EMPLOYERS' ASSOCIATION FOR PRIVATE EMPLOYMENT AGENCIES OF NIGERIA

Monthly Newsletter April 2025 • Issue Number 42

Monthly Report to Members

Dear Distinguished Professionals,

We are excited to step into a new month with you and deeply appreciate the thoughtful feedback you have shared on our Monthly Newsletters. Your insights have helped us enhance our content, and we are thrilled by the positive response so far. As we continue to grow and evolve as an association, this Newsletter remains a vital tool for keeping us all connected and informed. Let us take a moment to reflect on our achievements and look ahead to the exciting plans on the horizon.

Thank you for your continued support and engagement!

ILO Visit

The International Labour Organization (ILO) paid a working visit to the Secretariat of the Employers Association for Private Employment Agencies of Nigeria (EAPEAN) in Lagos. The visit was aimed at reaffirming the ILO's commitment to promoting decent work, fair recruitment, and ethical labour migration practices in Nigeria. During the visit, both parties reviewed the progress of the ILO's recent support to EAPEAN and discussed priority areas requiring further collaboration, particularly in capacity building and advocacy for private employment agencies (PEAs). EAPEAN emphasized the importance of the partnership, stating that the ILO's support is critical to enhancing fair recruitment and promoting decent work in the country. ILO reiterated its readiness to continue supporting institutional strengthening in line with ethical labour migration standards. The ILO will consider support for stakeholder awareness on ILO Convention 181, the application of the Code of Conduct for PEAs, validation of the revised Framework for International Recruitment of Migrant Workers in Nigeria, and the development of sensitization tools. This visit further consolidates the longstanding partnership between ILO and EAPEAN, highlighting our shared goal of improving labour practices in Nigeria's private employment sector.

Update on Implementation of the Guideline on Labour Administration of Third-Party Employees in the Food, Beverage and Tobacco Industry

The Committee on the Implementation of the Guidelines has held three meetings to date—on March 14, April 4, and April 14, 2025. In line with its mandate to operationalize the Guidelines, a Sub-Committee comprising three representatives each from AFBTE, EAPEAN, FOBTOB, and NUFBTE was inaugurated.

The Sub-Committee held its inaugural meeting on April 14, 2025. The Sub-Committee considered its Terms of Reference

Key Discussions and Decisions:

a. Check-off Dues

- Deduction of check-off dues is scheduled to begin in April 2025.
- NUFBTE confirmed its dues at 2% of gross salary (Basic, Housing and Transport. FOBTOB is to confirm its rate at the next meeting.
- The unions committed to sensitizing members about union benefits.

b. Procedural Agreements

- EAPEAN drafted a Procedural Agreement between EAPEAN and NUFBTE, which is currently under review.
- A separate draft agreement between EAPEAN and FOBTOB has also been prepared and will be reviewed after the NUFBTE document is finalized.

c. EAPEAN Membership

- For efficient implementation of the Guidelines, the Committee agreed that AFBTE should direct its member companies to ensure that all Private Employment Agencies (PEAs) working with them have valid licence from the Federal Ministry of Labour and Employment and register with EAPEAN.

d. Industrial Relations

- All parties reaffirmed their commitment to safeguarding workers' rights, protecting business interests, and promoting harmonious industrial relations.

The Sub-Committee continues to make steady progress toward the full implementation of the Guidelines and will reconvene for further deliberations and review of draft documents.

Memo

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

April 28, 2025

TO: All Member Companies

Dear Esteemed Members,

INVITATION TO PARTICIPATE IN NECA MSME FAIR (6TH MAY 2025) & 5TH NECA JOB & EMPLOYABILITY FAIR (15TH MAY 2025)

The Employers Association for Private Employment Agencies of Nigeria (EAPEAN) is pleased to inform you that we are officially partnering with the Nigeria Employers' Consultative Association (NECA) for two major upcoming events aimed at fostering enterprise growth, business networking, and workforce development in Nigeria.

1. **NECA MSME Fair 2025**
   Theme: "Galvanizing MSMEs for Economic Growth and Stability"
   Date: Tuesday, 6th May 2025
   Venue: NECA House, Alausa, Ikeja, Lagos
   Time: 9:00 a.m.

   This fair will provide a unique platform for MSMEs to showcase products/services, engage with regulatory bodies, explore access to finance and digital tools, and build partnerships that drive growth.

2. **5th Annual NECA Job & Employability Fair**
   Theme: "Future Ready – Harnessing Digital Skills for Career Success and Employability"
   Date: Thursday, 15th May 2025
   Venue: NECA House, Alausa, Ikeja, Lagos
   Time: 9:00 a.m.

   This employability fair is designed to connect employers with a pool of digitally skilled job seekers and enhance brand positioning as an employer of choice. It also provides opportunities for networking and strategic collaboration with industry stakeholders. EAPEAN encourages all member-companies to register and participate actively in both events.

   These platforms present valuable opportunities for visibility, talent acquisition, business expansion, and long-term collaborations. Participation/attendance is FREE!

Register: https://bit.ly/NECAMSMEs2025.

For additional details, kindly contact the EAPEAN Secretariat via:

Email: info@eapean.org / jafolabi@eapean.org

Call: 08032520081, 07039771750

We look forward to your enthusiastic participation as we contribute collectively to promoting entrepreneurship and employment in Nigeria.

Warm regards



Olajide Afolabi
Executive Secretary

New Members

One (1) new member – Tribest Corporate Support Limited – joined in April. Consequently, EAPEAN membership has risen to 286. The Association is following up on other companies that have made enquiries.

Subscription

Seventy-Four (74) member companies are up to date on subscriptions as of 30 April 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. Lagos State Labour Market Information System Public Private Dialogue Session held on 10 April 2025 at GIZ Skye Office, VI Lagos. It was organized by the Lagos State Employment Trust Fund in collaboration with GIZ. The Executive Secretary was in attendance.
b. Sensitisation on the New Expatriate Administration and other Reforms held on 11 April 2025 at NECA House, Lagos. It was organized by OPSN and the Federal Ministry of Interior. The Executive Secretary and other members were in attendance.

c. Knowledge Sharing Session on "Tackling the Menace of Employment Fraud in the Public and Private Sectors: The Issues, The Challenges and a Collaborative Wayout" held on 16 April 2025 virtually. It was organized by NECA. The Executive Secretary and other members were in attendance.
d. After Action Review and Learning Workshop within the framework of "Improving Labour Migration Governance and Ethical Recruitment Practices in Cote D'ivoire, Ghana and Nigeria" Project held at Sama Hotels, Dakar, Senegal 15 – 16 April 2025. It was organized by IOM. The Executive Secretary was in attendance.
e. National Workshop for the Review and Validation of the Guidelines for the Recruitment of Domestic Workers, Policy Brief on the Landscape of Fraudulent Job Offers and Information Brochure for private Employment Agencies held at Alvari Hotel, GRA Keffi, Nasarawa State. It was organised by the FMLE & IOM. The Executive Secretary, VP 3 and Mr. Isaac Omole were in attendance.

For enquiries, please contact us @

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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.	ASC Nigeria Limited
7.	Ashaka Security Company Ltd
8.	BAAMOC Integrated Services Limited
9.	Bowen Consulting Ltd
10.	Beckley Consulting Ltd
11.	Catilas Resources Limited
12.	Deeajao Nigeria Limited
13.	Damascus & Sons Nigeria Limited
14.	Danlux-Charis Int' Ltd
15.	EOON Global Limited
16.	Eden Solution Limited
17.	Estymol Oil Services
18.	Fairtex Nigeria Limited
19.	Gladwyn Investment Company Ltd
20.	Grace Vision Global Services Ltd
21.	Great Felvino Services
22.	Gopsal Global Limited
23.	Heliserve Company Limited
24.	HYT Broad Spec Services Limited
25.	HR Index Limited
26.	IPAS Nigeria Limited
27.	ICL Support Services Limited
28.	Integrated Corporate Services (ICS) Limited
29.	Joe-Han Network Marketing Limited
30.	Karidav Integrated Services Ltd
31.	Kerex Nigeria Limited
32.	Kimberly Ryan Limited
33.	Kleenwell Services Limited
34.	Kennedia Consulting Ltd
35.	Lington and Bernie Consulting Ltd
36.	LN Outsourcing Ltd
37.	Lanbo Concepts Services Limited
38.	Linkup Human Capital Limited
39.	Mark Calthers Consulting Limited
40.	Mary Bolajoko Consultancy Services Limited
41.	Micura Services Ltd
42.	Monikol Nigeria Limited

Financial Member - Companies

S/N	Company Name
43.	Nigeria Cleaning Service Limited
44.	NIGSA Energy Services Limited
45.	Nzealbertech Nig Ltd
46.	Oasis Corporate Systems Limited
47.	Orfi Management Services Nigeria Ltd
48.	Panef Integrated Services Limited
49.	Patfam Investment Ltd
50.	Pekdees Concepts Limited
51.	Phillips Outsourcing Limited
52.	Purview Investment Company Limited
53.	Rasayela Nigeria Limited
54.	Resource Intermediaries Ltd
55.	Rozdon Integrated Systems Ltd
56.	Renent Limited
57.	RGS Worldwide Limited
58.	Strategic Outsourcing Ltd
59.	Stresert Services Limited
60.	Standard Testing and Inspection Services Ltd
61.	Sandy Management Consultants Ltd
62.	Slot Engineering Nigeria Limited
63.	Shiben Ventures Nigeria Limited
64.	Top-Mot Assets Investment Limited
65.	Tombeyi Services Nigeria Limited
66.	Trade and Consumer Marketing Services Limited
67.	Tribest Corporate Support Limited
68.	U-Connect Human Resources Limited
69.	Vic Lawrence & Associates Ltd
70.	Workmen and Talent Agency Limited
71.	Whytecleon Limited
72.	XL Outsourcing Limited
73.	ABC Ltd
74.	XYZ Ltd

Dr Olufemi Ogunlowo, FCIPM
President