EMPLOYERS' ASSOCIATION FOR PRIVATE EMPLOYMENT AGENCIES OF NIGERIA

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Monthly Report to Members

Dear Distinguished Professionals,

I am delighted to welcome you to the month of October. As we continue striving for excellence, I wish to express my sincere appreciation for your thoughtful feedback on our previous editions of the Monthly Newsletter. Your insights have been invaluable in helping us refine and elevate the quality of our content. As promised, we have maintained a consistent publication schedule, and the response from our readers has been overwhelmingly positive. We look forward to receiving your continued feedback - especially in areas where we can further improve. Your engagement strengthens our resolve to grow and evolve as an Association. Our Monthly Newsletter remains a vital strategic tool in achieving this mission. As we work diligently to reposition our Association for greater efficiency and enhanced membership services, I invite you to take a moment to reflect on our achievements so far and explore our exciting plans for the months ahead. Thank you for your steadfast support and active participation.

EAPEAN Holds 14th Annual General Meeting, Elects New Leaders

The Employers Association for Private Employment Agencies of Nigeria (EAPEAN) successfully held its 14th Annual General Meeting (AGM) on Wednesday, 8 October 2025, in Lagos, during which new members of the National Executive Council (NEC) were elected to steer the Association for the next term.

In his acceptance remarks, the newly elected President/Chairman of Council, **Amb. Chief Nzeribe Okegbue, PhD**, pledged to strengthen policy engagement, drive industry-wide compliance, and deepen public advocacy to ensure employers uphold workers' rights and promote decent workplace conditions. He emphasized that the Association will continue to champion fair recruitment, ethical standards, and improved employment services across Nigeria.

Delivering his valedictory address, the immediate past President, **Dr. Olufemi Ogunlowo, FCIPM**, reflected on the challenging business environment marked by high inflation, inadequate infrastructure, and restrictive policies. Despite these obstacles, he commended members for their resilience and commitment to professionalism. "The new wage regime has increased costs, while inflation continues to erode margins," he noted. "But we must not compromise on decent work, fair recruitment, and digital transformation. Our sector must continue to evolve responsibly and protect both employers and workers."

Dr. Ogunlowo also highlighted several key achievements under his leadership, including the formal registration of EAPEAN under the Trade Unions Act, membership expansion to over 300 licensed agencies, strengthened financial performance, a redesigned website, and improved international cooperation with organisations such as the ILO, IOM, GIZ, and IRARA. He described EAPEAN's evolution from HuCaPAN to a fully recognised employers' association as a historic milestone for the industry.

New National Executive Council Members

The AGM elected the following officials:

- Amb. (Chief) Nzeribe Okegbue, PhD – President/Chairman of Council
- Otunba Tunji Balogun – Deputy President
- Deacon Ofe Phillip Orighomisan – 1st Vice President
- Mr. Rex Bamidele Jacob - 2nd Vice President
- Mrs. Gloria Oghifo – 3rd Vice President
- Mrs. Perita Kimeng – Treasurer
- Mr. Enemigin Aderemi Oritseneye – Publicity Secretary

The immediate past President, Dr. Olufemi Ogunlowo, and the former 2nd Vice President were appointed Ex-Officio members, while Mr. Olajide Afolabi retained his role as Executive Secretary.

Government, Labour, and International Partners Attend

The AGM was attended by prominent dignitaries from government, labour, and the private sector. These included the Honourable Minister of Labour and Employment, Dr. Muhammad Maigari Dingyadi, represented by Mr. Joseph Akpan, Director of Employment and Wages; representatives of the Nigeria Employers' Consultative Association (NECA); officials of IOM, IRARA, CIPM, and the Nigeria Labour Congress (NLC).

Also in attendance were the Registrar of Trade Unions, Mr. Rabiu Shuaibu, senior officials from the Federal Ministry of Labour and Employment, and delegates from various government agencies. The ILO Country Director for Nigeria, Ghana, Liberia, and Sierra Leone, Dr. Vanessa

Phala, sent her goodwill message commending EAPEAN's leadership in championing decent work and ethical labour migration practices.

Commitment to Decent Work and Ethical Recruitment.

As the umbrella body for licensed Private Employment Agencies in Nigeria, EAPEAN reaffirmed its dedication to promoting fair recruitment, workers' protection, and adherence to global labour standards. The Association pledged to deepen partnerships with government, social partners, and international development organisations to strengthen Nigeria's employment services ecosystem. "Our vision is to build a transparent and fair labour market that benefits both employers and employees," Chief Okegbue stated. "We will continue to serve as a bridge between government, the private sector, and global labour communities to promote sustainable employment in Nigeria."

11th National Annual Workshop for Private Employment Agencies (PEAs) and other Stakeholders

Theme: Shaping the Future of Employment Services: Technology, Rights, and Responsible Practices

Dates:
- **Lagos:** 7–8 October 2025 (NECA House, Ikeja)
- **Port Harcourt:** 28–29 October 2025 (REENS Arena, Rivers State)

Overview
The 11th Annual National Workshop organized by the Employers Association for Private Employment Agencies of Nigeria in collaboration with the Federal Ministry of Labour and Employment brought together key stakeholders across Nigeria's employment services ecosystem to examine the future of work, fair recruitment, labour rights, and the role of technology in modern HR practice. The workshop held in Lagos and Port Harcourt recorded strong participation and delivered meaningful insights that will shape regulatory compliance and responsible employment practices nationwide.

Key Focus Areas
- Digital transformation in HR and recruitment
- Workforce analytics and data-driven decision-making
- Union engagement, collective bargaining, and labour rights
- HR systems resilience in the gig and platform economy
- Strengthening collaboration among PEAs, regulators, unions, and technology innovators

Participation
Participants attended across both locations, including:
- Licensed and aspiring Private Employment Agencies
- HR and outsourcing professionals
- Labour unions and industrial relations officers
- Policymakers and regulatory institutions
- Employers and user companies
- Technology and innovation experts
- Researchers and advocates for fair recruitment

Highlights
- High-level technical presentations
- Engaging discussions on policy, technology, and ethical recruitment
- Formal induction of new EAPEAN members, with visibility kits provided
- Strong networking and collaboration opportunities
- Enhanced media publicity and improved visibility of EAPEAN

Key Outcomes
Participants:
- Strengthened competence in digital recruitment tools
- Gained deeper knowledge of ethical recruitment frameworks (national & ILO standards)
- Built stronger linkages with regulators, unions, and HR tech providers
- Received resource toolkits for improved compliance and business conduct
- Reaffirmed commitment to fair recruitment and decent work principles

Conclusion
The 11th Annual National Workshop achieved its core objectives of enhancing knowledge, strengthening compliance culture, and deepening collaboration across Nigeria's employment services sector. EAPEAN remains committed to advancing fair and ethical recruitment, promoting decent work, and expanding training programmes across the country in 2026.

Stakeholders' Consultative Dialogue on Fair Recruitment & Labour Migration Governance

16–17 October 2025 | Reiz Continental Hotel, Abuja

EAPEAN, in partnership with the Federal Ministry of Labour and Employment and with ILO support, hosted a two-day national dialogue bringing together key actors in Nigeria's labour migration space. The meeting focused on strengthening fair recruitment systems, closing regulatory gaps, and improving protections for Nigerian migrant workers.

Day one commenced with the opening session which featured goodwill messages from FMLE, NECA, ILO, NLC and GIZ-ZME, with Otunba Tunji Balogun delivering remarks on behalf of the EAPEAN President, Amb. Chief Nzeribe Okegbue, PhD. Discussions covered real-life recruitment experiences, the need for stronger inter-agency coordination, FMLE's review of migration governance priorities, and insights from EAPEAN's Executive Secretary, Mr. Olajide Afolabi, on fair recruitment and global best practices.

Day two sessions focused on practical reforms and collaboration. The NLC led conversations on discrimination, exploitation and gender-based risks. A multi-agency panel (FMLE, EAPEAN, NAPTIP, NCFRMI, NIS, NIDCOM, NLC) examined coordination challenges and joint solutions. Participants agreed on priority policy and operational actions to strengthen migrant worker protections.

Key Takeaway

- Better understanding of emerging migration trends
- Exposure to ethical recruitment models
- Renewed commitment to multi-stakeholder cooperation
- Clear steps to improve governance and compliance

Workshop Recommendations

1. FMLE should differentiate Employer Permits from Recruiter Licences.
2. Replace DSS with the Nigeria Police intelligence unit in the recruitment SOP.
3. PEAs should uphold ILO principles of zero recruitment fees for workers.
4. Strengthen enforcement against unregistered recruiters.
5. Prioritise Bilateral Labour Agreements with major migrant-receiving countries.
6. Strengthen partnerships with destination-country PEAs.
7. FMLE should issue validation letters to facilitate migrant travel at airports.

Conclusion

The dialogue underscored the need for coordinated, rights-focused reforms to protect Nigerian migrant workers and deepen collaboration among government, private sector, labour unions, civil society and development partners including the ILO and IRARA. Participants were drawn from EAPEAN members; Private Employment Agencies; FMLE; Ministry of Justice; Ministry of Interior; NAPTIP; NCFRMI; NIDCOM; NECA; NLC; civil society organisations; the media; and development partners including the ILO and IRARA.

New Members

Seven (7) new members – Blueveld Nig. Ltd, DV Tech Stones, Taro Global Resources Ltd., Morgreen Nigeria Ltd, Aykers Limited, Source Rock Limited and Human Capital Partners – joined in October. Consequently, EAPEAN membership has risen to 303. The Association is following up on other companies that have made enquiries.

Subscription

One Hundred and Fifty-Two (152) member companies are up to date on subscriptions as of 31 October 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. Strategic Stakeholders Meeting of the Lagos Private Health Partnership (LPHP) held on 9 October 2025 at Lagos State Government Secretariat, Alausa. It was organized by the Lagos State Government. The Executive Secretary was in attendance.
b. Stakeholders' Consultative Dialogue on Fair Recruitment and Labour Migration Governance in Nigeria held 16-17 October 2025 at Reiz Continental Hotel, Central Area, Abuja. It was organized by the Employers Association for Private Employment Agencies of Nigeria (EAPEAN) in collaboration with the International Labour Organisation (ILO). EAPEAN NEC members and member-companies were in attendance.
c. High-Level Forum on Skills-Based Mobility in Africa: Improving Regular Mobility Pathways held 20-22 October at Destination Hotel, Wuse 2 Abuja. It was organized by the International Organisation for Migration (IOM). The Executive Secretary was in attendance.

For enquiries, please contact us @

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Financial Member - Companies

S/N	Company Name
1.	4pm Consulting Nigeria Limited
2.	AC Splendour Nigeria Limited
3.	Adroit Investment Ltd
4.	All Energy West Africa Nigeria Ltd
5.	Aniyikaiye General Contractor Ltd
6.	Atorj Technology Limited
7.	ATF Management Services Ltd
8.	ASC Nigeria Ltd
9.	APTIS Management Partners Ltd
10.	Ashaka Security Company Ltd
11.	Aykers Limited
12.	BAAMOC Integrated Services Limited
13.	Bowen Consulting Limited
14.	Boomtac Gold Concept Limited
15.	Beckley Consulting Ltd
16.	Beatmol Nigeria Limited
17.	Bezaleel RW Consulting Ltd
18.	Biosis Nigeria Limited
19.	Bimaks Nigeria Limited
20.	Business Dev. Gateway Matrix
21.	Blueveld Nigeria Limited
22.	Catilas Resources Limited
23.	Calton-Rise Strategy Ltd
24.	Consumer Links Limited
25.	C and I Leasing Outsourcing Ltd
26.	Cen Global Services Limited
27.	Contact Marketing Services Ltd
28.	Cartel Multi Services Limited
29.	Danlux-Charis Int'l Ltd
30.	Deeajao Nigeria Limited
31.	Delog Nigeria Limited
32.	Damascus & Sons Nigeria Limited
33.	Delta Outsourcing Ltd
34.	Danvic Petroleum International Ltd
35.	DV Tech Stones
36.	EOON Global Limited
37.	Eden Solution Limited
38.	Ednutano Nigeria Limited
39.	Estymol Oil Services
40.	ES & A Human Capital Ltd
41.	Elohim Remavic Resources Limited
42.	Fairtex Nigeria Limited
43.	Fide-Calmarvis Ventures Ltd
44.	Fort Knox Resourcing & Outsourcing Ltd
45.	Foyaf Investment Company Ltd
46.	Fedoz Nigeria Limited

S/N	Company Name
47.	Gladwyn Investment Company Ltd
48.	Grace Vision Global Services Ltd
49.	Great Felvino Services
50.	Great Paswani Megabiz Limited
51.	Gopsal Global Limited
52.	Georgid Consulting Limited
53.	Heliserve Company Limited
54.	Henriken Consulting Limited
55.	Hodskey Consultants Ltd
56.	HYT Broad Spec Services Limited
57.	HR Indexx Limited
58.	HR Leverage Africa Consulting Ltd
59.	H&B Energy and Logistics Services limited
60.	Hisamach Global Consulting Ltd
61.	Husfan Integrated Services Limited
62.	Hupe Nigeria Limited
63.	Human Capital Partners Ltd
64.	IPAS Nigeria Limited
65.	ICL Support Services Ltd
66.	Ichase Outsourcing Ltd
67.	IAC Consulting Ltd
68.	Integrated Corporate Services (ICS)
69.	Isoluje Nigeria Limited
70.	Injuus and Injuus Ltd
71.	Inner Ring Engineering and Logistics Services Ltd
72.	Joe-Han Network Marketing Limited
73.	Jiket International Services Limited
74.	Karidav Integrated Services Ltd
75.	Kennedia Consulting Limited
76.	Kedafoc Nigeria Ltd
77.	Kerex Nigeria Limited
78.	Kimberly Ryan Limited
79.	Kleenwell Services Limited
80.	Lexfield Limited
81.	Lington and Bernie Consulting Ltd
82.	LN Outsourcing Ltd
83.	Lanbo Concepts Services Limited
84.	Linkup Human Capital Limited
85.	Laser Engineering and Resources Consult
86.	Mark Calthers Consulting Limited
87.	Mary Bolajoko Consultancy Services Ltd
88.	MCG Global Logistics MGT Nig Ltd
89.	Micura Services Ltd
90.	Monikol Nigeria Limited
91.	Mictuns Global Solutions Ltd
92.	Morgreen Nigeria Limited

Financial Member - Companies

S/N	Company Name
93.	Netoidia Outsourcing Ltd
94.	Nigeria Cleaning Service Limited
95.	NIGSA Energy Services Limited
96.	Nzealbertech Nigeria Limited
97.	Nautilus Nigeria Engineering & Company Ltd
98.	Oasis Corporate Systems Limited
99.	Orfi Management Services Ltd
100.	Panef Integrated Services Limited
101.	Palm and Palm Company Ltd
102.	Patfam Investment Ltd
103.	Pekdees Concepts Limited
104.	Piceco Nigeria Limited
105.	Phillips Outsourcing Limited
107.	Purview Investment Company Limited
109.	PPI and KOG Nigeria Ltd
110.	Proconnect Global Agency Ltd
111.	Rasayela Nigeria Limited
112.	Resource Intermediaries Ltd
113.	RGS Worldwide Ltd
114.	Rozdon Integrated Systems Ltd
115.	Round Square Integrated Services Ltd
116.	Renent Limited
117.	Red Star Support Ltd
118.	Rich and Riches Nigeria Limited
119.	Strategic Outsourcing Ltd
120.	Stresert Services Limited
121.	Standard Testing and Inspection Services Ltd
122.	Sandy Management Consultants Ltd
123.	Slot Engineering Nigeria Limited
124.	Shiben Ventures Nigeria Limited
125.	Stonehill Nigeria Limited
126.	Source Rock Limited
127.	Swift Employment Global Check Ltd
128.	Swift Rentals Cars Ltd
129.	Septagus Consulting Ltd
130.	S.Lloyd Nigeria Limited
131.	Tasy Yact Limited
132.	Talent Peo Limited
133.	Talent and Skills Africa Consulting
134.	Taro Global Resources Limited
135.	Top-Mot Assets Investment Limited
136.	Tombeyi Services Nigeria Limited
137.	Togay Ventures Ltd
138.	Tribest Corporate Support Ltd

S/N	Company Name
139.	Trade and Consumer Marketing Services Limited
140.	Tusen Consulting Limited
141.	Tybitx Services International Ltd
142.	Theodom Integrated Investment Limited
143.	Unag Services Nigeria Ltd
144.	U-Connect Human Resources Limited
145.	Uridium Technologies Ltd
146.	Vic Lawrence & Associates Ltd
147.	Vision Job 24/7 Nigeria Limited
148.	Waterside Investment Ltd
149.	Workforce MGT Center Ltd
150.	Workmen and Talent Agency Limited
151.	Whytecleon Limited
152.	XL Outsourcing Limited

Chief Amb. Nzeribe Okegbue, PhD.
President