



Monthly Report to Members

Dear Distinguished Professionals,

I am delighted to welcome you to the month of April. We would like to thank you for your feedback on previous issues of our Monthly Newsletter. This is allowing us to enhance the content further. As promised, the newsletter has been produced consistently, and the feedback has been positive. We anticipate receiving feedback from you in the future, particularly in areas that require improvement. It is our objective to continue to develop as an association, and the Monthly Newsletter is one of the strategic tools in this direction. As we continue to reposition the Association for greater efficiency and membership services, please take the time to read what we were able to accomplish in February and how we are preparing to meet the future needs of members.

EAPEAN Launch/1st Private Employment Agencies Chief Executives Conference

The Official Launch of the Employers Association for Private Employment Agencies of Nigeria (EAPEAN) and the maiden edition of the Private Employment Agencies Chief Executives Conference held on Thursday, April 18, 2024 at Radisson Hotel, GRA, Ikeja, Lagos. The event brought various stakeholders together to discuss challenges confronting the industry. One of the major highlights of the event was the presentation of the Board of Trustees as the representative of the Honourable Minister presented the registration certificate to the Board. The Association urged the Federal Government to simplify the process of obtaining and renewing recruiters' licences and stamping out quackery in the industry. The EAPEAN President, Dr Olufemi Ogunlowo, during the official launching of the Employers Association for Private Employment Agencies of Nigeria (EAPEAN) formerly Human Capital Providers Association of Nigeria (HuCaPAN) and the First Private Employment Agencies Chief Executives Conference said that simplifying the licensing process would ensure the effectiveness of the association, for proper employee recruitment.

"The Federal Ministry of Labour and Employment is urged to simplify the process of obtaining and renewing recruiters' licences. It is also recommended that the ministry reinstate the joint monitoring exercise requested by our members," he said. Ogunlowo said that quackery must be addressed through a multifaceted approach, and joint monitoring was one strategy that could be effectively used to reduce such incidents. "Our request for joint

monitoring aims to ensure better regulation of the industry and to deter unlicensed operators by making quackery unattractive and practically impossible," he said.

The President urged the Heads of Human Resources of various companies to always work with licensed employment agencies, to make the operation of quacks impossible. "By doing this, we can jointly stamp out quackery in the sector by default," he said. Ogunlowo said the private employment agencies played a crucial role in Nigeria's economy, acting as intermediaries between employers and job seekers, connecting talent with opportunities. He said that by providing recruitment and job placement services, private employment agencies contribute to job creation, economic growth, and overall social development. "The establishment of this association is a testament to the commitment and dedication of our esteemed members. By coming together, we aim to enhance professionalism, foster collaboration, and promote best practices within the private employment industry. "This association will provide a platform for information sharing, networking, and mentorship, ultimately benefiting both employers and job seekers," he said.

In her goodwill message, the Minister of Labour and Employment, Mrs Nkeiruka Onyejeocha, said the ministry would continue to support the organisation to attain greater heights, as long as its members remained committed to the ethos of the profession. Onyejeocha, who was represented by Mr John Nyamali, the Director, of the Employment and Wages Department of the Ministry, said that employers' associations provided different sectoral public goods that were capable of influencing economic outcomes. "Your new status will enable you to deliver such public goods including collective bargaining, business information and training; national and international representation; shaping regulations and standards, and industry coordination. "We expect that you will deliver these services to your members with the utmost sense of commitment and patriotism. "I, therefore, urge you to consolidate on the gains already recorded and widen your horizon by seriously considering registration with the International Organisation for Employers and World Association of Private Employment Agencies. "This will enable you to leverage on their experiences and expertise, with a view to possible adaptation of best practices," she said.

In his goodwill message, the President, the National Industrial Court of Nigeria, Justice Benedict Kanyip, called



on the National Assembly to provide a legislative framework for the practice of outsourcing in Nigeria, considering its critical role.

Giving the keynote address, Mr Ahmed Gobir, Chairman, of the Professional Conduct, and Ethics Committee, called on stakeholders in the employment sector to embrace outsourcing as a strategic tool for driving growth, innovation, and competitiveness in organisations. Gobir urged the government to promote an enabling environment for outsourcing industry growth, by implementing supportive policies, regulatory frameworks, and incentives that encouraged investment, innovation, and job creation. He also called on the government to foster collaboration between public and private sectors, to address infrastructure deficiencies, skills shortages, and regulatory constraints that impacted outsourcing activities. Gobir charged outsourcing providers to continuously innovate and differentiate their offerings to meet evolving client needs and market demands. He also urged them to invest in talent development, technology adoption, and service quality improvements to deliver value-added solutions that would drive client satisfaction and loyalty.

The panel discussion had representatives of the Association, employers' body, labour union and the government. They were carefully selected within the tripartite structure to discuss the Conference theme "Outsourcing in the 21st Century and its Challenges". The panelists provided insight into the theme. The Association appreciates the support of the member companies as well as the participation of the CEOs of the member companies, both physically in different parts of the country and virtually online.

Webinar on Enhancing Organisational Profits through Corporate Governance

EAPEAN organized Webinar on Enhancing Organisational Profits through Corporate Governance on Friday, April 12, 2024. The session was facilitated by a seasoned human resource and organizational development professional, Mr. Johnson Kayode. We encourage members to take advantage of the training programmes and other membership services being offered by the Association.

New Member

One (1) new member – Inner Ring Engineering & Logistics Services Ltd – joined in March. Consequently, HuCaPAN membership has risen to 261. The Association is following up on other companies that have made enquiries.

Subscription

Only Fifty Six (56) member companies are up to date in the subscription as of April 30, 2024. Soon, only up-to-date members in subscriptions would be eligible for listing in the online register of members. Please get in touch with the Secretariat to confirm your status. We will continue to count on members for prompt payment of subscriptions. Please, see below, the list of the up-to-date financial members.

Meeting

- a. Final Review and Validation of LMACE Workplan held 18 April, 2024 virtually. It was organized by NECA in collaboration with ILO. EAPEAN member-companies were in attendance.

For enquiries, please contact us @

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Financial Member - Companies

S/N	Company Name
1.	AC Splendour Nigeria Limited
2.	AG DOT K. Limited
3.	Ashaka Security Company Ltd
4.	Bezaleel Consulting Ltd
5.	Boomtac Gold Concept Ltd
6.	Cartel Multi Services Ltd
7.	Deeajao Nigeria Limited
8.	Delog Nig Ltd
9.	Divine Caga Competence Nigeria Ltd
10.	Eden Solutions Resources Ltd
11.	ES & A Human Capital Limited
12.	Estymol Oil Services Ltd
13.	Fort Knox Resourcing & Outsourcing Ltd
14.	Grace Vision Global Services Ltd
15.	Heliserve Company Limited
16.	HYT Broad Spec Services
17.	HR Indexx Limited
18.	ICL Support Services Limited
19.	Inner Ring Engineering & Logistics Services Ltd
20.	Israel Ogoni and Sons Nigeria Limited
21.	Jiket International Services Ltd
22.	Joe - Han Networking Marketing
23.	Karidav Integrated Services
24.	Kenedia Consulting Ltd
25.	Kerex Nigeria Limited
26.	Kimberly Ryan Limited
27.	Kleenwell Services Limited
28.	Leadmaster Ventures Limited
29.	LN Outsourcing Ltd
30.	Monikol Nigeria Ltd
31.	Mark Calthers Consulting limited
32.	Micura Service Ltd
33.	Nigeria Cleaning Service
34.	Nzealbertech Nig Ltd
35.	Oasis Corporate System Limited
36.	Palm & Palm Company Limited
37.	Panef Integrated Service Ltd
38.	Piceco Nigeria Limited
39.	Purview Investment Ltd
40.	Qualiserve Technologies Limited

41.	Resource Intermediaries Ltd
42.	Renent Limited
43.	Rozdon Intergrated System Ltd
44.	Strategic Outsourcing Ltd
45.	Stonehill Nig Ltd
46.	Stresert Services Limited
47.	Sandy Management Consultants
48.	Tacy Yact Limited
49.	Trade & Consumer Marketing Services Ltd
50.	Tusen Consulting Limited
51.	Tybitx Services International Ltd
52.	Verity Associates
53.	Vic Lawrence & Associates Limited
54.	Vision Job 24/7 Nig Ltd
55.	XL Outsourcing Limited
56.	4PM Consulting Nigeria Limited

Dr Olufemi Ogunlowo
President