declined from a peak of USD 62 billion in the third quarter of 2008 to a low of USD 41.5 billion in April 2010. The Naira also depreciated from an average of 118.0 to the US Dollar in the first quarter of 2008 to 150.9 to the US Dollar in the third quarter of 2009. Since then, the Naira has remained fairly stable. The downward pressure on the exchange rate was partly reflective of the reduction in foreign reserves which provide back-up for the currency.

The global financial meltdown also contributed to the challenges facing the banking and financial sector. Before March 2008, the Nigerian capital market was adjudged probably the most attractive in the world by virtue of its high returns on investment. With the worsening shortage of credit, several major foreign investors made a call on their investments, with more than USD18 billion having been taken out of the capital markets and the commercial banks over the last two years. This has compounded the credit squeeze and worsened the capital adequacy ratios of some of the commercial banks. Linked to the foregoing is the massive reduction in capital flows in terms of portfolio investments, FDI and remittances from the Nigerian Diaspora. All these have also translated into reduced opportunities for growth-inducing investments and lower employment prospects. But the trend seems to be reversing as FDI increased to the tune of USD11bn in 2009.

The global slowdown in economic activity has also pushed commodity prices down, with negative effects on export earnings and the external current account, fiscal revenues, and household incomes. While growth is improving, national competitiveness is deteriorating. Nigeria dropped five places in the 2009 survey on global competitiveness carried out by the World Economic Forum, coming 99th out of 133 ranked nations and placed 13th out of 31 African countries surveyed. It also performed rather poorly on the various indices of the Ease of Doing Business⁸. Identified key constraints to non-oil private sector growth and competitiveness are: poor-quality infrastructure (power and transport), a difficult business environment and low levels of access to finance.

In response to the crisis, as one of the three African countries selected to receive the ILO assistance for the implementation of the Global Jobs Pact, Nigeria desires to actively pursue a National Jobs Pact in order to boost employment (in other diversified sectors of the economy rather than oil) and by promoting decent work for men, women, youth and persons with disabilities.

3. Decent Work Deficits in Nigeria

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

3.1 Employment and Labour Market Deficits

Nigeria has had a decade of jobless growth given that years of economic growth has not translated to more wage employment opportunities and poverty alleviation. With regards to employment, NEEDS-2 noted that the economy had experienced growth without commensurable increase in job opportunities.

⁸ World Economic Forum, the Global Competitiveness Report 2009

The labor market in Nigeria has not reflected the impressive level of economic growth experienced from 2001-2010. Although the economy recorded an average of 9.8 percent of GDP growth per annum between 2002 and 2010, the official unemployment rate for the working age population ranged between 12 and 15 percent between 2002 and 2007. Today, half of the country's 152 million people live in urban areas with unsustainable conditions, including high rates of unemployment⁹. Poverty has been exacerbated by the persistently high unemployment levels. With female unemployment rate of 12-14 percent, women experience more joblessness than their male counterpart whose rate of unemployment falls within the range of 10-12 percent¹⁰. The increase in female unemployment between 2008 and 2009 were higher for women than the increase in male unemployment. Youth unemployment rates are twice as high as the national unemployment rate which is 19%. With the official rate of unemployment of 19.7 percent¹¹ and more than 71 million people in abject poverty, Nigeria is hardly on track to meet the MDGs, particularly the number one target of reduction of extreme poverty and hunger.

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

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

3.2 Labour Standards Deficits

Nigeria has ratified a total of 38 ILO Conventions with 34 currently in force including all the eight core conventions. However, Nigeria has not ratified a number of conventions which are crucial to addressing decent work deficits, particularly those within the context of the global financial crisis. These include ILO Conventions C122, C129, C150, C187, & C188 that relate to labour market governance, C102 on social security and the Maritime Labour Convention 2006. Implementation of the ratified conventions has not always been effective owing to capacity challenges in ensuring compliance with such commitments, and lack of adequate awareness of the provisions of such conventions. Labour laws that have been reviewed for more than 3 years are still pending at the National Assembly. Apart from this, there are no new submissions of newly adopted instruments to the legislative authorities for consideration. There is a need to review the list of ILO instruments ratified by Nigeria and, particularly, look into the possibility of ratifying the highlighted ones; and the need to enhance effective implementation of ratified instruments.

⁹ Quoted in Agu and Udoh: Macroeconomic Policy for full and Productive Employment and Decent Work for all: The Case of Nigeria, 2011

¹⁰ Federal Republic of Nigeria (2009): *National Action Plan on Employment Creation 2009 – 2020*. Federal Ministry of Labour and Productivity, Abuja, 2009

¹¹ African Development Bank (2010): *Federal Republic of Nigeria, Extension of 2011 of the 2005 – 2009 Country Strategy Paper*. Regional Development, West Africa, 2010

3.3 Deficits in Social Protection

Nigeria has the second largest HIV epidemic in the world and the largest in the West African sub-region. Since 2000, the prevalence among adults in Nigeria has stabilized at less than 4%, as compared to an approximate prevalence of 4.6% among pregnant women. 2009 estimates show an adult prevalence of 3.6% and an incidence rate of 0.38% (i.e. the number of new cases during some time period)¹². However, there is a wide variation in prevalence between states, ranging from 1.0% to as high as 10.6%¹³.

Although significant progress has been made in general, access to services by women, young people and most-at-risk groups is low. In part this is due to deep-rooted cultural values and the role of women in Nigerian society¹⁴. Most new infections (42%) are among persons engaged in “low-risk” sex, and include married persons or co-habiting sexual partners¹⁵. Youth between the ages of 19 and 24 who represents the most productive and economically viable segment of the society are mostly affected. The prevalence among young women is 2.9% against 1.2% among young men¹⁶. In the same time, young people show very low knowledge about ways to prevent sexual transmission and on misconceptions (only 22.50% according to Nigeria UNGASS Report 2007). Most-at risk populations still carry the brunt of the infection with female sex workers with 32.7% prevalence.

In terms of the national response, in 2007, the National Agency for the Control of AIDS was established to coordinate the HIV and AIDS response. State level HIV and AIDS strategic frameworks have been developed to align with the different states epidemic. It is also worth noticing that the response to AIDS is mainstreamed in the National Economic Empowerment Strategy (NEEDS). While a national workplace policy on HIV and AIDS is in place in the country, a major gap is the lack of a comprehensive programme on HIV and AIDS encompassing the world of work and covering the different elements of the national response. Identified deficits include continued stigma and discrimination of those infected and affected by HIV, as well as the lack of HIV and AIDS interventions that are tailored for the workplace and focus on most vulnerable sectors.

In this regard, the ILO Constituents have expressed the need to review the national workplace policy on HIV and AIDS in the light of the new labour standard, the Recommendation 200 concerning HIV and AIDS and the world of work, 2010 and to develop a joint plan of action to operationalize the policy and to scale up comprehensive workplace programs in the different states.

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

Apart from this, Nigeria is a centre of trafficking in human beings, especially of women and children. Child labour averages 28.8 per cent of the population with young girls and boys less than 15 years¹⁷. The current challenges on child labour in Nigeria are that existing action plans and list of hazardous work are obsolete and needs to be revised. With respect to women trafficked to Europe for the purposes of sexual

¹² Global Report of the AIDS Epidemic, UNAIDS, 2010

¹³ Nigeria UNGASS Report 2010

¹⁴ Nigeria, Country Situation, UNAIDS 2008

¹⁵ Nigeria, UNGASS Report 2010

¹⁶ Global Report of the AIDS Epidemic, Annex I, UNAIDS, 2010

¹⁷ Paquete-Perdigao, EAT-BP Dakar National context vis-à-vis Standards and Fundamental Principles and Rights at Work, ILO Staff Papers, Nigeria – Child Labour, May 2010

exploitation, an estimated 94% are from Edo State in Nigeria while the remaining are from Delta, Kano and Borno States.

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

3.4 Labour Administration Deficits

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

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

3.5 Social Dialogue Deficits

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

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

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

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

3.6 Gender Deficits

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

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

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

national elective and decision-making positions in West Africa. Although women constitute 49.7 per cent of the population and 51 per cent of voters, their best showing has been the six per cent of national elective positions achieved in the last elections in 2007, speaking volumes about women's lack of voice.

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

4. THE NATIONAL RESPONSE TO DECENT WORK DEFICITS

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

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

The NEEDS 2 and the Vision 20:2020 specify government's current strategies focusing on achieving high levels of pro-poor growth, as well as making Nigeria one of the top 20 economies in the world by 2020. The government is working to ensure a successful implementation of programmes and projects through Public Private Partnerships.

A national workplace policy on HIV/AIDS was adopted in 2007 through the joint work of the National Agency for the Control of AIDS (NACA), the Nigeria Labour Congress, the Trade Union Congress of Nigeria, the Nigeria Employers Consultative Association (NECA), and the Ministry of Labour, with support from the ILO. It provides the basis for a coordinated response on HIV/AIDS in the world of work. A Gender Policy was approved in 2000; however, the national action plan developed thereafter has not been fully implemented due to deficiencies in the capacities of the Ministry of Women and Social Development, especially in the areas of strategy on the economic empowerment of women.

Serious efforts have also been made by the government to fight the scourge of human trafficking with the establishment of a human trafficking agency, National Agency for the Prohibition of Human trafficking in Persons (NAPTIP). Added to these are several initiatives with several international organizations in combating the scourge of trafficking in persons and child labour which include capacity building projects with law enforcement agencies. To support the government, the ILO in 2010 started a human trafficking project in Nigeria in collaboration with the Italian Department for Equal Opportunities (DEO) and Counter Trafficking Commission. However, a lot stills needs to be done to reduce the trafficking in person's problem in Nigeria.

Beginning in 2008, the MOL and the ILO launched an Action Programme on Strengthening Social Dialogue in the Utilities (Water and Electricity) sector. Government, employer and worker representatives commissioned and validated a baseline report, which diagnosed the current state of social dialogue during the process to reform and improve these services, in order to promote wider participative governance in and support for organizational changes. The social partners identified a large gap in the

implementation of existing labour laws which led to widespread worker and employer mistrust on the reforms. Therefore, labour inspection will be a priority topic in social dialogue. Also, the social partners identified the National Labour Advisory Council (NLAC) as the most appropriate forum for social dialogue in the utilities sector, and the NLAC has established a technical committee composed of designated participants from the sector. This process of prioritization and forum selection is the beginning of a long process of trust-building that should lead to more effective reforms.

Following the global and financial crisis and as a response to the issue of unemployment crisis, the Government of Nigeria with support from the ILO organized the National Employment Summit in April 2009. The Summit culminated in a tripartite Declaration and a National Plan of Action for Employment Creation in Nigeria (NAPEC), which was approved for implementation by the Federal Executive Council (FEC) in October 2010. The Action Plan outlines policies, programmes and projects for employment creation in twelve key sectors of the Nigerian economy. Other employment creation efforts include the development of the Nigerian Youth Employment Action Plan (2009 – 2011) launched in March 2009 and aimed at arresting the problem of youth unemployment. However, the plan is limited by the absence of linkages with tertiary and technical vocational institutions, inadequate funding and capacity of the Federal Ministry of Youth and Development to implement the Action Plan and lack of synergy between the three levels of government. In the earlier part of 2011, a Presidential Employment Summit whose objective was to facilitate discussion amongst stakeholders on the strategies for employment generation in Nigeria was convened. The report from this summit is intended to provide the blue print for future employment creation interventions in Nigeria by both the Public and the Private sectors.

Addressing the poverty challenge and the decent work deficits facing Nigeria will certainly continue to require policy reforms and large-scale investments in many key areas, but most importantly, targeted investments with regards to employment creation, revision of the Workplace Policy on HIV/AIDS to be in line with the Recommendation 200 on HIV/AIDS, more commitments to fighting the scourge on human trafficking and child labour, reviewing the social security schemes in accordance to the social protection floor initiative and building the capacities of government, employers' and workers' organizations to effectively be a voice in labour and economic issues; and promotion of gender equality.

5. LESSONS LEARNT FROM NIGERIA DWCP 1

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

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

the DWCP 1 priority areas were consistent with the national development priorities especially NEEDS 1 which focused on empowering people through creation of 7 million jobs by 2007.

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

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

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

6. ALIGNMENT WITH NATIONAL DEVELOPMENT PRIORITIES AND UNDAF

In order to enable the Government achieve job-enriched growth, the Nigeria DWCP II (2012 -2015) aims at reducing the decent work deficits in Nigeria as well as to mitigate the impact of the global financial crisis. Its priorities integrates the four pillars of the Global Decent Work Agenda: employment and enterprise development, social protection, rights at work and social dialogue which would be mainstreamed in the national response to the financial crisis, adapting them to specific situations in Nigeria at all levels of the economy.

Preparation of the Nigeria DWCP II is guided by the NEEDS 2 and the Vision 20: 2020. The priorities are explicitly covered in the NV Vision 20:2020 three pillars – (i) guaranteeing the productivity and wellbeing of the people; (ii) optimising the key sources of economic growth; and (iii) fostering the sustainable social and economic development. The priorities are thus aligned with the current government development priorities focusing on employment creation, social protection and human resource capacity development. It also relates to current government strategies that focus on achieving high levels of pro-

poor growth, as well as making Nigeria one of the top 20 economies in the world by 2020. The DWCP II would be implemented within the context of the *National Action Plan on Employment Creation* in Nigeria (NAPEC) and the Nigerian Youth Employment Action Plan (NYEAP: 2009-2011) approved by the government in 2009 and 2010 respectively. It would take advantage of the opportunities offered the country upon its selection by the ILO as one of the Member States to benefit from the integrated assistance package under the Global Jobs Pact (GJP) initiative.

The DWCP II also aligns with the United Nations Development Assistance Framework (UNDAF II: 2009 - 2013¹⁸) for Nigeria which has 4 identified areas for UN interventions in Nigeria (see Annex 1 for UN interventions and gaps). The DWCP II priorities are adequately and strategically covered under Pillar 2: Productivity and Employment and Pillar 3: Social Service Delivery. The priorities perfectly intersect with the ILO Strategic Policy Framework (2007 – 2015), the proposed 2012-2013 Programmes and Budget as well as the DWAA, the Social Justice for a fair Globalization, and Global Jobs Pact.

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

Table 1: Integrating the Decent Work Deficits into National Priorities

IDENTIFIED KEY DW DEFICITS	MAJOR PRIORITIES
<ul style="list-style-type: none"> i. Poverty arising from unemployment ii. High Youth unemployment iii. Labour market governance and administration iv. low skill employability and obsolete TVET institutional capacities v. Gender inequalities and discrimination 	<ul style="list-style-type: none"> 1. Employment and wealth creation
<ul style="list-style-type: none"> i. Lack of social security especially for the aged and the informal economy workers, people living with disabilities, migrants and other groups ii. HIV and AIDS discrimination and stigmatisation and lack of comprehensive strategy on HIV and AIDS for the world of work iii. Child labour and human trafficking 	<ul style="list-style-type: none"> 2. Social protection
<ul style="list-style-type: none"> i. Ineffective Social dialogue ii. Non-reporting on ILO ILS Obligations 	<ul style="list-style-type: none"> 3. Building the capacities of the constituents.

7. PROCESS, PRIORITIES, OUTCOMES, STRATEGIES AND INDICATORS

The DWCP II strategic priorities and their associated outcomes were identified in a country assessment study conducted in early 2010 and after series of consultations with constituents and key national stakeholders between February and July 2010. The first step was to organise a review of the DWCP I in order to build on the weaknesses highlighted. Based on the findings of the review in February 2010, a stakeholders’ workshop was held in March 2010 to enhance the key stakeholders’ capacity on steps and

¹⁸ The UNDAF was extended to 2013 in order for the UNDAF to align with the Government of Nigeria’s planning cycle.

procedures in formulating a DWCP. This was followed by a tripartite formulation workshop in May 2010. A second consultation was held in August 2010 where the DWCP II priorities were validated.

The DWCP II is built around three priority areas identified by the constituents. Given the impact of the global economic and financial crisis, each of the priorities is especially tuned to the policy and programme responses laid out in the ILO Global Jobs Pact as appropriate for Nigeria's context. Social dialogue will be a key implementing tool, and is therefore integral to all priorities as well as an explicit priority area. The priorities are highlighted below:

COUNTRY PROGRAMME PRIORITY (CPP) 1: PROMOTING JOB-RICH GROWTH AND EMPLOYMENT PROMOTION

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

COUNTRY PROGRAMME PRIORITY (CPP) 3: STRENGTHENING THE CAPACITIES OF GOVERNMENT AND SOCIAL PARTNERS FOR EFFECTIVE SOCIAL DIALOGUE AND TRIPARTISM

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

7.1. Outcomes, Strategies, Indicators, and Targets¹⁹

7.1.1 Country Programme Priority 1: Promoting Job-Rich Growth and Employment Creation

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

Outcome 1: Enabling policy environment and national investments lead to more job creation and increased incomes

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

Strategy for Outcome 1

The DCWP II will support programmes on investment opportunities that are gender sensitive. It will promote new approaches that emphasize policy coordination and coherence at the national level to deliver

¹⁹ Outputs and activities are in a detailed implementation Plan in Annex 1

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

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

Indicators

- Percentage reduction in unemployment rate
- No. of National investment, employment and productivity policies reviewed
- No. of National investments, projects and programmes with employment content and gender-empowerment initiated
- Availability of Employment impact assessment report
- Number of new jobs or work hours created
- Adoption of National Policy on Productivity
- No. of Productivity surveys undertaken
- At least 2 productivity surveys undertaken by 2015
- At least 10 NPC staff (male and female) trained in carrying out productivity surveys
- No. of Rural Employment Schemes initiated
- No. of labour-based demonstration projects implemented.

Targets

- At least two national policies and programmes have employment and gender empowerment issues mainstreamed by 2015.
- At least one Employment Impact Assessment conducted by 2015
- National Employment Policy with gender focus reviewed by end 2015
- National Productivity Policy adopted and approved by 2015
- Labour-Intensive and Public Works Programme integrated into the National Employment Policy by 2015
- At least two labour-based pilot project demonstrated by 2015
- At least two Rural Employment Schemes instituted by 2015
- At least, 2 gender advocacy capacity building workshops for tripartite social partners conducted by 2014

Outcome 2: Improved Labour Market Governance and Administration

The peculiar problems of labour markets in Nigeria suggest an urgent need for government to establish good governance and administration of labour markets in the country. This will enable government to evaluate and develop necessary policies to meet labour market needs in Nigeria, design of policies for

improved labour standards; implementation and domestication of relevant ILO ILS standards and conventions and the reporting obligations.

Strategy for Outcome 2

The strategy will include strengthening labour market information and analysis systems which will include reviewing key labour market information needs, data and statistics. Strengthening the capacity of FMLP and the National Bureau of Statistics (NBS) to generate and analyse labour market information and decent work indicators; hold consultations with the government for conducting labour force and child labour surveys; and collaborating with the National Bureau of Statistics in reviewing labour demand statistics and manpower surveys to improve the availability of the information on the demand for labour in Nigeria. Strategies will also include supporting the FMLP in regular analysis and maintaining a functional website through which rural people can access job information.

Indicators

- Availability of an Electronic labour market information database in FMLP
- No. of Employment Exchanges upgraded to Job Centres
- Labour Force and Child Labour Survey reports
- Availability of Household Budget Survey database
- Availability of updated National labour market information data
- Availability of Labour market data collection master plan
- Availability of LMI database repository
- No. of users (men and women) accessing the LMI database
- Availability of Decent Work Indicators and data
- No. of FMLP, NBS Staff, Employers', Workers' organisation officials (male and female) trained in generating and analysing labour market and decent work indicators statistics
- No. of FMLP professional cadres/officers and social partners (male and female) trained on ILS Reporting

Targets

- Electronic labour market information database established in the FMLP and in place by 2014
- Electronic labour market information database established in the Employers' and Workers' organizations offices, and in place by 2013
- At least 3 Employment Exchanges upgraded to Job Centres by 2015
- Labour Force and Child Labour Surveys conducted by 2015
- A Household Budget Survey conducted by 2015
- National labour market information system in place by 2015
- At least 30 – 40% of Nigerians (male and female) able to access LMI by 2015
- At least 10 FMLP, NBS Staff (male and female), and 10 staff (female and male) from Employers' and Workers' organizations trained in generating and analysing labour market and decent work indicators statistics by 2015
- Functional website for accessing job information institutionalised in the FLMP by 2015
- Decent Work Indicators and data by collated and analysed by 2013
- At least 20 FMLP professional cadres/officers and social partners (male and female) trained on ILS Reporting with regular Annual reporting by FMLP on ILO Standards and obligations by 2013

Outcome 3: Increased Employability and Employment Opportunities for Young Women and Men through Skills Development

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

Strategy for Outcome 3:

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

It will also include building the institutional capacity of selected TVET institutions, review of the curricula of TVET institutions with the aim of revising the curricula to meet present realities in the labour market skill demands. The strategy will also involve expanding access to employment-relevant training with emphasis on enabling young women and men and those with disabilities to acquire skills for securing employment. In addition, focus will be on mainstreaming gender issues in the area of apprenticeships, training and for rural economic empowerment of young women and men. In this regard, the strategy will be working towards self-employment of young women and men, with particular advocacy and consultations to be held with the public and private sector organizations including NECA, workers organisations, trade unions, Youth organisations and NGOs in this regard. Focus will also be on promoting rural employment for poverty reduction and supporting women and men in forming cooperatives along trades/vocations for assistance in job creation; providing support to formed cooperative groups to access micro-credit facilities; providing integrated infrastructural facilities (roads networks, communication network, etc) to open vibrant economic activities. A major activity will be to introduce financial inclusions for women using the FAMOS tool, possible with collaboration with development and commercial banks as well as with the NECA Network of Entrepreneurial Women (NNEW), the Office of the Special Assistant to the President on MDGs and the Office of the Chief Economic Adviser to the President.

Indicators

- Reviewed National Youth Employment Action Plan
- No. of TVET institutions with revised Curricula and courses
- No. of TVET staff (men and women) trained using ILO entrepreneurship training manuals and tools, value chains methodology and other tools
- No. of tertiary institutions with redesigned curriculum for self – employment
- No. of young men and women in youth-led cooperatives
- No. of people with disabilities (male and female) trained using ILO entrepreneurship training manuals and tools, value chains methodology and other tools

- No. of young women and men in self-employment using ILO tools and manuals
- No. of people with disabilities (male and female) established in entrepreneurship businesses
- No. of youth-led cooperatives established
- No. of existing women entrepreneurs assisted to access capital to establish own businesses

Targets

- National Youth Employment Action Plan reviewed and endorsed by the government by 2015
- At least 4 TVET institutions have revised curricula by 2014
- At least 20-30 TVET staff and instructors trained on new curricula by 2014
- At least 10 tertiary institutions with redesigned curriculum for self – employment by 2014 At least 20% of targeted young women and men access career information by 2015
- At least 2000 young women and men (with at least 20% of these are people with disabilities) are self-employed using ILO Entrepreneurial tools and manuals by 2015
- At least, 5 public tertiary institutions with redesigned Curriculum redesigned for self – employment by 2015
- At least 200 women (with at least 20% of these being people with disabilities) entrepreneurs establish own business after exposure to ILO entrepreneurship tools by 2015
- At least 10 youth-led cooperatives established by 2014
- At least 200 women (with at least 20% of these being people with disabilities) access start-up grants and social capital to establish own business by 2015
- At least 200 existing women entrepreneurs (with at least 20% of these being people with disabilities) trained in financial management skills by 2015

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

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

7.2.1 Outcome 4: Improved Labour Migration Management lead to increased Migrants Protection and Reduced Trafficking in Persons

The ILO/Special Action Programme to Combat Forced Labour (ILO/SAP-FL) project which was launched in Abuja on 29 June 2010 is the initiative of the Nigerian Federal Government, the European Union and the International Labour Organization (ILO) to protect and reintegrate victims of trafficking. The objective is to progressively reduce human trafficking through better cooperation between Nigeria and Italy in the prosecution of traffickers, protection and re-integration of victims, as well as prevention of trafficking through awareness creation. The main objective of this outcome is to collaborate with the ILO and other development partners on this initiative and to expand the knowledge base, build capacities of the social partners and the government, and promote dialogue between them on these issues.

Strategy for Outcome 4

The DWCP II will place particular emphasis on advocacy with relevant government agencies and the Parliament to allow for new laws to be enacted on the right and protection of migrant workers. This will

include supporting inter-governmental working groups in developing a sustainable mechanism of data collection and information management on Trafficking in Human Beings (THB) to feed into policy formulation. Attention will also be on building the capacities of the tripartite partners to enable them effectively participate in policy discussions in this area. This will include encouraging the involvement of workers' and employers' organizations in anti-trafficking strategies in Nigeria by raising their awareness and knowledge of the issue and building their capacity to actively participate in the national anti-trafficking strategy and discussions on the protection of migrant workers and in combating trafficking in persons. It also aims at enhancing national and local capacities of social welfare institutions in the coordination and implementation of existing schemes; and also to enhance the capacity of government authorities to monitor private recruitment agencies and to detect fraudulent agencies, thereby reinforcing the local capacity of national services for migrants, and supporting the development of intermediation establishments and the capacity of national authorities to inspect them.

Strategies will also include initiating programmes aimed at empowering victims of human trafficking. This will be through setting them up in agro-based cottage businesses at the grassroots level to empower and thereby protect the affected persons; providing micro credit to young women and men who were victims to facilitate self –employment and job offers respectively.

Indicators

- No. of Advocacy visits paid to Parliamentarians on irregular migration
- No. of awareness campaigns on irregular migration undertaken
- Availability of National Social Security Strategy with social protection floor framework
- No. of identified trafficking victims and Trafficking in Persons survey document
- No. of stakeholders actively involved in anti-trafficking programmes
- Percentage reduction in the number of persons trafficked from Nigeria
- Percentage reduction in irregular migration in Nigeria
- No. of MDAs staff (male and female) trained to implement programmes on trafficking in persons
- No. of victims of human trafficking (male and female) assisted and counselled to be reintegrated into society
- No. of law enforcement officers (male and female) trained in combating trafficking in persons
- No. of trafficked persons assisted and provided with counselling for reintegrated into the society
- No. of labour inspectors, trade union officials and employers (male and female) sensitized on forced labour/TIPs
- Availability of adopted national labour migration policy.

Targets

- At least 3-4 advocacy visits paid to Parliamentarians and awareness campaigns conducted on irregular migration by 2015
- Draft National Social Security Strategy incorporating the social protection floor framework developed by 2015
- National Social Policy approved and endorsed by Parliament in Place by 2015
- Trafficking in Persons survey conducted by 2015
- At least 25% reduction in trafficking in persons by 2015
- At least 20 – 30% reduction in irregular migration by 2015
- At least 25% increase in the number of inspections and prosecutions of illegal recruitment agencies by 2014
- At least 50 – 100 MDAs staff (male and female) trained to analyze, design, plan and implement social protection floor policies by 2015
- At least 200 law enforcement officials (male and female) are trained to detect and address instances of trafficking and forced labour

- Increased percentage in the number of trafficked victims (male and female) rehabilitated and reintegrated into the society by 2015
- At least 20 judges and prosecutors (male and female) trained on trafficking trials based on ILO casebook for judges and prosecutors by 2015
- At least 40 labour inspectors, 20 trade union officials and 10 employers sensitized on issues of forced labour/TIPs by 2015
- Implementation of the national labour migration policy by 2014.

Outcome 5: World of Work Responds Effectively to the HIV/AIDS Epidemic

The strategy for the achievement of this outcome will be based on the government's National HIV/AIDS Strategic Framework 2010-15, and the new Recommendation concerning HIV and AIDS and the world of work 200, 2010. In particular, the DWCP II will support the Government of Nigeria and the social partners' initiatives to scale up key responses under the Strategic plan's priority areas through the world of work.

Strategy for Outcome 5

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

Indicators

- National HIV/AIDS workplace Policy revised to reflect principles of Recommendation 200, 2010
- Availability of Action plan, based on the workplace policy agreed by the ILO constituents
- Reduced percentage in HIV/AIDS stigma and discrimination through the ILO constituents
- No. of Functional HIV/AIDS Workplace Committees established in selected vulnerable sectors
- No. of HIV/AIDS gender-sensitive workplace programmes developed and operational in selected vulnerable sectors
- No. of workplaces with referral systems in place to access 1) VCT, 2) PMTCT, 3) Treatment and care; 4) TB management
- No. of sectors applying the revised national HIV/AIDS Work Place Policy
- No. of new HIV focal persons (male and female) in MDAs
- No. of workers reached by workplace interventions
- No. of Public and private partnerships established on HIV/AIDS issues in the world of work
- No. of people living with HIV accessing basic social protection schemes

Targets

- The National HIV/AIDS Workplace Policy reviewed according to the new ILO Recommendation 200 and its action plan agreed by 2013
- The impact of HIV on sectors and their vulnerability assessed by 2012

- By 2015, all workplaces in identified vulnerable sectors have a functional HIV committees or have integrated HIV into existing committees (e.g. OSH)
- All workplaces with a HIV/AIDS workplace programme have established referral systems by 2015
- All sectors identified as most vulnerable are implementing the revised national HIV/AIDS workplace policy by 2015
- At least 50 HIV/AIDS focal points (male and female) in MDAs trained on developing national and sector-wide policies and programmes on HIV and AIDS
- The number of workers covered by HIV/AIDS workplace policies doubled by 2015
- At least 4 – 5 sector specific HIV/AIDS workplace programmes developed and implemented in selected sectors by 2015.
- At least 4 public and private partnerships (PPPs) established on HIV/AIDS issues in the world of work by 2015

Outcome 6: Worst Forms of Child Labour Reduced through Strengthened Government Capacities

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

Strategy for Outcome 6

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

Indicators

- No. of Institutional frameworks dealing with child labour established
- Availability of Child Labour law enforcement mechanisms
- Domestication of C.138 and C.182 and harmonized national labour framework in line with these conventions
- No of Direct-action Child labour programmes and No. of at-risk families benefiting from economic empowerment schemes provided or facilitated by the DWCP II
- Number of labour laws violations reported as relates to child labour
- Availability of Sex -disaggregated National child labour survey
- No. of children (male and female) withdrawn from the WFCL
- No. of awareness raising and information campaigns on child labour and trafficking

- Improvement in the performance of the members of NSC and child Labour units related to NAP Coordination, monitoring and evaluation.
- Qualitative and quantitative assessment of changes in capacity of the law enforcement agents and judges to combat child labour and trafficking.
- Percentage increase in primary school enrolment rate in the rural areas
- No. of MDAs staff (male and female) trained on combating child labour
- Percentage increase in the number of national coalitions and networks that advocates children's rights and effective solutions in order to eliminate child labour.
- Number of rapid assessments, research studies and/or policy papers on child labour concerns produced by projects and project partners.
- No. of employer' and worker' organizations officials with negotiating skills to reduce the incidence of child labour in the sectors concerned
- Existence of, and implementation of community based child labour monitoring units

Targets:

- A draft National Action Plan for the Elimination of the Worst Forms of Child Labour drafted, validated and implemented by 2015
- C.138 and C.182 domesticated and national labour framework harmonized in line with these conventions by 2015
- At least five more states endorse and enforce the Child Rights Act by 2015
- Advocacy action plans on specific child labour issues developed and implemented by 2015
- At least 100 MDA staff (male and female) trained on Child Labour Issues by 2015
- At least 2000 children (male and female) withdrawn from the WFCL by 2015
- Sex -disaggregated National child labour survey conducted by 2015
- At least 200 – 350 at-risk families benefit from economic empowerment schemes provided or facilitated by the DWCP II by 2015

7.1.3 Country Programme Priority 3: Strengthening the Capacities of Government and Social Partners for Effective Social Dialogue and Tripartism

The objective of this priority would also focus on building the capacities of the tripartite partners and other key stakeholders in being credible and effective actors in the labour market, and to participate in broader economic and social policy discussions. The DWCP II would strengthen the capacity of the Ministry of Labour and Productivity, employers' and workers' organisations and other constituents' to enable them to participate effectively in Decent Work Country Programme processes and engage with development partners to integrate DWCP priorities into national development plans and other development frameworks.

Outcome 7: Improved Operational Capacity of FMLP lead to Effective Service Delivery, Tripartism and Social Dialogue

In order to effectively and fully play its role, the capacity of the Ministry of Labour needs to be strengthened to enable it to efficiently contribute to results-focused national planning processes and ensure that job creation and productivity issues are mainstreamed into socio-economic policy and programmes.

Strategy for Outcome 7

The Nigeria DWCP II will provide enhance the capacities of the Federal Ministry of Labour and Productivity (FMLP) officials to enable them facilitate the design and implementation on integrated development frameworks anchored on basic rights at work and effective tripartism. The DWCP II would also assist in enhancing the capacity of the FMLP in improving mechanisms for strengthening national labour inspectorates. This will involve building the capacities of the FMLP staff in the areas of employment promotion, project design and management, social dialogue, re-branding and repositioning the FMLP; and a review of labour and factory inspection systems and its deployment for use in all state offices of the FMLP.

Indicators

- Availability of labour and factory inspection assessment Report
- No. of Labour Inspectors trained
- No. of National Steering Committee (NSC) and Technical Working Committee (TWC) members (male and female) trained on project design and assessment
- No. of FMLP staff (male and female) trained in the areas of employment promotion; social dialogue; design of policies for improved labour standards; re-branding and repositioning the FMLP
- No. of DWCP II Focal Points (male and female) appointed in select MDAs

Targets

- Labour and factory inspection assessment survey undertaken by 2013, including a sectoral focus on enforcement of labour laws in the utilities (water and electricity).
- 20 FMLP officials (male and female) trained in the areas of employment promotion; social dialogue; design of policies for improved labour standards; re-branding and repositioning the FMLP by May 2015
- At least, 20 labour inspectors trained by 2015
- ILS Reporting Obligations conducted annually by FMLP by 2013
- All reports due by Nigeria under articles 19 and 22 of ILO Constitution are submitted by 2013
- Domestication of at least 30% of ratified ILO Conventions by 2015
- DWCP II Focal Points (male and female) established in at least 50% of the selected MDAs by 2014

Outcome 8: Enhanced Capacity of Tripartite Partners lead to Effective Implementation of DWCP II

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

Strategy for Outcome 8

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

Indicators

- Availability of training work plans for DWCP II implementing agencies and tripartite partners
- No. of NECA, TUC and NLC officials trained in result-based project design and management courses
- No. of MDA staff trained in programme delivery and result-based management courses
- No. of NECA, TUC and NLC staff (male and female) trained in mainstreaming gender into project documents
- No. of implementing agencies staff (male and female) trained in Monitoring and Evaluation
- No. of DWCP II monitoring visits undertaken
- Availability of DWCP II mid term review report
- Availability of Nigeria DWCP II Evaluation report

Targets:

- Training work plans for DWCP II implementing agencies and ILO social partners developed by end of 2012
- At least 15 – 30 NECA, TUC and NLC staff (men and women) trained in project design and result-based management courses by end 2012
- At least 30 MDA staff (men and women) trained in programme delivery and result-based management frameworks by 2013
- At least 20 – 30 NECA, TUC and NLC staff (men and women) trained in gender mainstreaming by 2013
- At least 10 implementing agencies staff (male and female) trained in Monitoring and Evaluation
- At least 3 – 4 DWCP II monitoring visits undertaken by 2015
- DWCP II mid-term review undertaken by end of 2013
- Nigeria DWCP II Evaluation conducted by end of 2015

8. DWCP II MANAGEMENT AND IMPLEMENTATION

A three-tier level of management is proposed as follows: (i) National Steering Committee, (ii) Technical Working Committee, and (iii) the ILO acting in a technical supervisory capacity. A National Tripartite Plus (+) Implementation Technical Committee, the National Steering Committee (NSC) already exists since the DWCP 1. The Committee consist of the ILO tripartite constituents namely: Federal Ministry of Labour and Productivity (FMLP), the Nigerian Employers' Consultative Association (NECA), the Trade Union Congress (TUC) and the Nigeria Labour Congress (NLC). Other members of the Committee include: the Federal Ministry of Youth and Development (MYD), National Directorate of Employment (NDE), National Planning Commission (NPC), Small and Medium Scale Enterprises Development Agency (SMEDAN), and the National Agency for the Prohibition of Trafficking in Persons (NAPTIP). The existing Committee would oversee and coordinate the DWCP II implementation and monitoring and will meet as initiated by the coordinating ministry (FMLP) on a semi-annual basis with provisions made for the meetings in the DWCP budget.

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

The ILO Abuja has the main responsibility of assisting and supporting the Government of Nigeria in the implementation of the Nigeria DWCP II. The office would support and assist the government in

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

9. PERFORMANCE MONITORING, REPORTING AND EVALUATION ARRANGEMENTS

The Nigeria DWCP II has been designed for the period 2012-2015 to align with part of the Vision 20-2020 life span, the modified 7-Point Agenda, the UNDAF 2 (2009 – 2013) and 3 which will soon be developed, and the National Jobs Pact. An Implementation plan (Annex 2) has been developed which will help the monitoring process as well as the mid-term and final evaluation. An Outcome-based M&E plan has been developed (Annex 3) to ensure that resources allocated to the various activities are used in a coherent way to achieve stated outcomes.

The DWCP II will normally be reviewed to critically reflect on the outcomes and strategies of ongoing activities, to consider the appropriateness of their design, the quality of work with partners and implementation performance. The DWCP will be reviewed on a semi-annual basis jointly by the TWC, implementing partners, and the ILO. In addition, reports of the individual activities carried out will serve as supplementary monitoring tools. There will be reporting of DWCP II implementation of activities to the ILO Regional Office for Africa (ROAF) on an semi-annual basis; a biennial country programme review (BCPR) will be conducted at the middle of the DWCP II implementation (2013) and a final DWCP II evaluation will be conducted at the end of the 2015. Resources have been committed in the Implementation Plan budget for these evaluations. The Bureau for Programme and Management (PROGRAM), the Evaluation Unit, CODEV and the Regional Office for Africa will support ILO Abuja in this exercise.

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

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

	Deficits	Response of the UN: programmes, projects, etc in Nigeria	Gaps	Opportunities for complementarities
1.	Poverty levels	<ul style="list-style-type: none"> • Employment creation especially in the SMEs (UNDP, WB, NECA), • MDG interventions (MDG office) • Water supply (Nig-EU) • Sanitation (Nig-EU) • Infrastructure (WB, Nig-EU, UNIDO) • Decent work country programmes (ILO) • Global jobs pact (ILO) • Developing the Nigeria Youth Action Plan on Employment (ILO) • National Employment Summit + NAPEC • Joint exploratory mission to Taraba State for youth employment initiatives. (UN Family) • National Universities Commission (NUC) project on the introduction of Entrepreneurship Education 	<ul style="list-style-type: none"> • The demand for assistance outweighs current intervention efforts • Current efforts are being thwarted by issues in infrastructure 	<ul style="list-style-type: none"> • ILO. • Development Assistance may be sought under UNDAF. • Infrastructure issues are better handled by UNDP and UNIDO.
2.	HIV and AIDS	<ul style="list-style-type: none"> • Various prevention campaigns, drugs assistance, etc (UNAIDS, WHO, UNICEF) 	<ul style="list-style-type: none"> • Need to strengthen ILO efforts in protecting the rights of PLWHA and children made vulnerable 	<ul style="list-style-type: none"> • ILO, • UNICEF and WHO
3.	Child labour and human trafficking	<ul style="list-style-type: none"> • Various exploratory and baseline studies on child labour (ILO, ILO-IPEC) • Signed MOU with GON on child labour • Efforts at baseline studies by some Danish and Swedish embassies • Enhancing the Cooperation to fight Trafficking in Human Beings from Nigeria to Europe (ILO, EU) • ADB/FME Vocational and Skills Training Project. (MOU with ILO + FME) • Rehabilitation of trafficked children, over 3360 • Monitoring project – Ondo State, NAPTIP for West Africa coverage • National Plan of Action on Child Labour awaiting accent of FEC • Designed capacity of core labour inspectors 	<ul style="list-style-type: none"> • Need to adopt measures to reduce the demand for child and trafficked labour • Development of a national policy on child labour • Need to create more awareness • Extend the Child Rights Act to the states 	<ul style="list-style-type: none"> • ILO, IOE, IOM, UNDCO
4.	Labour administration	<ul style="list-style-type: none"> • Various interventions in labour inspection, training in Turin (ILO-ITC) 	<ul style="list-style-type: none"> • Organisational and financial capacity to implement ideas arising from training 	<ul style="list-style-type: none"> • ILO
5.	Social protection	<ul style="list-style-type: none"> • Reviews of Nigerian labour laws (ILO) • 2007 Bill on Employee Compensation, International Labour Standards and Social Security 	<ul style="list-style-type: none"> • The bills are yet to be passed into law. • To strengthen provisions for senior citizens and the informal sector workers, people with disability, dwarfs and albinos • Domestication of ratified Conventions 	<ul style="list-style-type: none"> • ILO
6.	ILO Conventions	<ul style="list-style-type: none"> • Nigeria's capacity to report on its assessment of compliance (ILO) 	<ul style="list-style-type: none"> • Lack of capacity to report on compliance 	<ul style="list-style-type: none"> • ILO
7.	Social dialogue	<ul style="list-style-type: none"> • Studies in utilities and the oil sector and setting up national action committee (ILO) 	<ul style="list-style-type: none"> • NAC needs capacity for measuring and evaluating implementation progress 	<ul style="list-style-type: none"> • ILO

Compiled by the Consultant that prepared the Nigeria Assessment report