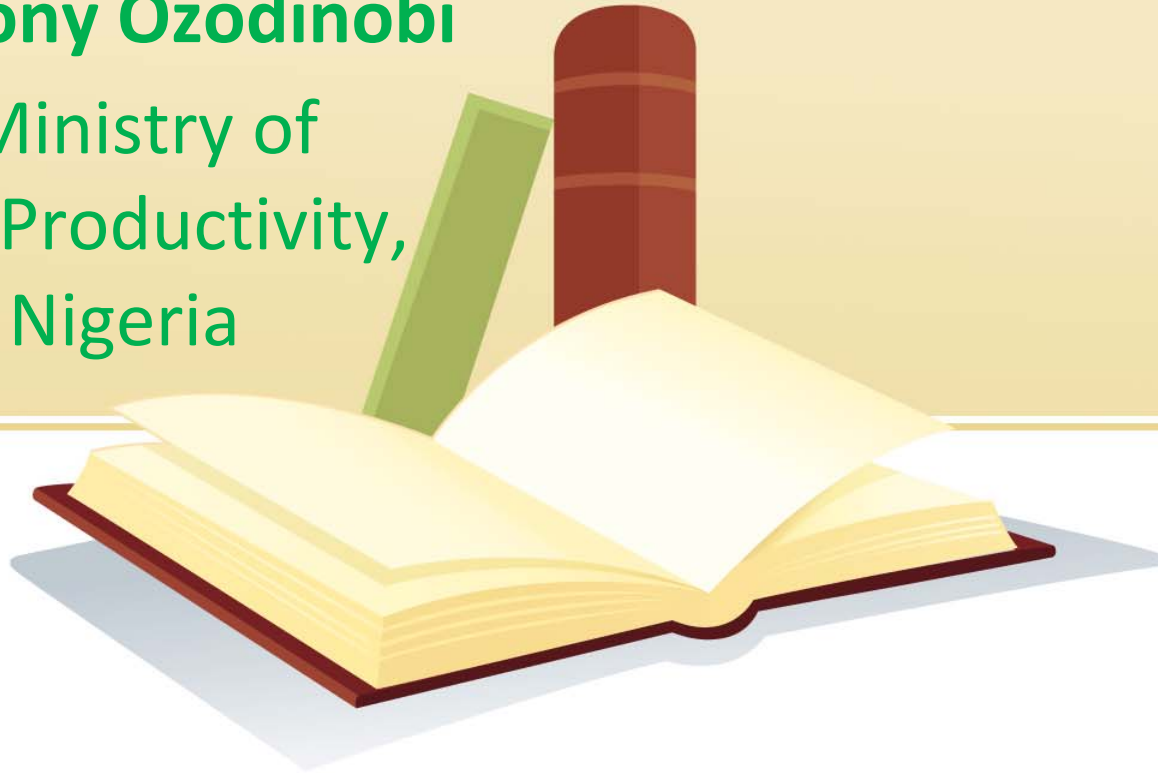


NATIONAL LABOUR MIGRATION POLICY OF NIGERIA

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Introduction

- Every responsible Government is responsible for the protection of its citizens including those that embark on labour migration because labour migration is a fundamental human right of everyone.
- Ministry of Labour and Productivity is responsible for ensuring decent and beneficial labour migration for all citizens through enforcement of the Labour Act and domestication of relevant international Conventions on labour migration and related protocols that Nigeria has ratified.
- Nigeria has ratified ILO Convention 97 – Migration for employment Convention and United Nations Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families

What is labour migration?

There is no universally accepted definition of labour migration.

- Labour migration is generally defined as a cross-border movement for purposes of employment in a foreign country. (IOM)
- Labour migration in Nigeria can be either internal (from one place to another within the country) or International (from Nigeria to another country or another country to Nigeria).
- Irregular migration can be explained as entry into another country in contravention of immigration laws, of that country.

Causes of labour migration in Nigeria

- Low levels of education and skills.
- Lack of suitable employment opportunities and low economic activity.
- Low literacy, which limits employment opportunities.
- Family poverty, break down of family structure or death of primary caregivers.
- Family violence or abuse.
- Lack of social welfare protections for the unemployed, single parents or the elderly.
- Discrimination against women or against particular groups.
- Poor governance and corruption.
- Armed conflict or political instability.

Perspectives Labour Migration in Nigeria

- Nigeria is a country of origin, transit and destination for labour migration.
- No formal structure to aid nationals migrating to other countries.
- Remittances have overtaken official development assistance
- People are left to decide on their own to emigrate to escape economic hardship.

Perspectives Labour Migration in Nigeria cont'd

- Many migrate in risky and unsafe travelling conditions and, on arrival, often can obtain only low-skill, low-paying jobs.
- Migrants are often poorly informed, or misinformed, about the conditions governing entry, work and residence, skills required, cultural issues, as well as their rights and obligations in destination countries.
- Brain Drain
- Diasporas which the government wants to use as agents of development.

Process of developing the National Labour Migration Policy

- The Ministry decided to develop the National Labour Migration Policy for the country in order to be able to effectively manage it and ensure a triple win for the migrants and their families, countries of origin and destination.
- Development of the National Labour Migration Policy was done in Four (4) major stages:
 - Conceptualization
 - Elaboration
 - Approval
 - Implementation

Process of developing the Policy

- **Stage 1 - Conceptualization**

- Request for Technical and Financial Assistance from ILO & IOM.
- Labour Migration Policy was a component of IOM's, AENEAS 2006 Project (sponsored by EU and Government of Italy).
- AENEAS 2006 Project, constituted a Technical Working Group comprising key stakeholders in labour migration to steer its implementation.

- **Stage 2 - Elaboration**

- Two training workshops on development of migration policies backstopped by IOM were held for TWG members

Process of developing the Policy...cont'd

- Key Policy priority areas were identified and TWG members made submissions based on their areas of comparative advantage into the priority areas.
- Inputs of Social Partners (Government, Workers and Employers) were harnessed by the ILO consultant and used together with the inputs from other TWG members to form the basis of the framework for a zero draft policy document.
- Zero draft was reviewed by Social Partners and other TWG members and amended by ILO.
- TWG members requested IOM to engage a National consultant to restructure the document using a presentation style that was acceptable to the Nigerian Government.

Process of developing the Policy...cont'd

- The Consultant produced the 1st Draft National Labour Migration Policy and presented the document again to a combined meeting of TWG and Social Partners.
- The principles of tripartism and social dialogue were effectively employed.
- The Document was adopted and returned to IOM for a joint presentation (IOM and ILO) to the Federal Ministry of Labour and Productivity.
- The Ministry would invite key stakeholders from all States of the Federation to a National Stakeholders' validation workshop / meeting to review and adopt the document.

Process of developing the Policy...cont'd

- **Stage 3 - Approval**

—After the document has been adopted at the National Stakeholders Meeting, it would be presented by the Honourable Minister of Labour and Productivity to the Federal Executive Council (FEC) for adoption and approval for the document to be used as Nigeria's National Labour Migration Policy.

Process of developing the Policy...cont'd

- **Stage 4 - Implementation**

- The Policy would be implemented by all relevant stakeholders identified in the **Implementation Guidelines** that have been developed as part of the Policy document.
- National Planning Commission (NPC), National Commission for Refugees (NCFR), National Population Commission (NPopC), National Bureau of Statistics (NBS), Central Bank of Nigeria (CBN), Ministry of Foreign Affairs (MFA), Nigeria Immigration Services (NIS), Federal Ministry of Health, Federal Ministry of Women Affairs and Social Development, Federal Ministry of Education, Federal Ministry of Youth Development, National Agency for the Prohibition of Traffic in Persons and Other Related Matters (NAPTIP), Nigerian National Volunteer Service (NNVS), Social Partners – NECA, TUC and NLC.

Mission Statement of the Policy

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

Vision of the Policy

“To build an effective, responsive and dynamic labour migration governance system in Nigeria.”

Policy Framework



The Policy document is:

- Consistent with National Development Plans;
- Consistent with the Draft National Policy on Migration;
- Comprehensive fair and transparent;
- In line with international norms and good practices;
- Gender-sensitive and in consonance with the country's Decent Work Agenda;
- In line with Federal Government initiatives and the directives of Vision 20:2020.
- It is conceived and produced by Nigerians. It is therefore a Nigerian document

Structure of the Policy

- PART 1 - Promoting Good Governance in Labour Migration
- PART 2 - Protection of Migrant Workers and Promotion of their Welfare
- PART 3 - Optimising the Benefits of Labour Migration for Development

What would the Policy achieve?

- Good governance and regulation of labour migration by putting in place policies, laws, regulations and administrative procedures, that are reflective of the international standards ratified and respected by Nigeria, based on consultative processes with Social Partners and civil society;
- Promote opportunities for all men and women to engage in migration for decent and productive employment;
- Promote and support the migration of skilled men and women to safe and secure work environments

What would the Policy achieve?...cont'd

- Enhance the benefits of labour migration on the Nigerian economy, society, and the migrant workers and their families;
- Mobilise development contributions of migrant workers;
- Link the development and migration processes in recognition of the contribution of labour migration to employment, economic growth, development and the generation of income;
- Mainstream labour migration issues into national development plans.

Thank you for listening