Manpower Outsourcing in Nigeria and the Future of The world of work

Presented By

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AGENDA

1. Major types of outsourcing Services
2. Key sectors with embracing outsourcing in nigeria
3. The impact outsourcing agencies, particularly Hucapan members, have on the nation's economy
4. Future of the world of work

OUTSOURCING

Outsourcing is an agreement in which one company hires another company to be responsible for a planned or existing activity that is or could be done internally often involves the contracting of a business process, personnel, operational, and management.

Outsourcing includes both foreign and domestic contracting, and sometimes includes offshoring (relocating a business function to a distant country) or nearshoring (transferring a business process to a nearby country).

The term "outsourcing" came from the phrase outside resourcing.



Methodology



The materials presented here relied entirely on secondary data from, published reports by a variety of agencies, online sources and grey literature comprising of government publications, reports, statistical publications, newsletters, fact sheets, working papers and technical reports.

The reports are largely those of the Federal Ministry of Labour and Employment,National Bureau of Statistics, National Manpower Board, Manufacturers Association of Nigeria, Nigeria Chamber of Commerce and Industry, and The Nigeria Security and Civil Defence Corps.

We adopted the International Standard Industrial Classification [ISIC] of all Economic Activities for the report.

Sectors And Job Functions Considered

To determine the economic activities relevant to the study, we used the taxonomies provided by International Standard Industrial Classification as a guide and applied a three-stage process of

1. IDENTIFICATION
2. GROUPING
3. LABELLING

To establish 18 categories listed below that are considered most relevant.

Categorisation



Outsourced Job Functions

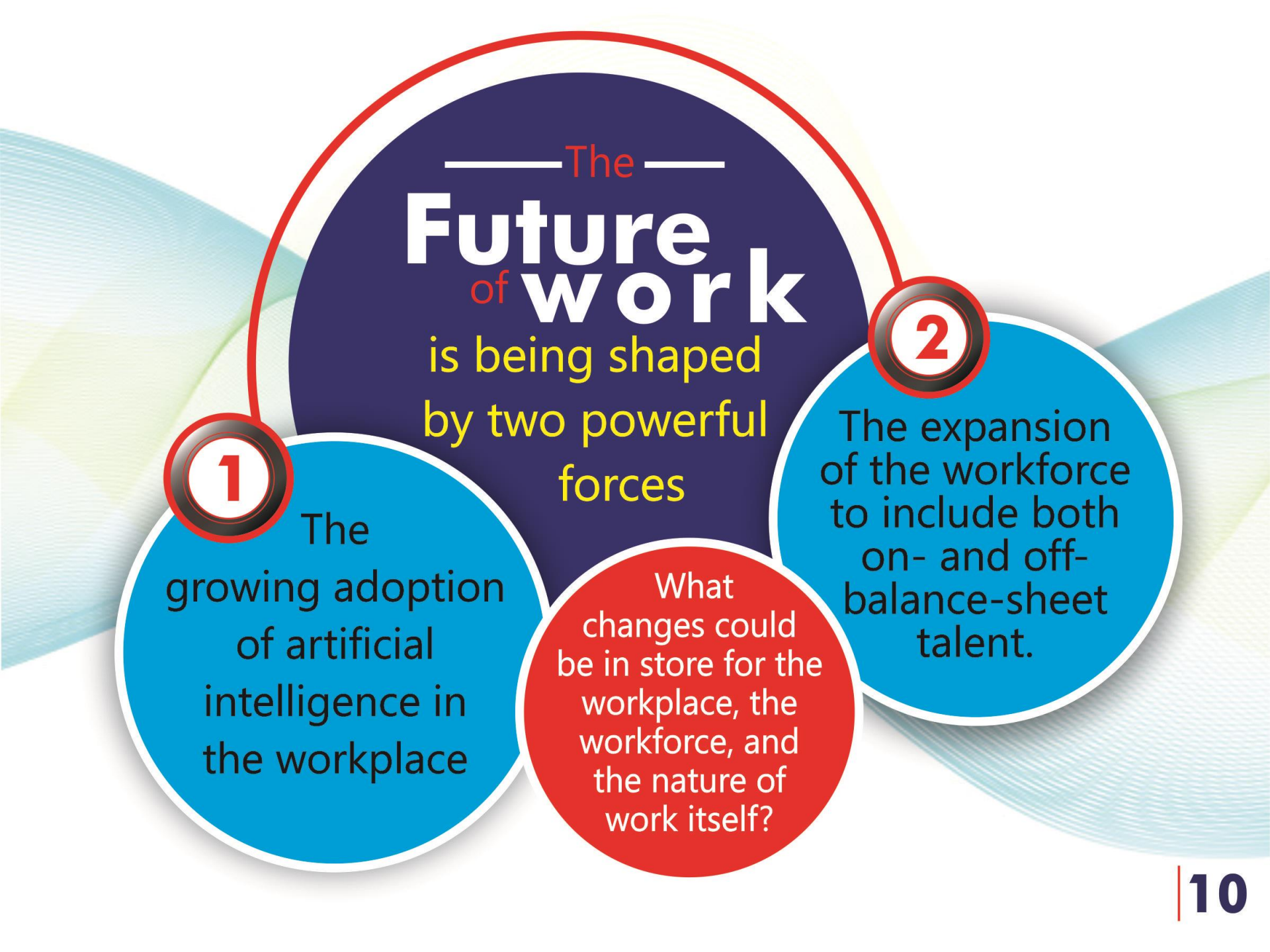
We used the list of job functions available online particularly those of the National Bureau of Statistics, the Harvard University Job Function Map, A-ZGovBIZ (a supplier of Australian government, education and health marketing information), LinkedIn, Jobzilla. Like our approach to determine the economic sectors, we employed a three-stage process of identification, grouping, and labelling to establish 11 categories considered most relevant for the report.

Our Estimate

Job Function	Estimated population	Av. Salary	Projected Annual Earnings
Call Center Agent	20,000	80,000	19,200,000,000
Customer Service Agent	10,000	60,000	7,200,000,000
Direct Sales Agents	170,000	75,000	153,000,000,000
Driver	50,000	35,000	21,000,000,000
Factory Worker	1,800,000	25,000	540,000,000,000
Office Assistant	25,000	50,000	15,000,000,000
Personal Assistant	2,000	60,000	1,440,000,000
Professional Staff – Engineers, Accountants, Divers etc	2,500	150,000	4,500,000,000
Receptionist and Concierge	2,000	70,000	1,680,000,000
Secretary	25,000	70,000	21,000,000,000
Security Guard	950,000	45,000	513,000,000,000
Teller and banking operations	40,000	80,000	38,400,000,000
	3,096,500		1,335,420,000,000.00



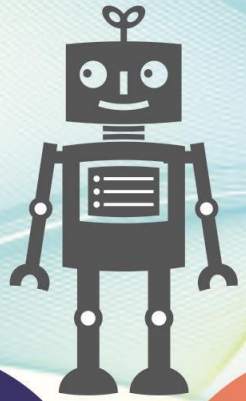
Future of work

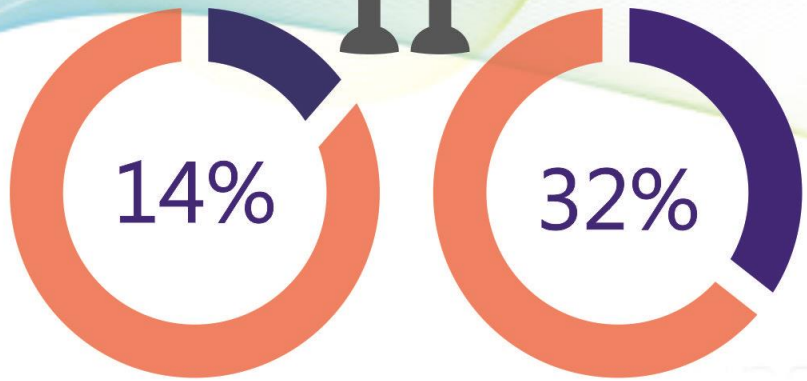

The
Future
of work
is being shaped
by two powerful
forces
1
The growing adoption of artificial intelligence in the workplace
2
The expansion of the workforce to include both on- and off-balance-sheet talent.
What changes could be in store for the workplace, the workforce, and the nature of work itself?

The Future of work IN FIGURES

Risk of automation is real but varies across countries

14% of jobs could be automated, with 32% likely to change significantly.





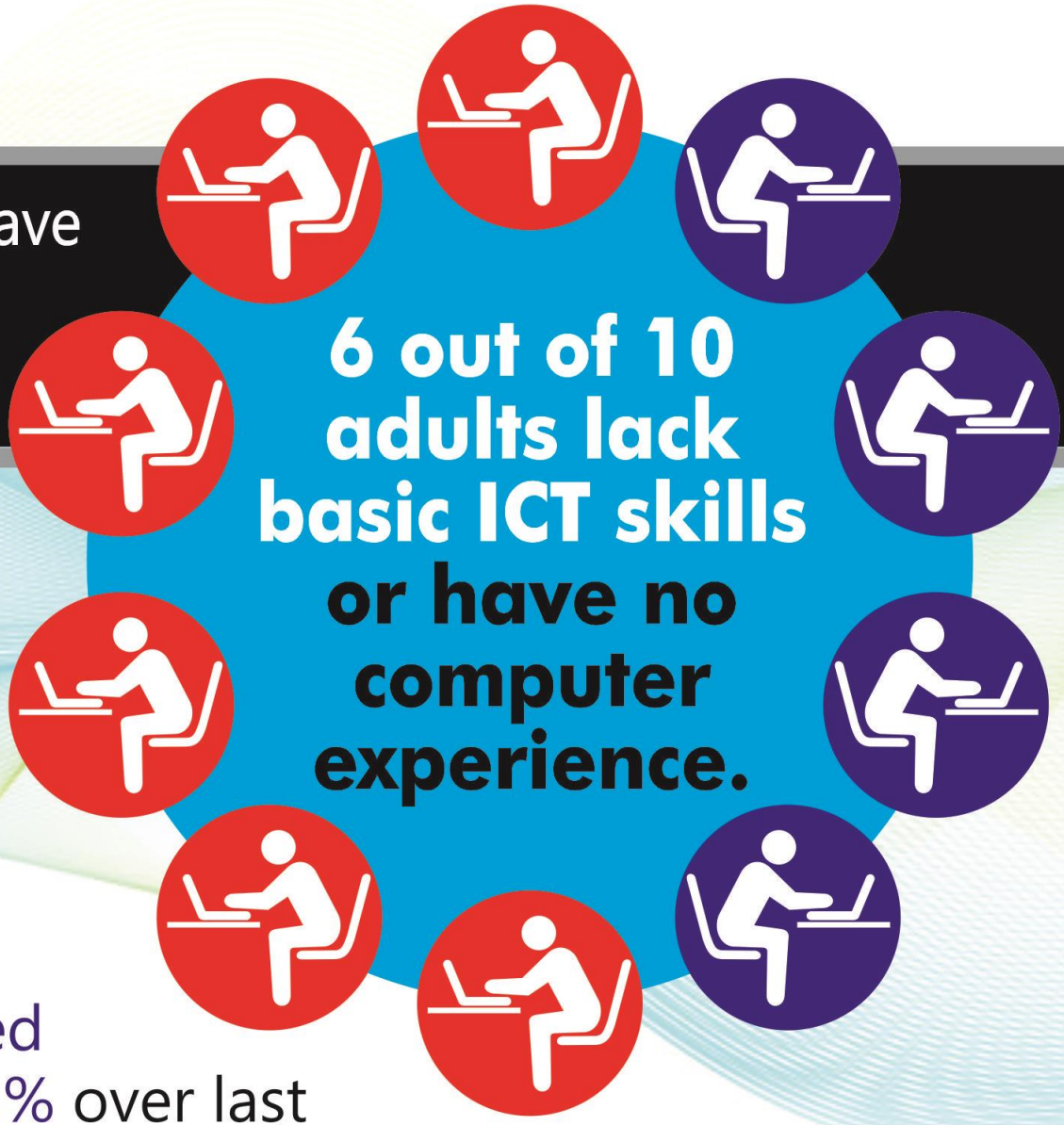
The Labour Market is Transforming



% change in the number of jobs between 1995 and 2015

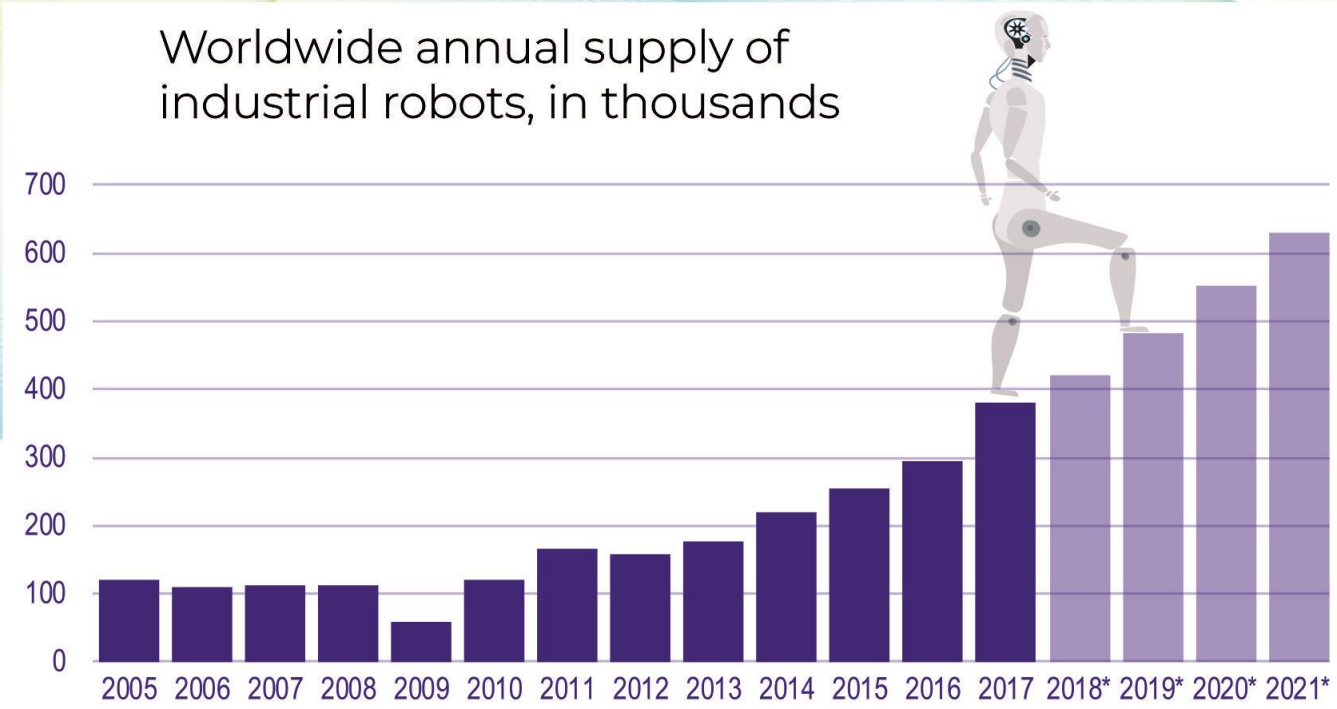
Between 1995 and 2015 employment in the manufacturing sector went down by 20%, while it rose by 27% in the service sector

Many adults do not have the right skills for emerging jobs



but the share of highly-skilled jobs increased by 25% over last 2 decades.

TECHNOLOGY AND THE FUTURE of work



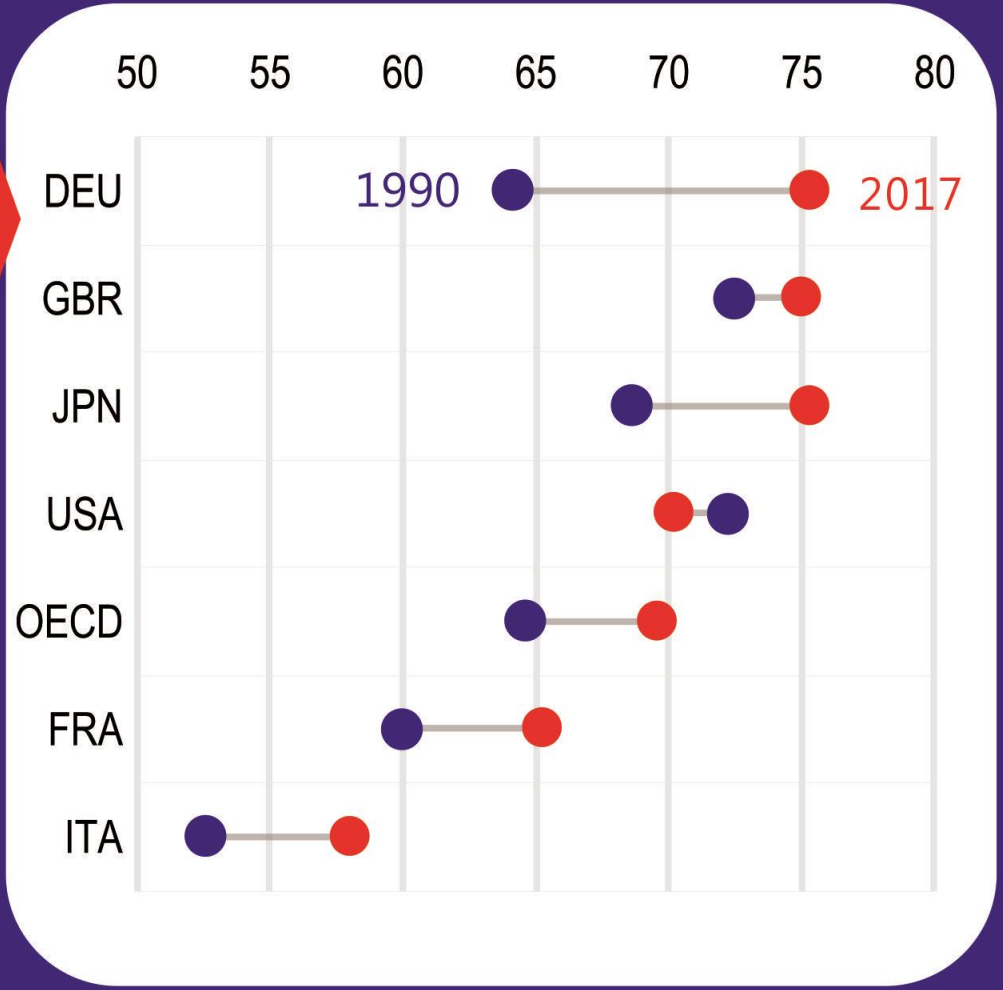
Orders of industrial robot have tripled over last decade and are projected to increase rapidly.

Will this lead to fewer jobs for humans? Unlikely.

While technological progress makes some occupations obsolete, it also creates new jobs.

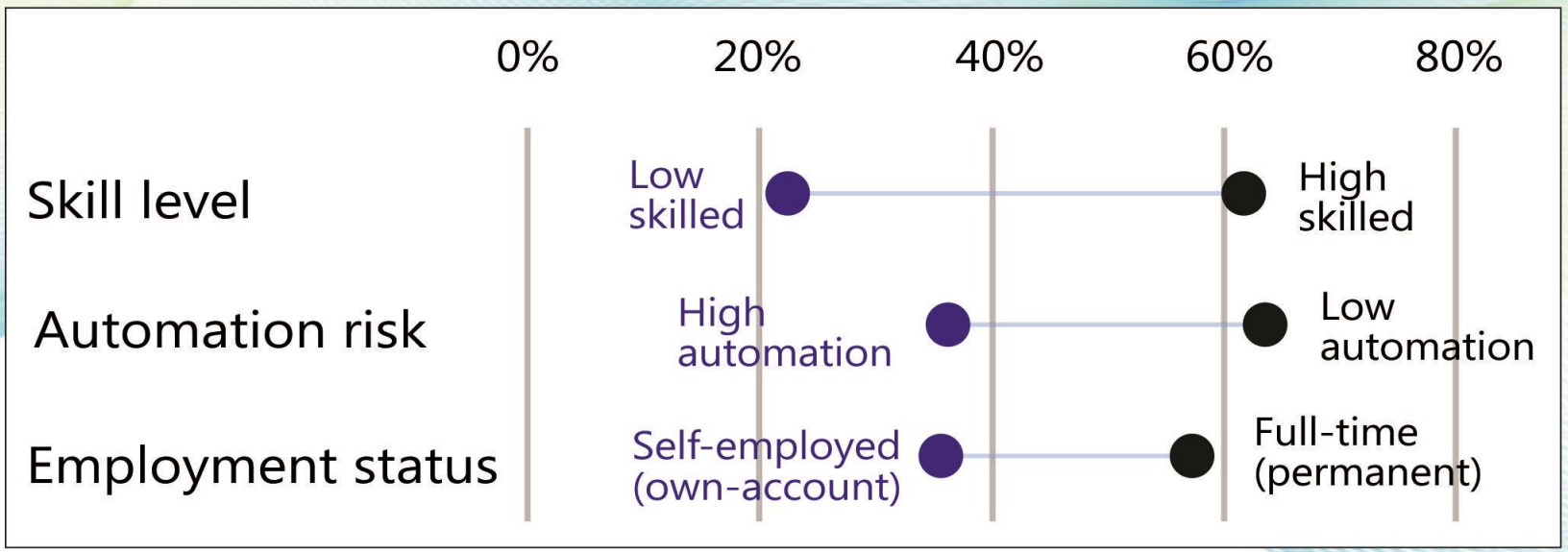
Overall, employment has been rising, helped mainly by a larger share of women and older people in work.

Employment Rates



Adult participation in training, by skill level, employment status and risk of automation.

Low-skilled jobs have also increased, but the share of middle-skilled jobs has decreased.



Adult training should better target the disadvantage



Can improve work-life balance (when, where and how to work)

Can create new opportunities

Tedious and dangerious tasks can be automated

Health and safety can be improved

Productivities boosted

BUT LEARNING NEW SKILLS IS KEY

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