

# FEDERAL REPUBLIC OF NIGERIA

# NATIONAL EMPLOYMENT POLICY

# **NATIONAL EMPLOYMENT POLICY**

## **OBJECTIVES, MEASURES, STRATEGIES AND INSTITUTIONAL FRAMEWORK TO MEET THE CHALLENGES OF RISING UNEMPLOYMENT AND UNDEREMPLOYMENT**

## PREFACE

The Federal Republic of Nigeria has maintained active cooperation with the International Labour Organization (ILO) since independence, particularly in the area of employment promotion. Between 1980 and 1986, the ILO embarked on two employment missions in Nigeria aimed at addressing the unemployment situation in the country.

In 1995, the Nigerian Government invited the International Labour Organization (ILO) to contribute to its efforts to formulate a comprehensive National Employment Policy which aims at accelerating employment generation, reducing high rates of unemployment, and ultimately attaining full productive, and freely chosen employment. In response to the invitation, the ILO despatched an Employment Policy and Strategy Mission to Nigeria in October, 1996.

At the end of the assignment, the mission submitted to the government two reports titled “Meeting the Challenges of Rising Unemployment and Underemployment” and “National Employment Policy Framework”. These reports were discussed at a national workshop on National Employment Policy held in Abuja on 5<sup>th</sup> to 7<sup>th</sup> May, 1998, which brought together the social partners and other stakeholders. The revisions proposed at the workshop were incorporated in the final draft of the National Employment Policy which was approved by government in 2002.

Over the space of 14 years of the existence of the National Employment Policy, series of development have taken place locally and internationally in the labour market which were not anticipated when the policy was developed. The document gradually became outdated and ineffective in directing national efforts toward full and productive employment.

In recognition of this reality, the Ministry of Labour and Employment sought and secured the active support of the International Labour Organization (ILO) to review the National Employment Policy in 2013. To commence this process, two diagnostic studies were conducted with the aim of gathering relevant information that will inform the review of National Employment Policy. The two studies that were conducted simultaneously in November 2013 were:

- i. Employment Mapping and Institutional Assessment and Coordination Mechanism Study: The Case of Nigeria;

- ii. Binding Constraints to Inclusive and Job-Rich Growth in Nigeria: A Review of Macro and Sector Policies and Strategies.

Thereafter two Consultants, Professor Chijioke J. Evoh and Dr. Ugochukwu O. Agu were engaged to review the National Employment Policy. The team of Consultants held consultations with social partners, government Ministries, Departments and Agencies (MDAs) working in the field of employment creation, economic development and skill acquisition, especially those assigned roles in the National Employment Policy. The private sector and employer groups, youth, academics as well as labour and trade unions were also consulted. Various stakeholders and social partners made additional inputs to the first and second drafts of the policy document. On 27<sup>th</sup> October, 2016 these stakeholders jointly reviewed and unanimously validated this document as well as the accompanying implementation matrix at a validation workshop held in Abuja. The suggestions proposed by the workshop were incorporated into the final draft of the reviewed policy.

After the validation of the NEP, the Federal Ministry of Labour and Employment constituted a five-man Technical Committee to vet and finalize the reviewed National Employment Policy and align it with the policy direction of the present administration. The Committee submitted the final draft reviewed National Employment Policy to the Ministry on 31<sup>st</sup> May, 2017 which was subsequently approved by the Federal Executive Council on 19<sup>th</sup> July, 2017.

The reviewed NEP is therefore a wide ranging and overarching policy document which has benefited from inputs from multiplicity of stakeholders. The revised National Employment policy is in harmony with the Economic Growth and Recovery Plan (ERGP) of government. It seeks to ensure policy coherence amongst different existing and mutually reinforcing policy documents in Nigeria.

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Honourable Minister

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ABBREVIATIONS & ACRONYMS	
AfDB	African Development Bank
BEEA	Business Enabling Environment Approach
CBN	Central Bank of Nigeria
CEDAW	Convention on the Elimination of all forms of discrimination Against Women
CSOs	Civil Society Organizations
EDC	Entrepreneurship Development Clinics
EAP	Employability Analysis Approach
FCT	Federal Capital Territory
FML&E	Federal Ministry of Labour and Employment
<b>FMWA&amp;SD</b>	Federal Ministry of Women Affairs and Social Development
GDP	Gross Domestic Product
ICT	Information and Communication Technology
IDC	Industrial Development Centre
IITA	International Institute of Tropical Agriculture
ILO	International Labour Organization
IPPIS	Integrated Payroll and Personnel Information System
IT	Industrial Training
ITF	Industrial Training Fund

LMIS	Labour Market Information System
M&E	Monitoring and Evaluation
MDAs	Ministries, Departments and Agencies
FMoE	Ministry of Education
MPR	Monetary Policy Rate
MSMEs	Micro Small and Medium Enterprises
NAPEC	National Action Plan on Employment Creation
NBS	National Bureau of Statistics
NBTE	National Board for Technical Education
NDE	National Directorate of Employment
NEC	National Employment Commission
NECA	Nigeria Employers' Consultative Association
NELEX	National Electronic Labour Exchange
NEP	National Employment Policy
NERC	Nigerian Electricity Regulatory Council
NEXIM	Nigerian Export-Import Bank
NGOs	Non-Governmental Organizations
NLC	Nigeria Labour Congress
NPC	National Productivity Centre
NSBC	National Skills Development Board
NSITF	Nigeria Social Insurance Trust Fund
NSIWC	National Salaries, Incomes and Wages Commission
NUC	National Universities Commission

NVQF	National Vocational Qualification Framework
SAP	Structural Adjustment Programme
SMEDAN	Small and Medium Enterprises Development Agency of Nigeria
SMEs	Small and Medium-sized Enterprises
SURE-P	Subsidy Reinvestment and Empowerment Programme
TUC	Trade Union Congress
TVET	Technical, Vocational Education and Training
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNIDO	United Nations Industrial Development Organization
YEAP	Youth Employment in Agriculture Programme