HUMAN CAPITAL PROVIDERS ASSOCIATION OF NIGERIA

Monthly Newsletter October 2023 • Issue Number 24

Monthly Report to Members

Dear Distinguished Professionals,

It is my pleasure to welcome you to October, the beginning of the last quarter of the year. 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 October and our preparation to meet members' future needs as we keep repositioning the Association for greater efficiency and membership services.

12th Annual General Meeting

The Human Capital Providers Association of Nigeria, HuCaPAN, on Thursday, October 12, 2023 held her 12th Annual General Meeting at LCCI Conference & Exhibition Centre, Alausa, Lagos. In his address, the President said that HuCaPAN's membership has grown from One Hundred and Ninety-Three (193) at the 10th Annual General Meeting in 2021 to Two Hundred and Forty Four (244), with the addition of Fifty One (51) new members. He informed members that HuCaPAN application to be registered as an Employers' Association under the Trade Unions Act has been approved by the government. He stressed that the name has changed from the Human Capital Providers Association of Nigeria (HuCaPAN) to the Employers' Association for Private Employment Agencies of Nigeria (EAPEAN). He noted that the new status brings with it numerous benefits and responsibilities. He also reported that HuCaPAN is collaborating with the Federal Ministry of Labour and Employment to organize Information Sessions with Undocumented Private Employment Agencies in Nigeria. The purpose of this session is to educate and encourage unlicensed private employment agencies to register and obtain their recruiter's license. By doing so, we aim to eradicate the activities of syndicates and unqualified individuals in the industry, and further strengthen HuCaPAN's membership. He added that HuCaPAN has been publishing and disseminating the Monthly Newsletter. The objective is to keep members informed of the progress within the industry and the association. He stated further that HuCaPAN has developed and circulated the revised Membership Services and Benefits. The President reiterated the importance of settling any outstanding subscription payments stressing that financial support is mandatory and serves as a tangible way to demonstrate support and fortify the Association in achieving its objectives. He urged members to actively participate in the Association's programs noting that the meetings are crucial as they provide an exceptional platform for sharing experiences and promoting best practices within our industry. He said that the ongoing engagement and collaboration with the government and social partners have yielded positive results that are evident to all. Let us continue to deepen this collaboration to further strengthen our industry. He said the 12th Annual General Meeting marked the final gathering under the auspices of the Human Capital Providers Association of Nigeria (HuCaPAN) as the next Annual General Meeting will be organized under the new status as the overarching body representing employers in the sector. He appealed to members to provide the Executive Committee with greater support. In attendance were the Permanent Secretary Federal Ministry of Labour and Employment, Mrs. Julianah Adebambo who was represented by a Director in the Department of Employment and Wages and Zonal Director (South-South), Mr. Joseph Akpan, the Director of the International Labour Organisation Country Office for Nigeria, Ghana, Liberia and Sierra Leone and Liaison Office ECOWAS, Ms. Vanessa Lerato Phala, Director-General of the Nigeria Employers' Consultative Association (NECA) Adewale Oyerinde, who was represented by Director (Legal, Regulatory and Taxation), Mr. Thompson Akpabio among others. The stakeholders urged HuCaPAN to remain committed to its aims and objectives while reiterating their support to the association and decent work in Nigeria.

HuCaPAN Gets New Executives

Dr. Olufemi Ogunlowo has been reelected as President of the Human Capital Providers Association of Nigeria, HuCaPAN. He was reelected during the Association's 12th Annual General Meeting held in Lagos on Thursday, October 12, 2023. Also elected were Ambassador Chief Nzeribe Okegbue, PhD., 1st Vice President, Otunba Tunji Balogun, 2nd Vice President and Mr. Tunde Johnson, Esq., 3rd Vice President. Others are Mrs. Perita Kimeng, Treasurer and Mr. Ofe Philip Orighomisan, Publicity Secretary, while Jide Afolabi remains Executive Secretary. The President in his acceptance speech said that his administration would continue to improve membership services and benefits and continue to work with various stakeholders to ensure fair recruitment and decent work for all Nigerians.

Stakeholders Engagement on the Development of Framework for International Recruitment of Migrant Workers in Nigeria

The Human Capital Providers Association of Nigeria organized a One-Day Stakeholders' Engagement on the Development of a Framework for International Recruitment of Migrant Workers in Nigeria on Wednesday, September 27, 2023, at Valencia Hotel, Abuja. The meeting was organized as a follow-up to the previous meeting held in May 2023 with the support of the International Labour Organization. The objective of this meeting was to seek the input of labor migration stakeholders on the contents of the preliminary draft Framework for International Recruitment of Migrant Workers in Nigeria and to foster the exchange of ideas on enhancing the involvement of international recruiters in labor migration and recruitment practices in Nigeria. The International Labour Organisation (ILO) is currently supporting HuCaPAN to develop a Framework for the International Recruitment of Migrant Workers in Nigeria. HuCaPAN is working with the Centre for Migration Studies – Nnamdi Azikiwe University (CMS-NAU) to develop the framework.

9th National Annual Workshop for Private Employment Agencies

HuCaPAN in collaboration with the Federal Ministry of Labour and Employment organised the 9th National Annual Workshop for Private Employment Agencies (PEAs) with the theme "Harnessing the Benefits of Outsourcing Through Compliance with Labour Administration Laws". The workshop was held in Lagos on 11-12 October, 2023 at Lagos Chamber of Commerce and Exhibition Centre, No 10 Nurudeen Olowopopo Drive, Alausa, Ikeja, Lagos State and Port-Harcourt on 24-25 October 2023 at L.A King Hotels, 31, Ken Saro Wiwa Road (Old Stadium Road), Port Harcourt, Rivers State. There was significant improvement in the participation of members and non-members including some principal companies. Member-companies that have enquiries about the workshop should reach out to the Secretariat.

New Office

In the month of October, Twelve (12) new members joined HuCaPAN – APTIS Management Partners Ltd, Boomtac Gold Concept Ltd, Danlux Charis Int.l Co Ltd, Georgid Consulting Limited, Gladtrico International Limited, Integral Development Konsult, Oil Gas Nigeria Ltd, Protalent Solutions Ltd, Nondera Energy Services Limited, Simaik and Company Limited, Win-Toju System Enterprises Limited and Stamtech Services Ltd. 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 October 31, 2023, only One Hundred and Twenty-Five (125) 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. 5-Day Training and Awareness Raising Workshop for Private Employment Agencies (PEAs), and Relevant National Stakeholders, 16th-20th October 2023 at Sawalino Hotel, Keffi, Nasarawa State. It was organized by the International Labour Organisation in collaboration with HuCaPAN. HuCaPAN member-companies, Executives and the ES were in attendance.

b. The Meeting of The Technical Working Committee (TWC) On Labour Migration Governance And Management In Nigeria: Focusing On Safe Safe, Orderly and Regular Migration in the ECOWAS Sub-Region,the African Continent and Germany held at Abuja Continental Hotel (Formerly Sheraton Hotel), Abuja, 18-19 November, 2023. It was organized by the GIZ in collaboration with the Federal Ministry of Labour and Employment. Mr. Rex Bamidele Jacob was in attendance.

c. National Employment Policies: From Implementation to Social Justice in a Poly-Crisis World. E-Course of the International Training Centre of the International Labour Organisation (ITC-ILO). 15 September – 27 October 2023. The Executive Secretary attended.

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.	Bootac Gold Concept Ltd (New)
18.	Caljez Limited (New)
19.	Carrot And Promoters Limited
20.	Carter Multi Services Ltd (New)
21.	Cen Global Services limited (New)
22.	Cherry G Consult Limited
23.	C & I Leasing
24.	Crest Technical Services Ltd
25.	Contact Marketing Services Ltd
26.	Consumer Links Limited
27.	Danlux Charis Int.l Co Ltd (New)
28.	Datil Concept Ltd (New)
29.	Deeajao Nigeria Limited (New)
30.	Deep Blue Energy Services Limited
31.	Delog Nigeria
32.	Dexnova Consulting Limited
33.	Eden Solutions Resources
34.	Elohim Remavic Resources Ltd (New)
35.	ES & A Human Capital Ltd
36.	Estymol Oil Services
37.	Euroflow Designs Ltd
38.	Fort Knox Resourcing & Outsourcing Ltd
39.	Foyaf Investment Company Ltd
40.	Georgid Consulting Limited (New)
41.	Gladtrico International Limited (New)
42.	Gladwyn Investment Company Ltd
43.	Grace Vision Global Services (New)
44.	Habakkuk Megaplus (New)
45.	Halogen Security Ltd
46.	Heliserve Nigeria Ltd

S/N	Company Name
47.	Henriken Consulting Limited (New)
48.	Henzof Nigeria Limited
49.	HR Indexx Limited
50.	HR Interglobal Resource Ltd
51.	HR Leverage Africa Consulting
52.	Hupe Nigeria Limited
53.	HYT Broad Spec Services Ltd
54.	IAC Consulting Ltd
55.	ICL Support Services Limited
56.	ICS Outsourcing Ltd
57.	Integral Development Konsult (New)
58.	Integrated Field Development Consultant (IFDC)
59.	Jiket International Services Ltd
60.	Joe - Han Networking Marketing (New)
61.	Karidav Integrated Services
62.	Kedafoc Nigeria Ltd
63.	Kennedia Consulting Limited
64.	Kerex Nigeria Limited
65.	Kimberly Ryan Ltd
66.	Leadmaster Ventures Limited (New)
67.	LN Outsourcing Ltd
68.	Oil Gas Nigeria Limited (New)
69.	Omo'vo Nigeria Enterprises Limited
70.	Orfi Management Services Ltd
71.	Piceco Nigeria Limited
72.	Mark Calthers Consulting
73.	Mary Bolajoko Consultancy
74.	MCG Global Logistics Management Nig Ltd (New)
75.	Micura Services Limited
76.	Monikol Nigeria Ltd
77.	Multinational Technologies Limited
78.	Nigsa Energy Services Ltd
79.	Nautilus Nig Engineering & Construction
80.	Nondera Energy Services Limited (New)
81.	Nzealbertech Nig Ltd
82.	Oasis Corporate System Ltd
83.	Panef Intergrated Service Ltd
84.	Pauliza Limited (New)
85.	Phillips Outsourcing Ltd
86.	Protalent Solutions Ltd (New)
87.	Purview Investment Ltd
88.	Rasayela Nigeria Ltd
89.	Red Star Support Services Limited (New)
90.	Renent Limited
91.	Resource Intermediaries Ltd
92.	RGS Worlwide Limited

S/N	Company Name
93.	Rozdon Integrated Systems Limited
94.	Sandy Management Consultants Ltd
95.	Septagus Consulting Nigeria Ltd
96.	Shiben Ventures Nig Ltd
97.	Simaik and Company Limited
98.	S.lloyd Nigeria Limited
99.	Slot Engineering Nig Ltd
100.	Stamtech Services Ltd (New)
101.	Stendra Resources Nigeria Ltd
102.	Stonehill Nigeria Limited
103.	Strategic Outsourcing Ltd
104.	Stresert Services Ltd
105.	Swift Rental Cars Limited
106.	Talent and Skills Africa Consulting Limited
107.	Tasy Yact Nigeria Ltd
108.	Theodom Integrated Investment Ltd
109.	Top-Mot Assets Investment Ltd
110.	Tombeyi Services Nigeria Ltd
111.	Togay Ventures
112.	Trade & Consumer Marketing Services Ltd
113.	Tusen Consulting Limited
114.	Tybitx Services International Ltd (New)
115.	U-Connect Human Resources Ltd
116.	Unag Services Limited
117.	Verity Associates Ltd
118.	Vic Lawrence and Associates Ltd
119.	Vision Job Nig Ltd
120.	Waterside Investment Limited
121.	Whyte Cleon Ltd
122.	Win-Toju System Enterprises Limited
123.	Workmen & Talent Agency Ltd
124.	XL Outsourcing Limited
125.	Zidma Nigeria Limited

Dr Olufemi Ogunlowo
President