EMPLOYERS' ASSOCIATION FOR PRIVATE EMPLOYMENT AGENCIES OF NIGERIA

Monthly Newsletter March 2025 • Issue Number 41

Monthly Report to Members

Dear Distinguished Professionals,

Warmest welcome to the new month! We are grateful for your feedback on our Monthly Newsletters, which has helped us refine our content. We are thrilled with the positive response and look forward to your continued input. Our mission is to grow and develop as an association, and our Newsletter plays a key role. Let's review our March accomplishments and exciting future plans. Thank you for your ongoing support!

ILO, IRARA Visits EAPEAN to Strengthen Partnership

The International Labour Organization (ILO) and the International Returns and Reintegration Assistance (IRARA) recently visited the Employers Association for Private Employment Agencies of Nigeria (EAPEAN) Secretariat in Lagos to strengthen their partnership and commitment to promoting decent work, fair recruitment, and labor migration in Nigeria.

Key Outcomes:

- Partnership Strengthening: The ILO and EAPEAN reviewed ongoing collaboration, focusing on capacity building and advocacy for private employment agencies in Nigeria.
- Reintegration Support: IRARA and EAPEAN formalized their partnership through the "Assisting the Reintegration of Returnees through Integrated Vocational and Entrepreneurship Support" (ARRIVES) project, providing internship and job placement opportunities for returnees.
- Mutual Goals: Both organizations aim to promote ethical labor migration, decent work, and fair recruitment practices in Nigeria.
- This partnership underscores the organizations' commitment to improving labor practices and supporting vulnerable populations in Nigeria.

Appointments

The Employers Association for Private Employment Agencies of Nigeria (EAPEAN) extends warm congratulations to the newly appointed officials in the Federal Ministry of Labour and Employment:

- Dr. Salihu A. Usman, Permanent Secretary
- Mr. Joseph Jonah Akpan, Director, Employment and Wages Department
- Mr. Amos Falonipe, Director, Trade Union Services and Industrial Relations
- Mr. Olebe Ishola Alex, Registrar of Trade Unions

We commend their recognition, built on their impressive track records and outstanding contributions to Nigeria's public service. EAPEAN looks forward to collaborating with them to further strengthen our partnership.

Memo

Our Ref: EAP-ES/AM/02/2025

March 6, 2025

TO: All Member Companies

Dear Esteemed Members,

IMPLEMENTATION OF GUIDELINE ON LABOUR ADMINISTRATION OF THIRD-PARTY EMPLOYEES

We are pleased to notify you that a meeting has been scheduled with the Association of Food, Beverage & Tobacco Employers to discuss the implementation of the Guideline on Labour Administration of Third-Party Employees in the Food, Beverage, and Tobacco sector. The meeting will hold on Friday, 14 March, 2025.

In preparation for this meeting, we invite member companies in the sector to submit position papers on the implementation of the Guideline and other issues affecting members in the sector. Your input is crucial in shaping the discussions and outcomes of the meeting.

To participate, kindly send your position papers and indicate your interest in being part of the EAPEAN team to - jafolabi@eapean.org (copy to info@eapean.org). Deadline for submission is Tuesday, March 11, 2025.

For further inquiries or clarifications, please do not hesitate to contact us: 08032520081 or 07039771750

Thank you for your prompt attention to this matter. We look forward to receiving your position papers and to a productive meeting.

Yours faithfully,



Olajide Afolabi
Executive Secretary

Our Ref: EAP-ES/AM/03/2025

March 6, 2025

TO: All Member Companies

Dear Esteemed Members,

JOB PLACEMENT OPPORTUNITY FOR RETURNEE UNDER ARRIVES PROJECT

As you may recall, EAPEAN signed a partnership agreement with the International Returns and Reintegration Assistance (IRARA) under the "Assisting the Reintegration of Returnees through Integrated Vocational and Entrepreneurship Support (ARRIVES) project. One of our key responsibilities under this agreement is to provide internship and job placement opportunities for returnees.

We currently have a returnee whose CV is attached for your review. We are seeking a job placement opportunity for this individual. As part of the ARRIVES project, any member organization that absorbs this returnee will be entitled to a salary subsidy on the returnee, subject to applicable Terms and Conditions.

This opportunity is available on a first-come, first-served basis. If you are interested or require further information, please do not hesitate to contact us at: 08032520081 or 07039771750

info@eapean.org, jafolabi@eapean.org

Thank you for your cooperation and support in this initiative.

Best regards,

Olajide Afolabi
Executive Secretary, EAPEAN

Our Ref: EAP-ES/AM/04/2025

March 12, 2025

TO: All Member Companies

Dear Esteemed Members,

UPDATE ON REQUIREMENTS FOR RECRUITERS LICENCE

As part of our ongoing efforts to ensure compliance with regulatory requirements, we have been informed by the Federal Ministry of Labour and Employment of two significant updates to the requirements for obtaining a Recruiter's Licence.

Effective **June 1, 2025**, the following additional requirements will apply:

1. **Tax Clearance Certificate:** A valid Tax Clearance Certificate will be required as an additional document for processing of applications for the Recruiter's Licence.
2. **Original Employee Handbook:** Only the original copy of the Employee Handbook will be acceptable for processing of applications for the Recruiters Licence. Photocopies will no longer be accepted.

These updates are mandatory, and all members are required to comply with the directive of the Federal Ministry of Labour and Employment. We urge you to take note of these changes and ensure that you are prepared to meet the new requirements.

If you have any questions or concerns, please do not hesitate to reach out to us. We are committed to supporting our members in navigating these regulatory requirements.

Best regards,

Olajide Afolabi
Executive Secretary, EAPEAN

Our Ref: EAP-ES/AM/05/2025

March 24, 2025

TO: All Member Companies

Dear Esteemed Members,

ENGAGEMENT WITH STAKEHOLDERS ON IMPLEMENTATION OF GUIDELINE ON LABOUR ADMINISTRATION OF THIRD-PARTY EMPLOYEES IN THE FOOD, BEVERAGE, AND TOBACCO INDUSTRY

We are pleased to inform you that EAPEAN is currently engaging with the Association of Food, Beverage and Tobacco Employers (AFBTE); Food, Beverage and Tobacco Senior Staff (FOBTOB), and National Union of Food, Beverage and Tobacco Employees (NUFBTE) to discuss the implementation of the Guideline on Labour Administration of Third-Party Employees in the Food, Beverage, and Tobacco Industry approved and Gazetted by the Federal Government in 2023.

A committee has been established among these stakeholders to address key issues, including:

1. **Procedural Agreement:** The committee aims to establish a Procedural Agreement that will guide the relationship between the Unions and Employer bodies. This will determine the structure, scope, and content of future collective bargaining.
2. **Definition of Core Jobs:** The committee is tasked with defining all core jobs in the industry by November 30, 2026.

In the meantime, please note that we shall inform our members to brief their staff in manufacturing of food, beverages and tobacco that they are deemed to belong to NUFBTE and FOBTOB under industrial unions law, therefore deduction and remittance of check-off dues to relevant workers' unions will take effect in April 2025.

Important Note: Workers reserve the right to withdraw their membership and to opt out of the check-off dues deduction by officially writing to their various Unions and copy their employers (member-companies), expressing their intention to do so.

We will keep you updated on the progress of these discussions and provide more information as it becomes available. If you have any questions or require clarification, please do not hesitate to reach out to the Secretariat.

Best regards,

Olajide Afolabi
Executive Secretary, EAPEAN

New Members

Two (2) new members – Patfam Investment Limited and Fairtex Nigeria Limited – joined in March. Consequently, EAPEAN membership has risen to 285. The Association is following up on other companies that have made enquiries.

Subscription

Sixty-Two (62) member companies are up to date on subscriptions as of March 31 2025. Soon, only up-to-date members with subscriptions will 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 up-to-date financial members.

Meeting

a. Technical Meeting of the Social Partner Advisory Committee (SPAC) to identify new projects from the revised National Policy on Labour Migration and its Action Plan for Implementation held on 26 March 2025 at Grand Pela Hotel & Suites, Abuja. The Executive Secretary, VP 3 and Mr. Isaac Omole were in attendance.
b. Quarterly Meeting of the Technical Working Committee (TWC) on LAbour Migration Governance and Management in Nigeria held on 27 March 2025 at Grand Pela Hotel & Suites, Abuja. The Executive Secretary, VP 3 and Mr. Isaac Omole were in attendance.

Knowledge Sharing Session on "Labour and Factory Inspection: What Employers Need to Know" held on 20 February 2025 virtually. It was organized by NECA. The Executive Secretary and other members were in attendance

For enquiries, please contact us @

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E-Mail: info@eapean.org, jafolabi@eapean.org

Financial Member - Companies

S/N	Company Name
1.	4pm Consulting Nigeria Limited
2.	Adroit Investment Ltd
3.	Aniyikaiye General Contractor Ltd
4.	Atorj Technology Limited
5.	APTIS Management Partners Ltd
6.	BAAMOC Integrated Services Limited
7.	Catilas Resources Limited
8.	Deeajao Nigeria Limited
9.	Damascus & Sons Nigeria Limited
10.	EOON Global Limited
11.	Eden Solution Limited
12.	Estymol Oil Services
13.	Fairtex Nigeria Limited
14.	Gladwyn Investment Company Ltd
15.	Grace Vision Global Services Ltd
16.	Great Felvino Services
17.	Gopsal Global Limited
18.	Heliserve Company Limited
19.	HYT Broad Spec Services Limited
20.	HR Index Limited
21.	IPAS Nigeria Limited
22.	Integrated Corporate Services (ICS)
23.	Joe-Han Network Marketing Limited
24.	Karidav Integrated Services Ltd
25.	Kerex Nigeria Limited
26.	Kimberly Ryan Limited
27.	Kleenwell Services Limited
28.	Lington and Bernie Consulting Ltd
29.	LN Outsourcing Ltd
30.	Lanbo Concepts Services Limited
31.	Linkup Human Capital Limited
32.	Mark Calthers Consulting Limited
33.	Micura Services Ltd
34.	Monikol Nigeria Limited
35.	Nigeria Cleaning Service Limited
36.	NIGSA Energy Services Limited
37.	Nzealbertech Nig Ltd
38.	Oasis Corporate Systems Limited
39.	Panef Integrated Services Limited
40.	Patfam Investment Ltd
41.	Pekdees Concepts Limited
42.	Phillips Outsourcing Limited

Financial Member - Companies

S/N	Company Name
43.	Purview Investment Company Limited
44.	Rasayela Nigeria Limited
45.	Resource Intermediaries Ltd
46.	Rozdon Integrated Systems Ltd
47.	Renent Limited
48.	Strategic Outsourcing Ltd
49.	Stresert Services Limited
50.	Standard Testing and Inspection Services Ltd
51.	Sandy Management Consultants Ltd
52.	Slot Engineering Nigeria Limited
53.	Shiben Ventures Nigeria Limited
54.	Top-Mot Assets Investment Limited
55.	Tombeyi Services Nigeria Limited
56.	Trade And Consumer Marketing Services Limited
57.	U-Connect Human Resources Limited
58.	Vic Lawrence & Associates Ltd
59.	Workmen and Talent Agency Limited
60.	Whytecleon Limited
61.	XL Outsourcing Limited
62.	XYZ Ltd

Dr Olufemi Ogunlowo, FCIPM
President