



Monthly Report to Members

Dear Distinguished Professionals,

I am glad to welcome you to November. 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 and the feedback has been encouraging. We look forward to continuing to receive feedback especially, in areas that need improvement. Our focus is to continue to develop as an Association and the Monthly Newsletter is one of the strategies to achieve this. Please, take time to read what we were able to achieve in November and our preparation to meet members' future needs as we keep repositioning the Association for greater efficiency and membership services.

ILO Visit to HuCaPAN Secretariat

The International Labour Organisation (ILO) visited the Secretariat of the Association on Thursday, November 23, 2023. Mr. Basanta Kumar Karki, the Project Technical Officer – FAIRWAY Africa of the International Labour Organisation, emphasized that ILO is eager to partner with HuCaPAN to address the issues confronting the outsourcing sector in Nigeria. He stressed the importance of enhancing institutional capacity, as unfair recruitment practices and worker exploitation often stem from inadequate systems. "The ILO is committed to providing assistance in building the capacity of private employment agencies and national stakeholders. It is crucial to change the narrative surrounding international recruitment". Dr. Olufemi Ogunlowo, the President of HuCaPAN, expressed gratitude to Ms. Vanessa Phala, the Country Director of ILO for Nigeria, Ghana, Liberia, and Sierra Leone, for gracing the association's 12th Annual General Meeting. He acknowledged that the AGM marked a significant milestone for HuCaPAN, as it now operates under a new name and status, the "Employers Association for Private Employment Agencies of Nigeria (EAPEAN)". HuCaPAN's registration as an employer's association by the Nigerian government has elevated its position from a tripartite plus (+) to a fully recognized tripartite within the social partners' structure in the country. Represented by the 1st Vice President, Amb. Chief Nzeribe Okegbue, Ph.D, Ogunlowo expressed appreciation to ILO for their support of the association. He emphasized the significance of the visit, being the first of its kind to the office, and the opportunity it provides to acknowledge and express gratitude for the unwavering support received from ILO since the establishment and registration of HuCaPAN.

During the meeting, the ILO National Project Coordinator, Mr. Austin Erameh, expressed appreciation to the association for the support during the project's implementation and affirmed that the ILO would continue to assist the national government and stakeholders in building institutional capacity. Other dignitaries at the meeting included Mr. Tunji Balogun, the 2nd Vice President of HuCaPAN, Mrs. Perita Kimeng, the Treasurer, Barr. Olawale Shado, the Advocacy and Compliance Advisor, Mr. Jide Afolabi, the Executive Secretary and other Secretariat Staff.

5-Day Training and Awareness Raising Workshop for Private Employment Agencies (PEAs) and Relevant National Stakeholders

The International Labour Organisation (ILO) in collaboration with HuCaPAN organized a 5-Day Training and Awareness Raising Workshop for Private Employment Agencies (PEAs), and Relevant National Stakeholders. The workshop was facilitated within the framework of the FAIRWAY Programme which is supported by the Swiss Agency for Development and Cooperation (SDC). The workshop was designed to engage stakeholders on promoting best practices and fair recruitment in Nigeria, and on the application of the revised Code of Conduct and Fair Recruitment principles. The primary objective of the workshop was to facilitate the dissemination of institutional and long-term knowledge on the implementation of the revised Code of Conduct and the General Principles and Operational Guidelines (GPOGs) at the national level, as well as to promote understanding and adoption of fair recruitment practices across various sectors. The training primarily focused on the capacity building of Private Employment Agencies (PEAs) with regards to fair recruitment practices based on the revised Code of Conduct and the General Principles and Operational Guidelines. Additionally, the workshop provided CMS-NAU and HuCaPAN with valuable feedback on the draft "Framework for the Engagement in International Recruitment of Nigerian Migrant Workers". The workshop was held at Sawalino Hotel, Keffi, Nasarawa State.

New Members

In the month of November, One (1) new member joined HuCaPAN – Win-Toju System Enterprises Limited. As a result, HuCaPAN's membership has increased to 256. The Association is actively following up with other companies that have expressed interest.



Subscription

As of November 30, 2023, only One Hundred and Twenty-Seven (127) member-companies are up to date with their subscription payments. In the near future, only members with up-to-date subscriptions will be eligible for listing in the online register of members. Please contact the Secretariat to confirm your current status. We rely on our members for timely payment of subscriptions. Below is the list of financial members who have paid their subscriptions up to date.

Meetings

- a. Consultative Meeting for the Review of the Draft Bilateral Labour Agreement (BLAs) Templates and Model Contracts of Employment for International Recruitment of Nigerian Migrant Workers, 1-2 November 2023 at Grand Pela Hotel, Abuja. It was organised by the Federal Ministry of Labour and Employment in collaboration with the International Labour Organisation (ILO). The Executive Secretary and Mr. Rex Bamidele Jacob were in attendance.
- b. MNE Workshop organised by the International Labour Organisation (ILO), 7-9 November, 2023 at Rockview Hotel Royale, Wuse, Abuja. The Executive Secretary was in attendance.
- c. National Conference on Public Employment Service on the theme: 'Addressing Labour Market Challenges through Delivery of Innovative Employment Services' held at Johnwood Hotel, Wuse, Abuja. It was organised by the Federal Ministry of Labour and Employment in collaboration with the GIZ, 20-21 November, 2023. The 1st Vice President was in attendance.
- d. Meeting of the Committee of Human Resources and Learning Experts (CHRLE), 22 November, 2023 at FIDSON, Obanikoro, Lagos. It was organised by the Nigeria Employers' Consultative Association (NECA). The Executive Secretary was in attendance.
- e. Launch of the 16 Days of Activism against Gender-Based Violence programme, 25 November, 2023 at Ebony Life Place, VI, Lagos. It was organised by Sterling One Foundation in collaboration with the British Deputy High Commission. The Executive Secretary was in attendance.
- f. Stakeholder RoundTable on AfCFTA and Trade in Services organised by the Center for International Private Enterprise (CIPE) on 28 November, 2023 at Radisson Blu Anchorage Hotel, VI, Lagos. The Executive Secretary was in attendance.

g. NECA Annual Employers' Excellence Awards 2022 with the theme "Against All Odds", 29 November, 2023 at Eko Hotel & Suites, VI, Lagos. It was organised by NECA. The Executive Secretary and other HuCaPAN members were in attendance.

For enquiries, please contact us @

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Financial Member - Companies

S/N	Company Name
1.	Adebola Sobanjo Coy Ltd
2.	AC Splendor Nigeria Ltd
3.	AG DOT K. Limited
4.	Adroit Investment Ltd
5.	Alan & Grant Business Solution (New)
6.	Aniyikaye General Contractor Nig Ltd
7.	APTIS Management Partners Ltd (New)
8.	Area Hazard Control Nig Ltd
9.	Ashaka Security Company Ltd
10.	ASC Nigeria Limited (New)
11.	Atunwa Ventures Nig
12.	Aquarian Consult Limited
13.	Baamoc Integrated Services Ltd
14.	Beckley Consulting Ltd
15.	Bezaleel RW Consulting Ltd
16.	Beatmol Nigeria Ltd
17.	Biosis Nigeria Limited
18.	Bootac Gold Concept Ltd (New)
19.	Caljez Limited (New)
20.	Carrot And Promoters Limited
21.	Carter Multi Services Ltd (New)
22.	Cen Global Services limited (New)
23.	Cherry G Consult Limited
24.	C & I Leasing
25.	Crest Technical Services Ltd
26.	Contact Marketing Services Ltd



S/N	Company Name
27.	Consumer Links Limited
28.	Danlux Charis Int.l Co Ltd (New)
29.	Datil Concept Ltd (New)
30.	Deejao Nigeria Limited (New)
31.	Deep Blue Energy Services Limited
32.	Delog Nigeria
33.	Dexnova Consulting Limited
34.	Eden Solutions Resources
35.	Elohim Remavic Resources Ltd (New)
36.	ES & A Human Capital Ltd
37.	Estymol Oil Services
38.	Euroflow Designs Ltd
39.	Fort Knox Resourcing & Outsourcing Ltd
40.	Foyaf Investment Company Ltd
41.	Georgid Consulting Limited (New)
42.	Gladtrico International Limited (New)
43.	Gladwyn Investment Company Ltd
44.	Grace Vision Global Services (New)
45.	Habakkuk Megaplus (New)
46.	Halogen Security Ltd
47.	Heliserve Nigeria Ltd
48.	Henriken Consulting Limited (New)
49.	Henzof Nigeria Limited
50.	HR Indexx Limited
51.	HR Interglobal Resource Ltd
52.	HR Leverage Africa Consulting
53.	Hupe Nigeria Limited
54.	HYT Broad Spec Services Ltd
55.	IAC Consulting Ltd
56.	ICL Support Services Limited
57.	ICS Outsourcing Ltd
58.	Integral Development Konsult (New)
59.	Integrated Field Development Consultant (IFDC)
60.	Jiket International Services Ltd
61.	Joe - Han Networking Marketing (New)
62.	Karidav Integrated Services
63.	Kedafoc Nigeria Ltd
64.	Kennedia Consulting Limited
65.	Kerex Nigeria Limited
66.	Kimberly Ryan Ltd
67.	Leadmaster Ventures Limited (New)
68.	Lington & Bernie Consulting Limited
69.	LN Outsourcing Ltd
70.	Oil Gas Nigeria Limited (New)
71.	Omo'vo Nigeria Enterprises Limited
72.	Orfi Management Services Ltd

S/N	Company Name
73.	Piceco Nigeria Limited
74.	Mark Calthers Consulting
75.	Mary Bolajoko Consultancy
76.	MCG Global Logistics Management Nig Ltd (New)
77.	Micura Services Limited
78.	Monikol Nigeria Ltd
79.	Multinational Technologies Limited
80.	Nigsa Energy Services Ltd
81.	Nautilus Nig Engineering & Construction
82.	Nondera Energy Services Limited (New)
83.	Nzealbertech Nig Ltd
84.	Oasis Corporate System Ltd
85.	Panef Intergrated Service Ltd
86.	Pauliza Limited (New)
87.	Phillips Outsourcing Ltd
88.	Protalent Solutions Ltd (New)
89.	Purview Investment Ltd
90.	Rasayela Nigeria Ltd
91.	Red Star Support Services Limited (New)
92.	Renent Limited
93.	Resource Intermediaries Ltd
94.	RGS Worlwide Limited
95.	Rozdon Integrated Systems Limited
96.	Sandy Management Consultants Ltd
97.	Septagus Consulting Nigeria Ltd
98.	Shiben Ventures Nig Ltd
99.	Simaik and Company Limited
100.	S.lloyd Nigeria Limited
101.	Slot Engineering Nig Ltd
102.	Stamtech Services Ltd (New)
103.	Stendra Resources Nigeria Ltd
104.	Stonehill Nigeria Limited
105.	Strategic Outsourcing Ltd
106.	Stresert Services Ltd
107.	Swift Rental Cars Limited
108.	Talent and Skills Africa Consulting Limited
109.	Tasy Yact Nigeria Ltd
110.	Theodom Integrated Investment Ltd
111.	Top-Mot Assets Investment Ltd
112.	Tombeyi Services Nigeria Ltd
113.	Togay Ventures
114.	Trade & Consumer Marketing Services Ltd
115.	Tusen Consulting Limited
116.	Tybitx Services International Ltd (New)
117.	U-Connect Human Resources Ltd
118.	Unag Services Limited



S/N	Company Name
119.	Verity Associates Ltd
120.	Vic Lawrence and Associates Ltd
121.	Vision Job Nig Ltd
122.	Waterside Investment Limited
123.	Whyte Cleon Ltd
124.	Win-Toju System Enterprises Limited
125.	Workmen & Talent Agency Ltd
126.	XL Outsourcing Limited
127.	Zidma Nigeria Limited

Dr Olufemi Ogunlowo
President