



Mid-Year Report to Members

Dear Distinguished Members,

I am delighted to welcome you to the last month in the first half of the year. It has been a rollercoaster first half and we are confident that the second half of the year shall be better for our business. We acknowledge with thanks, for your feedback on previous editions of our Monthly Newsletter. This is helping us to improve the content. As promised, we have maintained consistency in the production of the Newsletter. The June edition captures our half-year report. Please, take time to read what we were able to achieve in the first half of the year and our preparation to meet members' future needs as we keep repositioning the Association for greater efficiency and membership services.

Membership/Subscription

As of June 30, the Association had a membership of Two Hundred and Six (206) including Ten (10) new members. We will continue to follow up on other companies that have indicated an interest in joining the Association.

Secretariat

a. Staff

As a result of the engagement of Two Corps Members to serve as Training Officer and Subscription/Account Officer respectively and an Advocacy/Subscription Advisor in January 2022, the Secretariat staff has increased to Five (5). As a result of the restructuring in the office, the Finance/Admin. Assistant has been renamed as Subscription/Account Officer while the status quo was maintained for the Executive Secretary.

b. Association's Website

The Association's website has been redesigned. It is more informative and interactive now. The Association's website remains - www.hucapan.org. The Secretariat can be contacted via the following means: Telephone - +234 (0) 8032520081 or +234 (0) 07039771750 and emails - info@hucapan.org or jafolabi@hucapan.org. To improve our visibility, the Secretariat has created YouTube and Instagram accounts.

HuCaPAN official social media handles remains - LinkedIn - @HuCaPAN Nigeria, Facebook - @HuCaPAN, Twitter - @HuCaPAN1, WhatsApp - +234 (0) 07039771750, Instagram - hucapan1 and Zoom Personal Meeting ID - 6198575053. A lot of necessary and important updates about the activities of the Association are being made available on our website and social media platforms. This has improved our visibility.

Webinar

To build capacity of member companies, HuCaPAN organised Webinar on Contemporary Best Practices in Payroll Management on Thursday, February 9, 2023. The session was facilitated by a seasoned HR practitioner, Mr. Gboyega Olugbogi. On Wednesday, May 31, 2023 Webinar on Negotiation: Strategy for Business Growth was organized and was facilitated by HuCaPAN Advocacy and Compliance Advisor, Barr. Olawale Shado. Participants at the training included HuCaPAN and non-HuCaPAN members.

Membership Update

The Secretariat discovered that some companies, mostly, foundational members and old members does not either have file or their documentation was incomplete. As a result, the Secretariat swung into action by contacting member-companies to update their record with the association especially given the impending transition from HuCaPAN to EAPEAN. The result has been quite impressive as most members responded to the request. It is an ongoing exercise and the Secretariat will ensure that members update their records. Therefore, I appeal to all companies to ensure that their membership is updated with the Secretariat.

Stakeholders Meeting on International Recruitment in Nigeria

The Stakeholders Meeting on International Recruitment in Nigeria was held successfully on Tuesday, May 9, 2023, at the Manals Hotel & Resort, Abuja. Invited stakeholders including the International Labour Organisation (ILO) and International Organisation for Migration (IOM) attended. Other stakeholders at the meeting included the Nigeria Police Force, the Nigeria Immigration Service, the National Agency for Prohibition of Trafficking in Persons and Other Related Matters NAPTIP, and the State Security Service (DSS). Others are the Federal Ministry of Labour and Employment, the Federal Ministry of Justice, the Nigerians in Diaspora Commission (NiDCOM), the media, and international recruiters. At the end of the one-day meeting, stakeholders agreed to work together to promote harmonious relationships and improve the international recruitment of migrant workers in Nigeria. The meeting produced far-reaching recommendations including the proposed development of a guideline and action plan on international recruitment; the development of advocacy strategies on international recruitment; the creation of Desks (and recruit Desk Officers) on international recruitment at major international airports; Nigeria Immigration Service to pay close attention to



prospective migrant workers with work visas traveling to Baghdad, Cairo, Kuwait, Bahrain, etc.; and organization of training on National Policy on Labour Migration, Code of Conduct for Private Employment Agencies in Nigeria, etc. among others.

The Secretariat has created WhatsApp platform for members and non-members with a view to creating Zonal Branches and recruiting new members. This has helped to increase awareness of the activities of the Association and to recruit more members. The platforms remain active. You are encouraged to join.

Ratification of Conventions 143 and 181

I am pleased to inform members that the Federal Government of Nigeria has ratified the International Labour Organisation Conventions No 143 on Migrant Workers (Supplementary Provisions), 1973, and Convention No 181 on Private Employment Agencies, 1997. Our efforts which commenced a few years ago have become a success story with the receipt of the official documents by His Excellency, Gilbert F. Houngbo, the Director-General, International Labour Organisation (ILO) from the Nigerian Government through the immediate past Honourable Minister, Federal Ministry of Labour and Employment, Sen. Dr. Chris Nwabueze Ngige, at the ILO Headquarters in Geneva. These Conventions are central to our operations.

Launching and Unveiling of the Revised NPLM 2020

Human Capital Providers Association of Nigeria (HuCaPAN) joined the Federal Ministry of Labour and Employment, social partners, and other stakeholders to launch and unveil the revised National Policy on Labour Migration (NPLM, 2020) and its Action Plan in Nigeria to the Public and International Community. The Policy is now in force in Nigeria. HuCaPAN is committed to its implementation and all members are enjoined to ensure its full implementation. Free copies are available at the Secretariat on request.

National Electronic Labour Exchange (NELEX)

The Federal Ministry of Labour and Employment has informed the Secretariat of the completion of the new NELEX portal. The NELEX portal has been recently updated and redeveloped with new and exciting features that aim to streamline the job search process and make it easier for job seekers and employers to find each other. All

Private Employment Agencies in Nigeria are mandated to register their companies on this portal and post available vacancies. These are part of the criteria for recruiters' licence renewal. Register here: <https://nelex.gov.ng/>.

Capacity Development

Membership capacity development is central to the objective of the association. This is the reason for organizing subsidized training for members and nominating members for capacity-building workshops. During the quarter, members were nominated to attend training including but not limited to: Stakeholders Sensitization Workshop for Implementation of the Revised National Policy on Labour Migration; National Labour Adjudication Forum with the Theme: Labour Adjudication and Arbitration in Nigeria: The Present and the Future; Round Table Discussion on Disinformation in Nigeria's Private Sector; Training of Trainers Workshop on Fair Recruitment and Effective Implementation of the Revised Code of Conduct for Private Employment Agencies and Recruiters Organisations in Nigeria; Workshop on Intersectionality Between Businesses, Occupational Safety and Health (OSH) and Rights of Migrant Workers in Nigeria; one-day sensitization workshop for members of HuCaPAN on Trafficking in Persons (control of activities of organizations and centers) Regulations 2019, Two-Day Sensitisation Workshop on the Gender Inclusion and Decent Work for Migrant Workers, Stakeholders Meeting – One Day Consultative Meeting to Solicit Inputs from Key Stakeholders on Fit-for-Purpose Approach for Strengthening the Services of the Migrant Resource Centres, Inauguration of the Labour Migration Advisory Committee for Employers (LMACE) etc.

Information Session with Undocumented PEAs Organised by The Federal Ministry Of Labour and Employment in Collaboration with HuCaPAN

The Federal Ministry of Labour and Employment in collaboration with the Human Capital Providers Association of Nigeria (HuCaPAN) successfully organized 1st Information Session with Undocumented Private Employment Agencies. The program was held on Wednesday, March 15, 2023, at MRC/NELEX Hall, Ikoyi, Lagos. The information session aimed to educate and encourage unlicensed private employment agencies to register and obtain their recruiter's license, thereby helping to eradicate the activities of syndicates and quacks



in the industry and further boosting HuCaPAN's membership. HuCaPAN ES gave the keynote address focusing on Expected Benefits as Licenced Operators (and subsequently members of HuCaPAN) at the event. HuCaPAN President, Dr. Femi Ogunlowo, and 1st Vice President, Amb. Chief Nzeribe Okegbue, Ph.D. was Guests of Honour while HuCaPAN's Subscription/Account Assistant, Ms. Soliat Omobolanle Mutairu was also in attendance.

Stakeholders Meeting

The Stakeholders (General) Meeting tagged: HuCaPAN Members Forum: Improving Service Delivery to Member Companies successfully held on Thursday, January 26, 2023. The session was attended by members and non-members of the association. It allowed members to review the activities of the association in 2022 and areas to improve and focus on in 2023. The review has helped to shape membership services and benefits.

Ad-Hoc Committee on International Recruitment

In the association's bid to improve the migration governance framework in Nigeria and address issues around international recruitment, an Ad-Hoc Committee on International Recruitment was inaugurated. The Committee met and produced far-reaching recommendations. Thereafter, the Association organized stakeholders meeting with relevant ministries, agencies of government and international partners in attendance.

PEACE Conference

As a result of the ongoing organizational restructuring, the Private Employment Agencies Chief Executives Conference will hold at a later date and will be communicated by the Secretariat. The Conference will enable stakeholders in the industry to discuss issues that affect the industry and the roles being played by the government in terms of policies, regulations, and support and the employers on their role in human capital development in Nigeria.

Commendation by FMLE

Nigerian government through the immediate past Honourable Minister of the Federal Ministry of Labour and Employment, Dr. Chris Ngige, commended HuCaPAN, for its cooperation in regulating outsourcing in the oil and gas sector. Ngige made the commendation in his opening address at a Stakeholders Meeting for the Review of Guidelines on Labour Administration: Issues in Contract Staffing/Outsourcing in the Oil and Gas Sector, held in Lagos. He said that private employment agencies in the oil

and gas industry understood the issues around contract staffing, hence the need to collaborate with HuCaPAN to regulate it. He appreciated HuCaPAN for its cooperation and efforts in addressing the labour issues in the industry.

New Members

Fourteen (13) new members – ASC Nigeria Limited, Buildfi Services Ltd, Cen Global Services Limited, Datil Concept Ltd, Deejao Nigeria Limited, Grace Vision Global Services, Habakkuk Megaplus, Henrich Consulting Limited, Joe-Han Networking Marketing, Leadmaster Ventures Limited, Pauliza Limited, Red Star Support Services Limited, and Tybitx Services International Ltd.

Newsletter

Issues 15, 16, 17, 18, 19, 20, of the HuCaPAN Newsletter for January, February, March, April, and May 2023 have been published and circulated.

Birth

HuCaPAN Executive Secretary, Mr. Olajide Afolabi family was blessed with a baby boy on Friday, June 23, 2023. The Association congratulates the family.

Meetings

- Round Table Discussion on Disinformation in Nigeria's Private Sector held on Wednesday, January 18, 2023, at Olusegun Osunkeye Hall, NECA House, Lagos. It was organized by NECA. The Executive Secretary was in attendance.
- Meeting of Committee of Human Resources and Learning Experts (CHRLE) held on Wednesday, January 25th, 2023 at NECA House, Lagos. It was organized by NECA. The Executive Secretary was in attendance.
- National Labour Adjudication Forum with the Theme: Labour Adjudication and Arbitration in Nigeria: The Present and the Future held on Wednesday, February 1, 2023, at NECA House, Lagos. It was organized by NECA. The Executive Secretary was in attendance.
- Stakeholders Sensitization Workshop for Implementation of the Revised National Policy on Labour Migration held at BWC, Hotel, Victoria Island, Lagos 7-9 February 2023. It was organized by the Federal Ministry of Labour and Employment and the International Labour Organisation. The Executive Secretary and one representative of Winston Worldwide Heritage Ltd and Alqmar Nigeria Limited were in attendance.
- Stakeholders Sensitization Workshop for Implementation of the Revised National Policy on Labour Migration held at Sandralia Hotel, Utako, Abuja 13-15 February 2023. It was organized by the



- Federal Ministry of Labour and Employment and the International Labour Organisation. Mr. Rex Bamidele Jacob (JJ Central Capitals Limited) was in attendance.
- f. Stakeholders Meeting for the Review of Guidelines on Labour Administration: Issues in Contract Staffing/Outsourcing in the Oil and Gas Sector of the Economy held at BWC, Hotel, Victoria Island, Lagos 21-22 February 2023. It was organized by the Federal Ministry of Labour and Employment. The Executive Secretary was in attendance.
 - g. Training of Trainers Workshop on Fair Recruitment and Effective Implementation of the Revised Code of Conduct for Private Employment Agencies and Recruiters Organisations in Nigeria held at NECA House, Lagos 14-15 March, 2023. It was organised by ILO and NECA. HuCaPAN ES and members companies were in attendance.
 - h. Workshop on Intersectionality Between Businesses, Occupational Safety and Health (OSH) and Rights of Migrant Workers in Nigeria held at NECA House, Lagos 16-17 March, 2023. It was organised by ILO and NECA. HuCaPAN Executive Secretary and members companies were in attendance.
 - i. One-day Sensitisation Workshop for members of HuCaPAN on Trafficking in Persons (Control of Activities of Organisations and Centres) Regulations 2019 held at Rockview Hotel Royal, Abuja on Tuesday, March 28, 2023. HuCaPAN members companies were in attendance.
 - j. Resource Intermediaries Limited Stakeholders' Forum (Lagos) with the theme "A Collaborative Approach to Building Sustainable Relationship". HuCaPAN President was among the panellists at the event. HuCaPAN former 1st Vice President, Mrs. Roselyn Onalaja, Executive Secretary and member companies were in attendance.
 - k. FCT Stakeholders Meeting - One Day Consultative Meeting to Solicit Inputs from Key Stakeholders on Fit-for-Purpose Approach for Strengthening the Services of the Migrant Resource Centres of the Federal Ministry of Labour and Employment held at UN House, CBD, Abuja, April 4, 2023. It was organized by the Federal Ministry of Labour and Employment and the International Labour Organisation. Mr. Rex Bamidele Jacob (JJ Central Capitals Limited) was in attendance.
 - l. Launching and Unveiling of the Revised National Policy on Labour Migration (NPLM, 2020) and its Action Plan in Nigeria to the Public and International Community held at UN Main Auditorium, UN House, CBD, Abuja, April 27, 2023. It was organized by the Federal Ministry of Labour and Employment in

collaboration with the International Labour Organisation and GIZ. The Executive Secretary was in attendance.

- m. Stakeholders Meeting on International Recruitment in Nigeria held on Wednesday, May 9, 2023, at The Manal Hotels & Suite, Plot 1001, Ibrahim Tahir Lane, Sheu Musa Yaradua Way, Abuja. It was organised by HuCaPAN in conjunction with the Federal Ministry of Labour and Employment. The Executive Secretary and international recruiters were in attendance.
- n. Two-Day Sensitisation Workshop on the Gender Inclusion and Decent Work for Migrant Workers held at NECA House, Lagos 26-27 June, 2023. It was organised by NECA and ILO. HuCaPAN Executive Secretary and selected member companies were in attendance.
- o. Inauguration of the Committee on Labour Migration Governance held at NECA House, Lagos 28 March, 2023. It was organised by NECA and ILO. HuCaPAN Executive Secretary and selected member companies were in attendance.

Conclusion

The first half of the year has been quite eventful despite the downturn in the challenges. We have recorded an improvement in international recruitment, membership, subscription, training, publicity and membership services and benefits among others. We hope to build on the successes achieved in the first half of the year in the remaining part of the year. However, whatever success we have achieved would not have been possible without the unflinching support of the Executive Committee members and all member companies. I am appealing for further support from you all in order to serve you better.

For enquiries, please contact us @

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