



A Study on the Landscape of the Working Conditions of Migrant Workers in Nigeria



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This report presents the key findings and recommendations resulting from the comprehensive research conducted in Lagos, Abuja, Kaduna, and Kano, focusing on the Construction, Textile, Agricultural, Transport, health, and Informal Economy sectors. The research underscores the significance of fair recruitment, wages, working hours, occupational safety and health, and pension for migrant workers' well-being.

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ABBREVIATION AND ACRONYMS

ABBREVIATION	MEANING
CSOnetMADE	Civil Society Network on Migration and Development
CSOs	Civil Society Organizations
ECOWAS	Economic Community of West African States
FCT	Federal Capital Territory
FGD	Focal/Focus Group Discussion
FMLE	Federal Ministry of Labor and Employment
GCM	Global Compact for Safe, Orderly and Regular Migration
ILO	International Labour Organization
IOM	International Organization for Migration
ITUC- Africa	International Trade Unions Confederation – Africa
NLC	Nigeria Labour Congress
NMP	National Migration Policy
NPLM	National Policy on Labour Migration
SDGs	Sustainable Development Goals
TUs	Trade Unions
UNDESA	United Nations Department of Economic and Social Affairs

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The Study on the Landscape and Challenges around Decent Work and Social Protection of Migrant Workers in Nigeria which was conducted by the Nigeria Labour Congress (NLC) is an important contribution to the body of knowledge relating to the protection and promotion of the human and labour rights of migrant workers in Nigeria.

The NLC with the support of the ILO-FAIRWAY Programme carried out this study through a consultant as part of the activities and our commitment to effectively advocate for better migration governance.

We are excited on the completion of the study, which was painstakingly conducted, and hopeful that this report, including recommendations herein when judiciously applied will contribute to improving the working and living conditions of migrant workers, including through the promotion of fair recruitment principles. The findings and recommendations are intended to assist trade unions and other stakeholders in undertaking support and interventions that are targeted assistance for migrant workers in Nigeria.

We are pleased to assert that the study process was a thorough, rigorous, and fact-checked one, and produced facts and recommendations that will guide trade unions' approaches to championing a decent work agenda for migrant workers.

It is on this note that we want to express our sincere gratitude to the individuals and organizations whose unwavering support and collaboration were instrumental in the success of this study. Their invaluable contributions have enriched the report, enabling us to formulate actionable recommendations that can drive positive change in the lives of migrants.

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It is our fervent belief that this study report will go a long way in contributing to the actualization of better working conditions for Migrant Workers. We solicit continuous support and cooperation in ensuring that migrant workers enjoy better working conditions.

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Comrade Emmanuel Ugboaja Esq, mni
General Secretary, Nigeria Labour Congress

EXECUTIVE SUMMARY

Labour migration has increasingly gained attention with the number of individuals changing their habitual places of residences in search of better opportunities. These labour inclined movements are largely recognized as a significant factor driving migration and development globally. In 2019, the International Labour Organization (ILO) reports that there are about 169 million international migrant workers globally¹. Various factors motivating the movement of people for labour cuts across the search for higher wages, decent working conditions, better job opportunities and so on.

Nigeria, apart from being a country of origin, is an important destination country for migrants, especially from the African country. In recent times Nigeria has relatively recorded a huge labour migratory movement from within the Economic Community of West African States (ECOWAS), the African continent and the world at large. This is basically connected to the fact that Nigeria is one of the largest economies in Africa majorly as a result of its large population and availability of natural resources, thus it attracts migrants as a destination for economic opportunities and better living conditions.

The obvious landscape of migrant workers in Nigeria is that they are predominantly spread across various formal and informal sectors such as construction, textile, health, agriculture, transport, textile, etc., and that some of them are organized in Trade Union groups. More so, anecdotal evidence often points to the fact that migrant workers across the various sectors are faced with challenges hampering decent work, according to the ILO decent work agenda (DWA) namely job creation, rights at work, social protection, and social dialogue, with gender equality as a crosscutting objective.²

However, to ascertain the true working conditions of migrant workers with a view to enhancing the capacities of the Nigeria Labour Congress (NLC) affiliates and their members, and to ensure efficiency in engaging labour migration governance issues, the NLC with the support of the ILO within the framework of the ILO FAIRWAY global programme, launched a research project “Study on the Landscape of the Working Conditions of Migrant Workers in Nigeria”.³ The study is aimed at enhancing institutional capacities of Trade Unions towards improved labour migration governance in Nigeria.

The research undertook an all-inclusive methodology in terms of its implementation. A mixed methodology of both quantitative and qualitative survey, using DWA pillars as a benchmark was adopted in order to obtain an in-depth understanding on the objectives of the research.

¹www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_808935.pdf

² <https://www.ilo.org/global/topics/decent-work/lang--en/index.htm>

³ The FAIRWAY Programme is an inter-regional initiative focused on enhancing stakeholder capacities to address the challenges faced by migrant workers, particularly women and vulnerable groups, along the labour migration cycle with a specific focus on the labour migration corridor between Africa and the Arab States. The initiative was led by the International Labour Organization (ILO) and supported by the Swiss Agency for Development and Cooperation (SDC).

Considering the scope of the study and what its findings aim to achieve, a thorough literature review was carried out to ascertain the existing body of knowledge in order to carry out a comparative analysis with a view to enriching the result.

Other steps in actualizing the goal of the project include preliminary inception meetings with NLC and its affiliate trade union groups; the development of the research tools; the review and validation of research tools by NLC and its affiliates; Focus Group Discussion across the states in focus; dissemination of tools to various leaderships of the NLC affiliates and migrant workers; data collection and analysis, review and validation of findings by NLC and its affiliates.

The Research drawing on the four pillars of DWA focused on job creation including fair recruitment, and ability to enter into contract; rights at work - wages, working hours, occupational safety; social protection - healthcare, and pension; and social dialogue - right to join unions. All this had gender equality as a crosscutting objective. It enquired on the perception and experiences of migrant workers and labour leaders respectively. The major locations of focus of the study were Kaduna, Lagos, and Abuja because most of the unions that are organized along the research's primary sectors of focus are located more in these places. However, considering the feedback from the desk review and inception meetings which also clearly emphasized a significant presence of migrant workers in Kano state as a result of the textile companies in those areas, the research also extended its scope to Kano.

Other relevant stakeholders such as the National Bureau of Statistics, Federal Ministry of Labour and Employment, Civil Society Organizations (CSOs), and the media were also part of the processes leading to the outcome of the study. Representatives of the employees' union were present at some of the focus group discussions.

The findings from the study revealed that a significant population of migrant workers in Nigeria within the specified sectors covered in this study are mostly from Niger republic, Chad, Benin Republic and Sudan. These migrants who are within the ages of 20 and 52 are 68.1% males and 29.1% females and are found in both the formal and informal sector. It is however perceived that cultural and religious practices hindered the visibility of the female migrant workers in responding to the survey. This situation firmly affirms the perspectives highlighted in Dr. Jacqueline Andall's work of 2018 "Intra-African Female Labour Migration: Common Issues, Work and Rights," which underscore the invisibility of the female migrant workers, linked to reasons cultural or and religious.⁴

More so, just as it is a common feature with migrant workers in irregular status, it was further observed that migrant workers were not open to completing the survey at first instance because of fear and uncertainties especially in relation to their migration status or exposure to vulnerabilities in their places of work. This further exposed the situation of lack of job security of these migrant workers.

The online Microsoft form was introduced in this study as an addition to data collection. The low participation based on the low feedback of the electronic survey received from the platform revealed the unpopularity of the online survey within the circle including the migrants and

⁴ https://unctad.org/system/files/official-document/edar2018_BP1_en.pdf

leadership groups, which may be due to lack of access to internet connectivity, poor knowledge of Information, Communication and Telecommunication (ICT) etc.

As a key aspect of the study, a reality of the challenges migrant workers face was firmly established. These challenges are mostly exploitation, low wages, intimidation, lack of accommodation, language barrier, poor healthcare access; sexual exploitation, gender-based violence (GBV) and discrimination especially for women engaged in domestic roles. Again, these highlighted the need to strengthen advocacy for the implementation of the DWA in the Nigerian workplace where migrant workers operate.

The NLC and its affiliates, in collaboration with partners, have taken several initiatives to protect the rights and interests of migrant workers and reduce their vulnerabilities. Notable examples include the Trade Union Information guide for returning migrants, created with support from ILO under the FAIRWAY Programme; the Migrant Recruitment Advisory, developed with assistance from the International Trade Unions Confederation – Africa (ITUC- Africa) to combat exploitative practices by recruitment agencies; town hall meetings; development of a Trade Union Labour Migration Policy, jointly developed with the TUC-Nigeria, assistance to organized advocacy outreaches on promotion and protection of the migrant workers’ human and labour rights. Furthermore, NLC and TUs have established trade union labour migrant workers’ group platform composed of all its affiliates having migrant workers as their members, those facing migration of their members and having direct dealings with migrants both in the public and private sectors, and selected Civil Society Organizations (CSOs) working on migration and government agencies as allies. The core mandates or objectives of the platform include:

- To ensure a platform for better and proper coordination of migration activities towards promoting safe, regular, and orderly migration under the coordination of the NLC. This will contribute to the overall goal of better migration management and governance in the Country and Africa,
- To develop strategies for trade unions involvement in the issues of internally displaced persons (IDPs), their rehabilitation and reintegration.
- To provide opportunity for affiliates of NLC and its allies to have regular interface to share experiences, ideas and collaborate on migration issues, strategies, and approaches to labour migration management, especially on how trade unions can use their influence in the country to ensure ratification of the relevant Conventions and their domestication.
- To develop a Trade Union Policy on Migration and carry out advocacy on better migration management.
- To develop modalities to organize migrant workers into the trade union in Nigeria.
- To provide necessary IEC materials on Migrant rights and provide necessary assistants to migrants and their families.
- To partner with sister trade unions outside Nigeria on the protection of Nigerian migrant workers and how to organize them into their unions.

Nevertheless, in addition to these efforts in the protection of migrant workers’, the identified numerous and varied challenges experienced by migrant workers’ demands for increased and adequate procedures to enhance their protection. Measures such as enhanced labour protection through trade union advocacy for ratification, enforcement and implementation of International

Labour Standards, improved access to social protection, effective grievance mechanisms, language and cultural support, government policy reform, trade union outreach, and awareness campaigns to employers and the public are some mechanisms necessary to promote decent work and enhance the protection of migrant workers' rights in Nigeria.

BACKGROUND

Labour migration is a critical aspect of migration governance in Nigeria with a fundamental aim and objective which centers on protecting the rights (human and labour) of migrant workers. This is primarily because apart from being a sending country, Nigeria also serves as a destination for migrant workers from within and outside the Africa continent.

Labour migration as a complex phenomenon requires adequate management, else it typically results in challenges in terms of governance, protecting the rights of migrants, and reducing the vulnerabilities to which labour migrants may be exposed.

ILO standards are applicable in enhancing the protection of migrant workers. These principles are enshrined in the International Convention on the protection of the rights of all migrant workers and members of their families, the Global Compact for safe orderly and regular Migration, and other labour migration-related international conventions with applicable provisions/principles⁵.

Various interventions have been carried out by the government to facilitate better and fair migration governance. The Nigeria government has ratified a number of migrant workers-related international instruments, United Nations and ILO conventions, resolutions and recommendations respectively. The most recent of these include ILO CONVENTION 190 which aims to eliminate gender-based-violence and harassments at workplace, on October 6th 2022, Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) and the 1997 – Private Employment Agencies Convention, 1997 (No. 181) in March 2023. Recommendation 206 of that Convention 190 clearly defines decent work at every work space to include - respect and dignity of all persons at work spaces. The government also through its existing governance structure and framework (National Migration Policy NMP; National Policy on Labour Migration, NPLM; and the technical working group and technical working committee on NMP and NPLM) have taken adequate steps to provide for and protect migrants across all sectors. In ensuring all migrant workers are protected,

⁵ ILO convention No. 97 – Migration for employment convention:

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:55:0::NO::P55_TYPE,P55_LANG,P55_DOCUMENT,P55_NODE:CON,en,C097,/Document#:~:text=For%20the%20purpose%20of%20this,as%20a%20migrant%20for%20employment.

ILO convention No. 143 – Migrant workers (supplementary provisions) Convention:

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::p12100_instrument_id:312288

ILO convention No. 189 – Domestic workers Convention:

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C189

Employment Policy Convention, 1964 (No. 122) ; Equality of Treatment (Social Security) Convention, 1962 (No. 118) . Employment Policy Convention, 1964 (No. 122) ; Equality of Treatment (Social Security) Convention, 1962 (No. 118) ; as well as the eight Fundamental ILO Conventions, namely : Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and Right to Organise and Collective Bargaining Convention, 1949 (No. 98); Forced Labour Convention, 1930 (No. 29), and Abolition of Forced Labour Convention, 1957 (No. 105); Equal Remuneration Convention, 1951 (No. 100); Discrimination (Employment and Occupation) Convention, 1958 (No. 111); Minimum Age Convention, 1973 (No. 138); Worst Forms of Child Labour Convention, 1999 (No. 182), See page 15 wcms_178672.pdf (ilo.org).

the Nigeria migration measures on labour migration governance covered all areas including the gender dynamics. The 2020 revised National Policy on Labour Migration states that “specific attention shall be paid to ensure that all labour migration policies, legislation, institutions and practices are gender responsive.” Other national legal and normative frameworks providing for the protection of workers including migrants are the Nigerian Immigration Acts, Nigeria Labour Act, National Employment Policy Framework, National Agency for the Prohibition of Trafficking in Persons (NAPTIP) Act.

In addition, non-government actors including trade unions, academia, media and civil society collaborate to protect migrant workers through programmes, advocacy and direct interventions that provide immediate assistance or reduce their vulnerabilities. Two classical examples of the initiatives of the NLC and its affiliates, with the support of international partners, include the Trade Union Information guide for returning migrants and migrant workers which was developed with the support of ILO within the FAIRWAY Programme; and the Migrant Recruitment Advisory, developed with the support of the International Trade Unions Confederation – Africa (ITUC-Africa) which aims to curb the exploitations perpetuated by recruitment agencies on migrant workers.

In order to improve effective service delivery, the NLC and its affiliates have set up various migrant workers’ groups. Also, learnings from the FAIRWAY global project in Nigeria have exposed trade unions and other workers’ organizations the importance of multi-stakeholders’ collaboration and networking. Indeed, a significant number of the trade unions are participating in the FAIRWAY Community of Practice of media, CSOs, academia, trade unions, employers and government sharing common purpose and responsibility in advocating for the protection of migrant workers and effective labour migration governance in Nigeria.⁶

It is important to state that anecdotal evidence from migrant workers and other stakeholders often allude to the fact that migrant workers in Nigeria are faced with challenges impeding on their rights to decent work and social protection. The COVID-19 lockdown era further witnessed a devastating impact on migrant workers and their access to decent work with a series of recorded migrant workers abuses and rights violations.

Additionally, the media has actively contributed to raising awareness and highlighting the challenges faced by migrant workers. The ILO media toolkit⁷ training has played a pivotal role in enhancing the media's ability to present labour migration stories with well-informed narratives, evidence-based information and data, resulting in more comprehensive reporting on labour

⁶ Excerpts from insights from various Focus group discussions conducted in the study as well as reports of other activities under the FAIRWAY Programmes, such as the “National Stakeholders Training and Learning Sessions for ILO’s FAIRWAY Media and CSOs Community of Practice and Trade Unions Engagement on Effective Labour Migration Coverage and Governance in Nigeria, September 2023, ILO Abuja Office, September 2023.

⁷ https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-abidjan/---ilo-abuja/documents/publication/wcms_879514.pdf

migration issues by the media. For instance, the Minority Africa newspaper report⁸ of March 2023 exposes the exploitation of Nigeria migrant workers in Saudi Arabia; also, the Guardian newspaper report⁹ May 9, 2023, highlights the issue of collaboration to tackle exploitation against migrant workers in Nigeria.

These situations of migrant as described above often raise some pertinent questions such as:

1. Are there migrant workers in Nigeria? If yes, in what sectors are they mostly concentrated?
2. What is the estimated number of migrant workers across the various sectors?
3. What are the challenges that these migrant workers are encountering?
4. Are there measures in places to respond to the challenges?
5. How best can the rights of the migrant workers be protected by NLC and its affiliates?

However, for these trade unions (TUs) and other NLC affiliates to effectively function as expected, adequate steps must be taken to ensure the existing situation of migrant workers is verified, necessary gaps are identified, and recommendations proffered in terms of ensuring the labour and human rights as well as the social protection of the migrant workers are adequately protected at all times. This necessitated the Study on the Landscape of the Working Condition of Migrant Workers in Nigeria, in order to improve and intensify the activities of the union in its engagement in labour migration governance through a rights-based approach and for sustainability in Nigeria. The specific focus of the study is on fair recruitment, wages, working hours, occupational safety and health, pension, the number of migrant workers, migration history and flows, and countries of origin.

The Research project aimed to investigate and address challenges related to the overall working condition with particular reference to social protection for migrant workers in Nigeria. Relying on the perception and experiences of migrant workers and labour unions, it involved a comprehensive study of working conditions, guided by the four pillars of the ILO decent work agenda (DWA) namely, job creation, rights at work, social protection, and social dialogue with gender equality as a crosscutting objective. It offered social protection measures, and recommendations to enhance the well-being of migrant workers across various sectors.

Thus, the objectives of the engagement were to:

1. Undertake a study on the landscape and working conditions of migrant workers in Nigeria.
2. Contribute to evidence-based data around decent work and social protection of migrant workers in Nigeria.
3. Develop an ethical guideline on decent work and social protection of migrant workers in Nigeria.

⁸ <https://minorityafrica.org/wait-and-have-faith-the-quest-to-end-the-exploitation-of-nigerian-migrant-workers/>

⁹ <https://guardian.ng/appointments/tackling-labour-exploitation-via-collaboration/>

The study primarily focused on Kaduna, Lagos, and Abuja due to the concentration of unions related to the research's key sectors in these areas. However, feedback from the desk review and inception meetings highlighted a substantial presence of migrant workers in Kano, particularly in textile companies. As a result, the research expanded its scope to include Kano.

METHODOLOGY

The research followed a mixed-methods approach, combining quantitative and qualitative techniques. Quantitative data were collected through structured questionnaires distributed to migrant workers in Lagos, Abuja, Kaduna, and Kano. These migrant workers were selected within TUs affiliates having migrant workers in their sectors and through a snowball sampling technique where the migrant workers helped in identifying other migrant workers across the specified locations, ensuring a diverse representation. Qualitative insights were gathered through key informant interviews with relevant stakeholders, including Trade Union representatives. The research was guided by a research protocol that outlined the research questions, data collection methods, and ethical considerations, with a specific focus on ensuring the inclusion of women in the interview process.

Additionally, survey responses were gathered through onsite distribution to migrant workers, and online platforms such as WhatsApp (shared to focal representatives of migrant workers for further dissemination to members) where the generated link for the online Microsoft form was shared across to the various affiliate groups. Four research questions guided the interview:

1. What are the key challenges of working conditions and social protection for women and men migrant workers in the specified sectors in Nigeria? How do these Challenges Vary by Gender, Skill Level, and Work Sector?
2. What are the most effective trade unions' actions to ensure decent working conditions for migrant workers in Nigeria?
3. What Is the Role of Trade Unions in Advocating for the Rights and Working Conditions of Migrant Workers, and How Can Their Effectiveness Be Enhanced?
4. What Policy Measures and Interventions Can Enhance the Rights and Well-being of Migrant Workers in Nigeria? (Recommendations)

Research Process

Research tools were evenly disseminated as strategized in Lagos, Kaduna, Abuja, and Kano. A total number of 30 questionnaires was disseminated to the leadership of various affiliate groups; 210 was disseminated to migrant workers across the states in focus; and 90 was disseminated for the Focal Group Discussion.

1. **Inception meetings:** For the enhancement and attainment of the goal of the study, an inception meeting was held with the focal points leading the intervention at the Nigeria Labour Congress and its affiliate trade unions (TUs). Issues relating to the methodology of implementation as well as a broad discussion of the inception report formed the crux of engagement at the inception meeting. Meetings were held with affiliates across the states who were largely involved with the distribution and collation of tools across the specified states. These meetings were also a semi-training process for the selected representatives on the content, purpose, and goal of the project as well as on how to administer and collate the research survey tools.

2. **Research tools development/ Review and validation of tools meeting:** Three data collection instruments were developed to respond to the objectives of the study. Each was specifically developed for the migrant workers, the leadership of the various affiliates, and for the Focal Group Discussions across the designated locations, respectively. The tools were meant to enhance the efficiency, effectiveness, and accuracy of the research. These tools went through a thorough review and validation by the NLC and its affiliate, with technical assistance for the ILO Abuja Office team, and consultative support from the NBS and FMLE.
3. **Literature review:** The labour migration dynamics has been a major factor propelling a massive movement of people across various parts of the world, and this movement has the tendency to improve productivity, enhance opportunities and in some other cases expose migrants to risks and vulnerabilities. The benefits presented by this movement often reflect the outcome of labour migrants' contribution in the form of transferable skills, their contributions to the workforce in the host countries, and remittances to the destination countries.

Importantly, the 2030 Agenda acknowledges migration as a comprehensive issue, emphasizing that the substantial contributions of migrant workers to the development of both destination and origin countries are fundamental to the achievement of the Sustainable Development Goals. In its effort to acknowledge the significant challenges faced by migrant workers and the imperative to address them, the SDGs also underscore these concerns.¹⁰

As a complex issue with various phenomena, labour migrants also encounter various challenges. These challenges which are mostly categorized under human rights abuses is similar all over the world¹¹; and closely linked to their employment in high risk and hazardous sectors as reported by the International Organization for Migration (IOM)¹². These challenges often involve long hours and hard physical labour which can result in increased occupational accidents.

Forced labour and exploitation have significantly permeated the labor market as highlighted in the ILO's report which estimates that 21 million people have become victims of forced labour, with

¹⁰ The 2030 Agenda in its opening session on the 'new agenda,' no. 29 refers to the interlinkages between migration and development, subsequently about three of the SDGs, precisely 8, 10 & 16 have some targets linked to labour migration. Among these is target 8.7 with its emphasis on eradicating all forms of forced labour, inter alia. <https://sustainabledevelopment.un.org/content/documents/21252030%20Agenda%20for%20Sustainable%20Development%20web.pdf>.

¹¹ https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_446720.pdf

¹² <https://www.iom.int/health-labour-migrants#:~:text=Many%20migrant%20workers%20are%20employed,result%20in%20increased%20occupational%20accidents.>

44% of the worst victims being migrant worker¹³. Surprisingly, Africa stands as the second-highest region globally, with the highest number of forced labour victims¹⁴.

Similarly, many studies align with the assertions of ILO in terms of the challenges migrants face. For instance, the ILO report on Global Action Programme on Migrant Domestic Workers¹⁵ postulates that only a minority of migrant workers have high skilled jobs, and also that many of the jobs done by migrant workers are dirty, dangerous, and demanding and consequently face high risks of work-related accidents and disease.

An important aspect of this discourse is the fact that these labour migratory movements, as well as the challenges, are encountered by both men and women. In fact, studies show that the women are sometimes exposed more to these vulnerabilities with series of violation of their human rights, mistreatment, abuse, and discrimination¹⁶, and are mostly found in the informal domestic sector with inequalities characterized by ill-treatment, and trafficking. Situations of gender-based vulnerability is why the DWA prioritizes gender equality as a key objective of decent work.

Surprisingly, several countries do not recognize domestic migrant workers and have frequently excluded them from protections available to other categories of migrant workers¹⁷. Though labour regulations in Nigeria provide for the protection of documented migrant workers and members of their families through its Immigration Act of 2015, yet the non-ratification of the convention of the domestic workers is a huge challenge to protection of domestic migrant workers in particular. This exposes them to cruel and inhumane treatment that cuts across long work hours without extra pay, forced labour, sexual and psychological violence, and other abuses. It is pertinent to state that the situation is worse for migrant workers in irregular status because in addition to other challenges they encounter, the denial of basic services is an addition.

The challenges of migrant workers have always received attention at the global level with the existence of conventions and other regulatory documents enhancing the protection of migrant workers' rights. Some of these include the ILO Convention No. 97 - Migration for Employment Convention¹⁸; ILO Convention No. 143 - Migrant Workers (Supplementary Provisions) Convention¹⁹; ILO Convention No. 189 - Domestic Workers Convention²⁰; the International

¹³ https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_181961/lang--en/index.htm

¹⁴ https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_181961/lang--en/index.htm

¹⁵ https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/briefingnote/wcms_467720.pdf

¹⁶ <https://reliefweb.int/report/world/women-and-migration-vulnerability-face-abuse-and-discrimination>

¹⁷ https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_446720.pdf

¹⁸ Ibid

¹⁹ Ibid

²⁰ Ibid

Convention on the Rights of All Migrants and Members of their Families²¹ which explicitly prescribes the standards for which migrant workers and their family members ought to be treated; Goals 8, 10 and 16 of the SDGs; and the Global Compact for safe orderly and regular Migration (GCM)²² which comprehensively upheld the need to protect the right to decent work and other labour rights of migrants. The foregoing evidences the fact that certain minimum standards must be adhered to in relation to migrant workers.

As a major destination country, Nigeria holds a record of migrant workers within its territory. UNDESA (2019) report as illustrated in figure below postulates that the major supplier of labour migration to Nigeria from Africa are Benin, Ghana, Mali, Togo, Niger with Benin ranking highest among the list of countries surveyed²³.

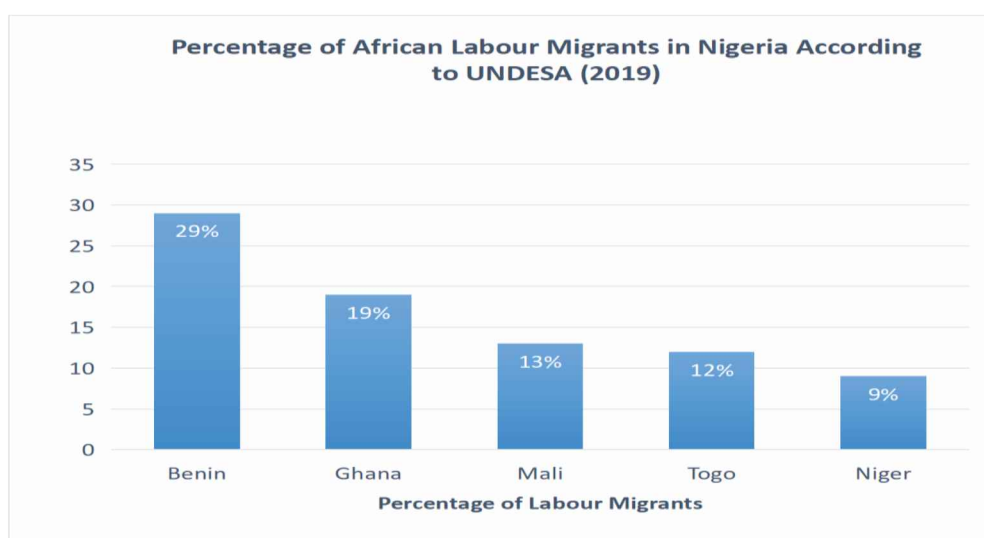


Fig 1: Chart Showing Percentage Labour Migrants in Nigeria according to UNDESA (2019)

The general perception on why most migrant workers in Nigeria come from our ECOWAS state neighbors as posited by Kwaku Arhin-Sam (2019) in his work “the Political Economy of Migration Governance in Nigeria”²⁴ include the ECOWAS free movement and mobility and porous borders protocol²⁵ but more so of similarities in culture, practices, and values.

²¹ <https://www.ohchr.org/en/instruments-mechanisms/instruments/international-convention-protection-rights-all-migrant-workers>

²² https://www.ilo.org/africa/areas-of-work/labour-migration/policy-frameworks/WCMS_671734/lang-en/index.htm

²³ [https://www.sihma.org.za/african-migration-statistics/country/nigeria#:~:text=The%20UNDESA%20\(2019\)%20calculates%20that,%20\(UNICEF%2C%202013](https://www.sihma.org.za/african-migration-statistics/country/nigeria#:~:text=The%20UNDESA%20(2019)%20calculates%20that,%20(UNICEF%2C%202013)

²⁴ https://www.arnold-bergstraesser.de/sites/default/files/medam_nigeria.pdf.

²⁵ ECOWAS/979 Protocol A/P.1/5/79 relating to Free Movement of Persons, Residence and Establishment. http://documentation.ecowas.int/download/en/legal_documents/protocols/PROTOCOL%20RELATING%20TO%20%20FREE%20MOVEMENT%20OF%20PERSONS.pdf

The challenges faced by these migrant workers in Nigeria seem to mirror those reported anecdotally and in newspaper accounts.

This arises from the fact that many scholars studying Nigerian migrants tend to concentrate their attention primarily on Nigerians living abroad, often overlooking the circumstances of migrants residing within Nigeria itself. A prime illustration of this phenomenon is found in a significant study conducted as part of the ILO Series on Women and Migration, titled "Nigeria: An Assessment of the International Labour." This observation underscores the prevalent tendency to prioritize the experiences and challenges of Nigerian migrants overseas while paying relatively little attention to the circumstances of migrants within Nigeria's borders, the case of female labour migrants" by Florence Nightingale²⁶.

As earlier mentioned, the Nigeria government through its existing governance structure and framework (National Migration Policy NMP; National Policy on Labour Migration, NPLM; and the technical working group and technical working committee on NMP and NPLM) have taken adequate steps to provide for and protect migrants across all sectors. In ensuring all migrant workers are protected, the Nigeria migration measures on labour migration governance covered all areas including the gender dynamics. The 2020 revised National Policy on Labour Migration states that "specific attention shall be paid to ensure that all labour migration policies, legislation, institutions and practices are gender responsive."

Apart from regulations aimed at responding to migrant workers' challenges, Civil Society Organizations (CSOs), The Nigeria Labour Congress (NLC) and its affiliates have likewise interfaced with migrant workers, their employers, and the general public in a bid to creating necessary awareness and advocacies towards the protection of the labour and human rights of migrant workers.

As a result of the exacerbated vulnerabilities migrant workers were exposed to during the COVID-19 pandemic, various CSOs under the Civil Society Network on Migration and Development (CSONetMADE) organized a migrants protection activity aimed at advocating and creating awareness on the protection of their rights²⁷.

As part of its mandate to protect the rights of labour migrants, NLC also utilizes advocacies to enhance the protection of migrant workers' rights. Its knowledge capacities and engagement opportunities and that of other relevant stakeholders have significantly been built under the FAIRWAY Programme by the ILO.

It is also important to underscore that apart from the workers' unions' that migrant workers depend significantly on, other support groups such as the national or community associations as the example of the Nigerian communities in Kaduna also provide initial and periodic support to their new migrants into the country, such as assistance as job advise, housing and language support²⁸.

²⁶ https://www.ilo.org/wcmsp5/groups/public/@ed_emp/documents/publication/wcms_117952.pdf

²⁷ <https://csonetmade.org/report-of-the-migrant-and-us-protection-mup/>

²⁸ FGD feedback on the study from Kaduna state

In summary, the literature review aligns with the study's findings, underscores the existing gaps in the area, and deepens the comprehension of the situation of migrant workers concerning decent employment and social protection. The dearth of scientific research in this area of the condition of migrant workers in Nigeria, provide unparalleled significance for this current study.

KEY FINDINGS

The "The Study on Landscape and Working Condition of Migrant Workers in Nigeria" aimed to comprehensively investigate the conditions, challenges, and recommendations related to migrant workers in Nigeria. The study's findings offer valuable insights into the state of migrant workers in the country. These key findings are presented in this report using the four pillars of the ILO decent work agenda (DWA) as guide for easy appreciation and assessment of the findings in relation to established standards and principles of decent work. They are preceded by the section on demographics of migrant workers which presents vital information about the migrant workers.

Demographics of Migrant Workers

The study provides a detailed breakdown on the demographic profile of migrant workers in Nigeria. The analysis includes categorizations based on their country of origin, state of residence in Nigeria, gender distribution, age, educational level, marital status, parenthood, and number of children. The study illustrates how these factors impact migrant workers access to fair employment opportunities, decent working conditions and their overall quality of life.

Country of Origin:

As revealed by this study, the data exhibit some variations compared to the data provided by the United Nations Department of Economic and Social Affairs (UNDESA) in 2019. These variations can likely be attributed to the study's sector-specific approach and the specific regions it surveyed. Here is a comparison:

Study Data: The study indicates that a significant portion of migrant workers in Nigeria come from neighboring countries, notably Niger, Chad, Benin, and Sudan.

While this finding corroborates the UNDESA 2019 Data presented earlier to a large extent, particularly in identifying that the majority of migrants' stock come from the ECOWAS, yet our present study differs in the proportionate representation of the stock. According to UNDESA's 2019 data, the largest percentage of African labor migrants in Nigeria originated from Benin (29%), followed by Ghana (19%), Mali (13%), Togo (12%), and Niger (9%).

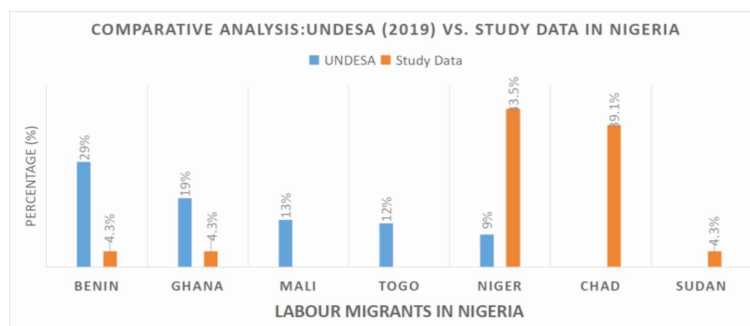


Fig 2: Chart Showing Comparative Analysis Between UNDESA (2019) Vs Study Data on Percentage Labour Migrants in Nigeria

The study's findings highlight a substantial presence of migrants from Chad and Sudan, which is not as prominently reflected in the UNDESA data. This difference may be due to the study's specific sector or locational focus, where workers from Chad and Sudan are more prevalent.

State of Residence:

The survey data highlights the challenges faced by migrant workers in Nigeria and reveals notable demographic trends. Kaduna stands out as the main destination for migrant workers, with 49.4% of respondents (39 participants), emphasizing its significance in labor migration. Lagos follows closely behind, hosting 29.1% of respondents (23 participants), underscoring its role as an economic hub for migrant workers. Additionally, the Federal Capital Territory (FCT) accounted for 21.5% of responses, reflecting the presence of migrant workers in Nigeria's administrative center.

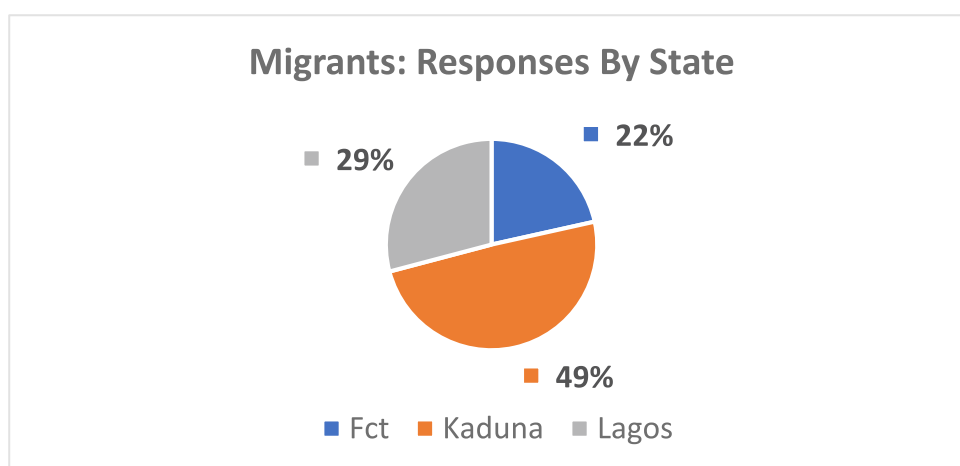


Fig 3: Chart Showing Migrant Response from States in Study

Gender Distribution:

In terms of gender, the majority of respondents are male, making up 68.4% of the total, while females account for 29.1%, and a small fraction (2.5%) chose not to disclose their gender.

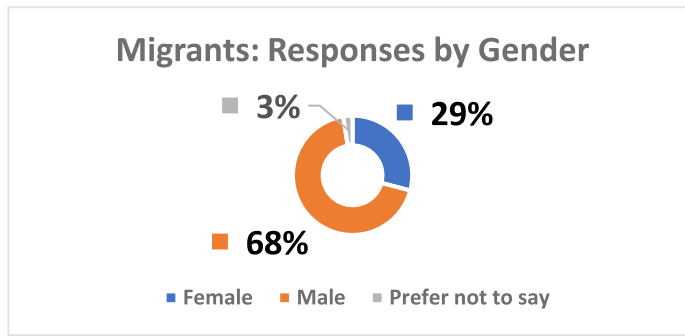


Fig 4: Chart Showing Migrants Responses from States in Study

Age Distribution:

Regarding age distribution, there is diversity in the respondent demographics. In the 18-35 age group, both males (18.1%) and females (19.4%) are fairly represented. However, in the 36-53 age bracket, males significantly outnumber females, comprising 50% of respondents, while females make up only 9.7%.

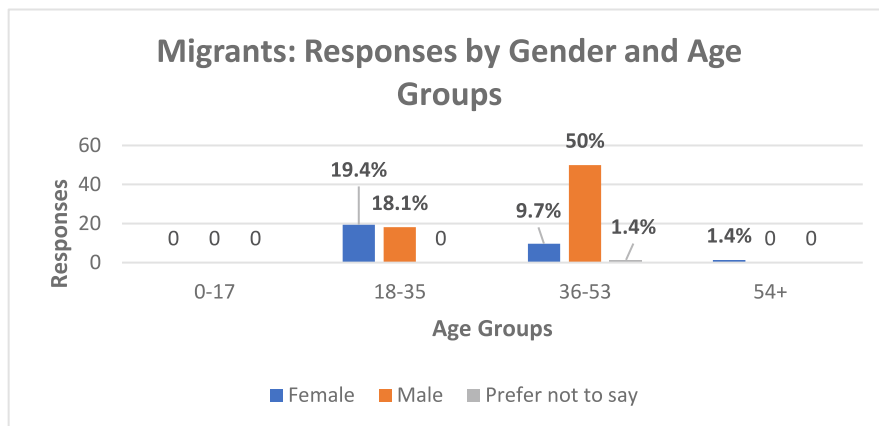


Fig 5: Chart Showing Migrants' Age Aggregated by Gender

Education by Gender Distribution:

From the study, migrant workers have varied educational backgrounds. Notably, 31.6% of males and 15.8% of females have tertiary education. Among males, 23.7% have no formal education, 2.6% completed primary school, 10.5% hold secondary school qualifications, and 31.6% possess tertiary education. Among females, 1.3% have no formal education, 1.3% completed primary school, 10.5% have secondary school certificates, and 15.8% have attained tertiary education.

Additionally, one male respondent and one undisclosed gender respondent reported having secondary school education (1.3%).

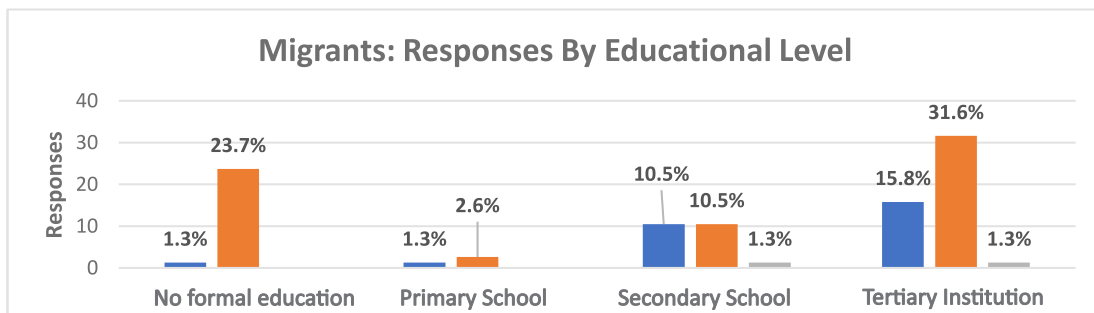


Fig. 6: Chart Showing Migrant Responses by Educational Level

Marital Status by Gender Distribution:

Surveying the marital Status of migrant workers, the survey revealed that among female participants, 9 were married (11.4%), 1 preferred not to disclose their marital status (1.3%), 1 was separated (1.3%), 10 were single (12.7%), and 3 were widowed, while among the male participants, 39 were married (49.4%), 2 were separated (2.5%), 13 were single (16.5%), and 2 had a prefer not to say response (2.5%).

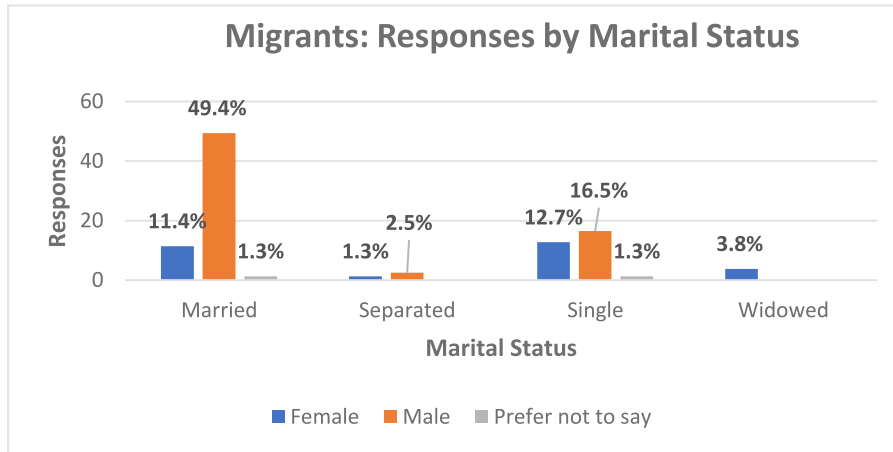


Fig 7: Chart Showing Migrants’ Marital Status Aggregated by Gender

Parenthood and Dependants by Gender:

Parenthood status varies significantly, with 51.9% of males being parents compared to 16.5% of females. Among female participants, 12.7% had no children, 16.5% had children, and 1% chose not to disclose their parenthood status. Among male participants, 16.5% had no children, 51.9% were parents, and 1 chose not to disclose their parenthood status.

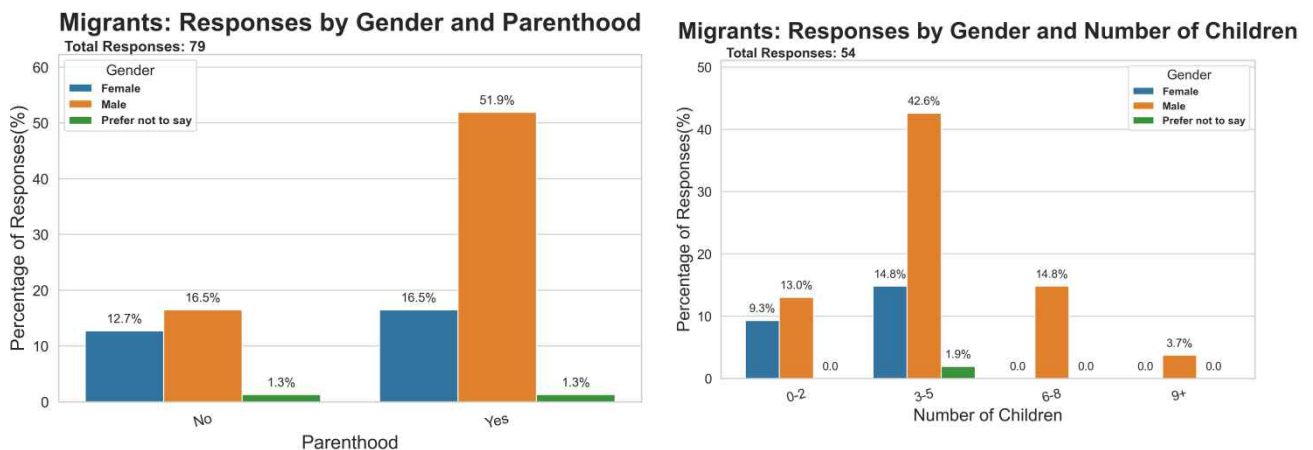


Fig 8: Chart Showing Migrants’ who are parents and the Number of children Aggregated by Gender

In terms of the number of children, among females, 9.3% had 0-2 children, and 14.8% had 3-5 children. There were no female respondents with 6-8 or 9+ children. Among males, 13% had 0-2 children, 42.6% had 3-5 children, 14.8% had 6-8 children, and 3.7% had 9+ children.

These insights provide a foundation for a detailed examination of the challenges faced by migrant workers in Nigeria, considering the distribution across various factors.

Sectors of Employment

The Table below illustrates the sectors in which participants are employed. Among female participants, 15 worked in the formal sector (19%), 8 in the informal sector (10.1%), and 1 preferred not to disclose their sector (1.3%). Male participants included 28 in the formal sector (35.4%), 26 in the informal sector (32.9%), and 1 with an undisclosed sector (1.3%).

Implications:

Formal Sector: While the formal sector (these are jobs which offer regular wages and hours, and employment rights on which income tax is being paid) employment is higher among male participants, there's still a substantial presence of female workers. It is important that we observe the distinction or the reality of formal and informal job conditions. Formal job conditions can also be used to refer to those workers who have signed contracts with their employers. As revealed from our survey, 62.9% of migrant workers affirmed that they entered into a signed employment contract with their employers. It is an encouraging situation in terms of describing migrant workers' condition, nevertheless the existence of 37.1% is still a significant concern demanding advocacy for better conditions of workers through regularization of their employment status by signing of contract. Challenges in this sector may include ensuring equal opportunities, addressing discrimination, and providing access to social protection for both male and female migrant workers.

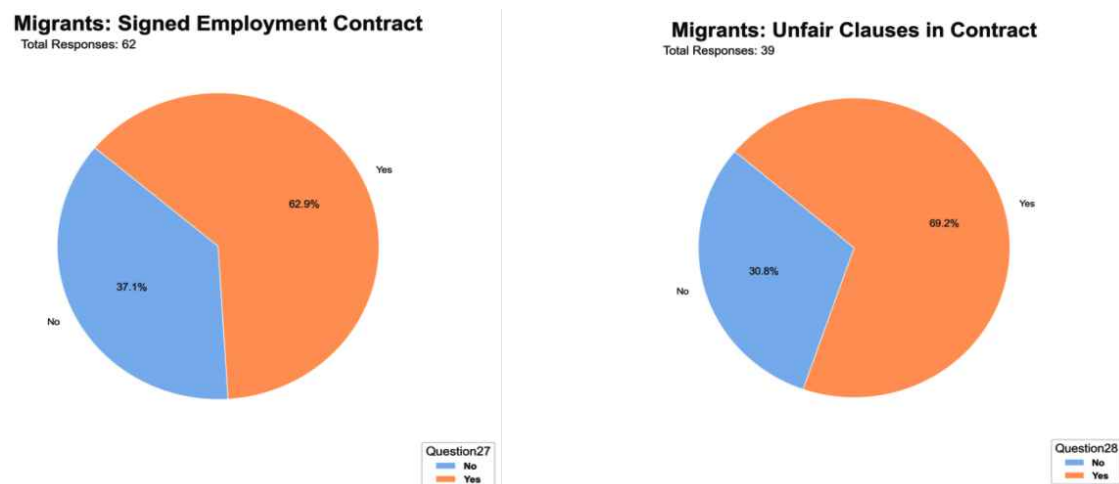


Fig 9: Chart Showing Migrants' Contract Status with Employers

It is interesting to state that our survey revealed that even those who signed formal contracts of employment, some of those contracts contain unfair clauses such as pay cut, provision of surety upon violation of workplace rule. These are some grey areas that need more attention by stakeholders such as NLC that need more strategic advocacy. For information on disaggregated data on other areas refer to the appendix.

Informal Sector: Migrant workers in the informal sector (these are household jobs for mostly domestic workers) face unique challenges related to job security, income stability, and limited access to social protection. Efforts should be made to enhance the social protection mechanisms for these workers.

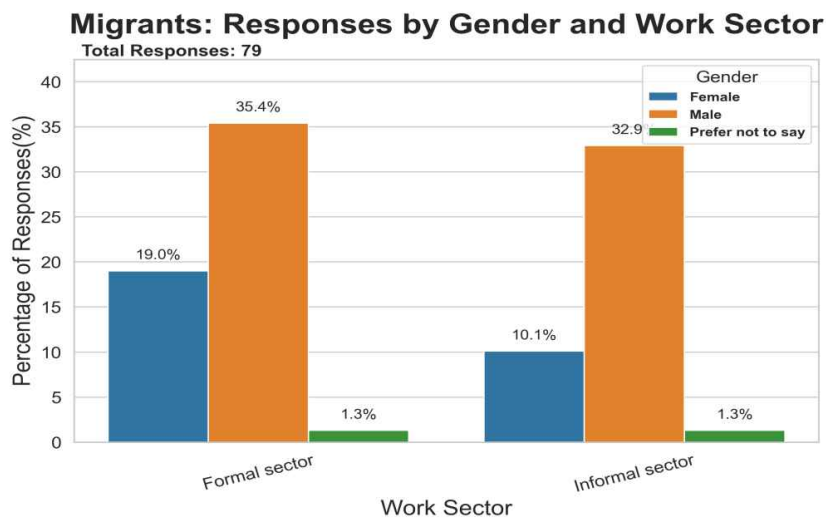


Fig 10: Chart Showing Migrants’ Work Sector Distribution Aggregated by Gender

Migrant workers in Nigeria are spread across various sectors, both formal and informal. The study specifically focused on sectors such as construction, textiles, health, agriculture, transport, and others. The choice of sectors aligns with the concentration of affiliate trade unions of the Nigeria Labour Congress (NLC).

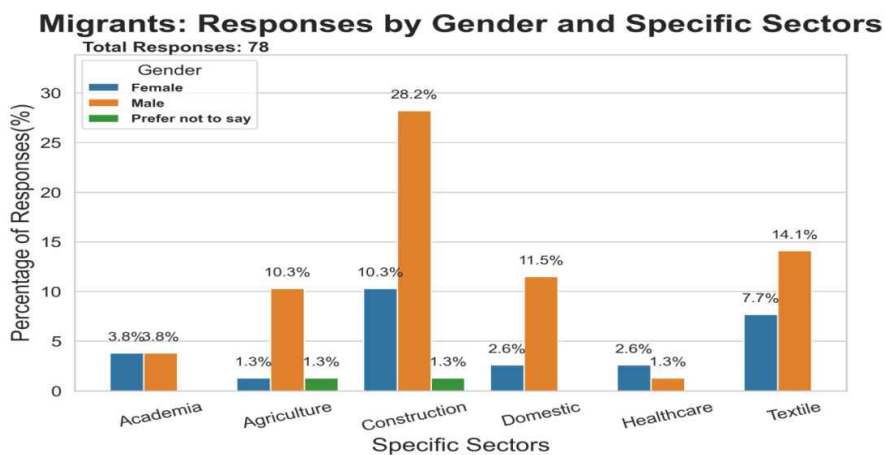


Fig 11: Chart Showing Specific Sectors of which Migrant Workers are distributed in Nigeria Aggregated by Gender

Rights at Work

Understanding the challenges migrant workers face is key to identifying and addressing the difficulties that they encounter in exercising their rights in the workplace. This session plays an important role in understanding the challenges faced by migrant workers and other factors contributing to the breach of their labour rights.

Comparative Analysis of Key Challenges Faced by Migrant Workers:

In this comparative analysis, the key challenges faced by migrant workers in Nigeria as reported by three distinct stakeholder groups: Migrant Workers, Trade Union Leaders, and Focus Groups help to identify recurring trends in their perceptions and gain a comprehensive understanding of how these challenges impact migrant workers.

Migrant Workers Perspective:

The data presented in the charts below offers a comprehensive overview of the challenges faced by migrant workers and the nature of their working conditions. Of the 79 surveyed migrant workers, 43 expressed various challenges. The most prevalent issues reported include healthcare challenges (12.3%) and low salary and wages (12.3%), followed closely by communication challenges (11.3%), housing challenges (11.3%), and workplace intimidation (11.2%). Other challenges, such as discrimination (6.1%), sexual harassment (2.2%), and security concerns (7.2%), were also reported. These findings underscore the multifaceted challenges experienced by migrant workers in Nigeria, affecting their overall well-being and work environments.

Migrants: Responses by Gender and Income Earned Naira

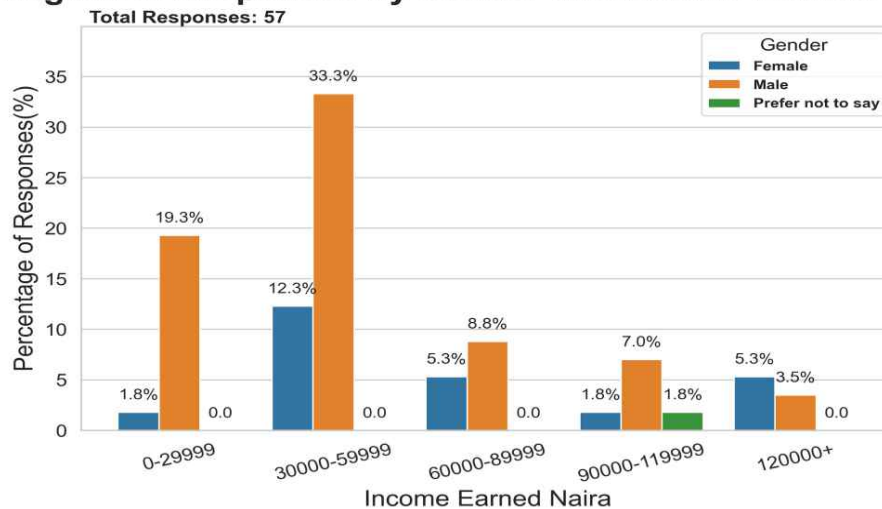


Fig 12: Charts Showing Migrants Monthly Income (Naira) Aggregated by Gender

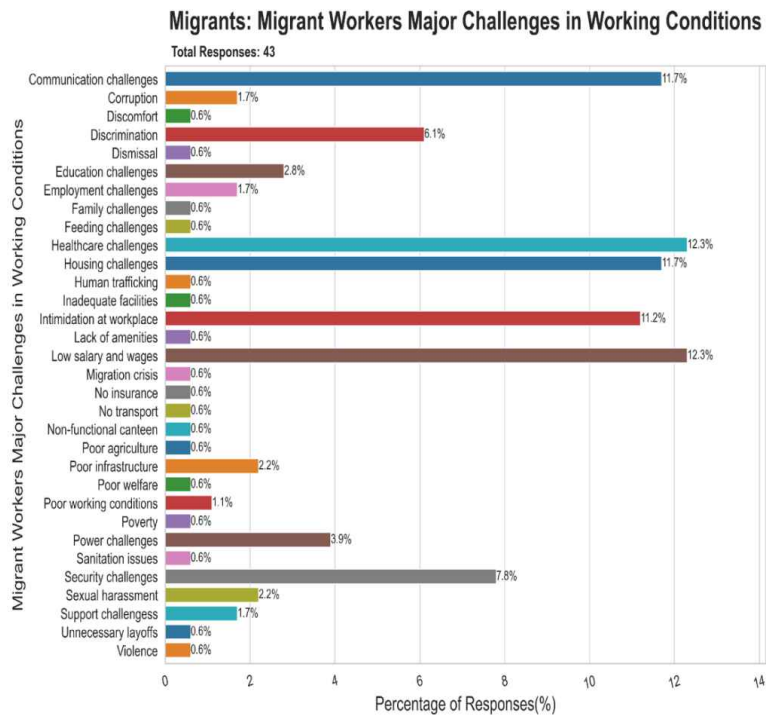


Fig 13: Chart Showing Migrants' Major Challenges in Working Condition

Trade Union Leaders' Viewpoint:

The perspective of Trade Union Leaders closely resonates with the challenges expressed by migrant workers. They underscored the prevalent issues of low wages, inconsistent incomes, the lack of social security benefits, and instances of exploitation. Significantly, Trade Union Leaders drew attention to the distinct challenges encountered by female migrant workers, shining a spotlight on the disturbing prevalence of workplace violence and sexual harassment, inadequate remuneration, discriminatory practices, and the lack of social protection. These insights not only reiterate the concerns expressed by migrant workers but also emphasize the heightened vulnerability experienced by female migrants in particular.

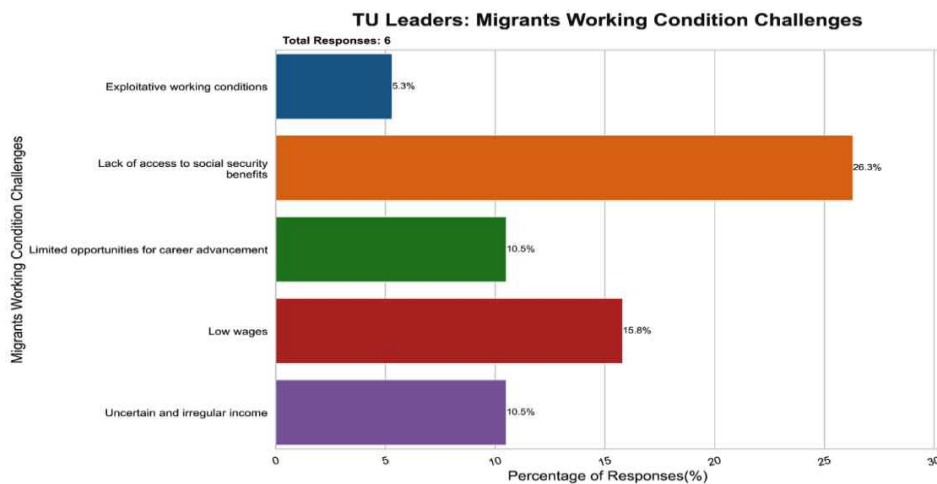


Fig 14: Charts Showing TU Leaders Perspective of Migrant Challenges

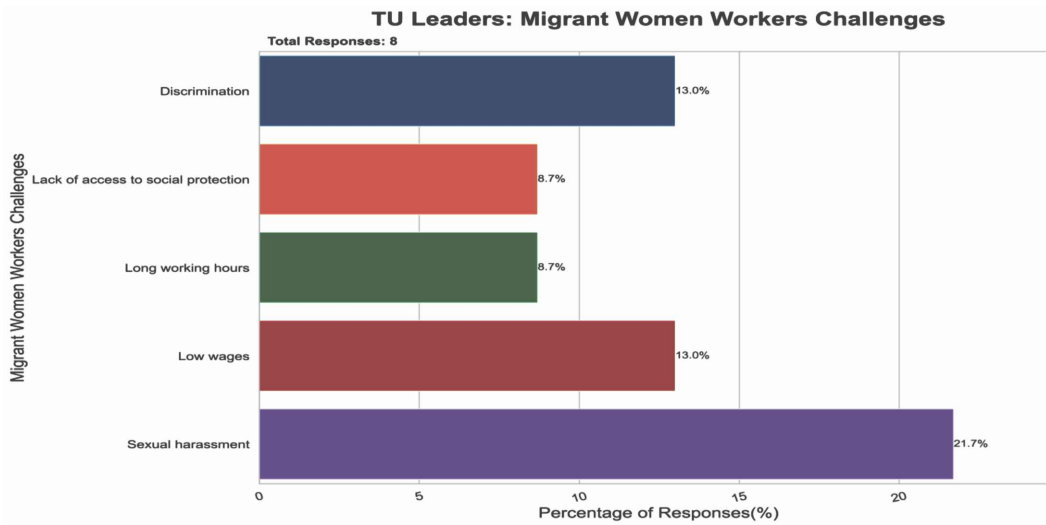


Fig 15: Charts Showing TU Leaders Perspective of Challenges Faced by Female Migrant Workers

Insights from Focus Groups:

The insights gathered from the Focus Groups sessions provided additional weight to the challenges previously identified by both migrant workers and Trade Union Leaders. These discussions brought into sharp focus the persistent issues of discrimination, exploitation, and inadequate wages that migrant workers regularly confront.

Moreover, the analysis unveiled the widespread problem of workplace discrimination across various locations, underlining the necessity for targeted, location-specific interventions. It also shed light on another critical aspect: the issue of extended working hours is relating to formal or informal workers or to both, which was further substantiated by data from Trade Union Leaders and migrant workers. Specifically, the data highlighted a significant portion of participants working 8 - 11 hours daily. This practice is incongruent with the monthly wages received, emphasizing the need to address this disparity between working hours and compensation.

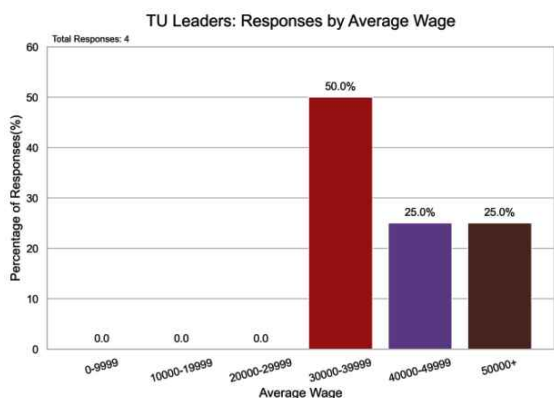


Fig 16: Charts Showing TU Leaders Perspective of Migrant Worker Average Monthly Wages

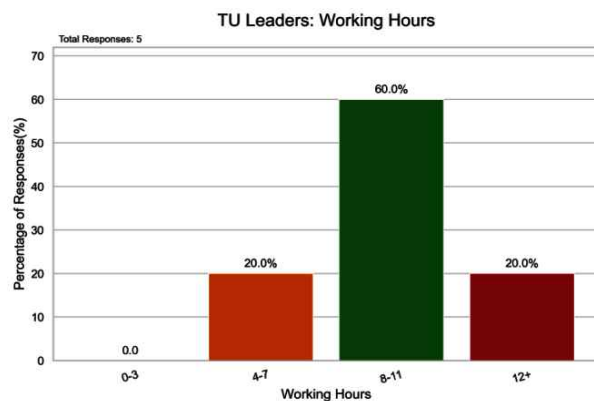


Fig 17: Charts Showing TU Leaders Perspective of Migrant Worker Daily working Hours

FGD: Responses by Migrant Challenges

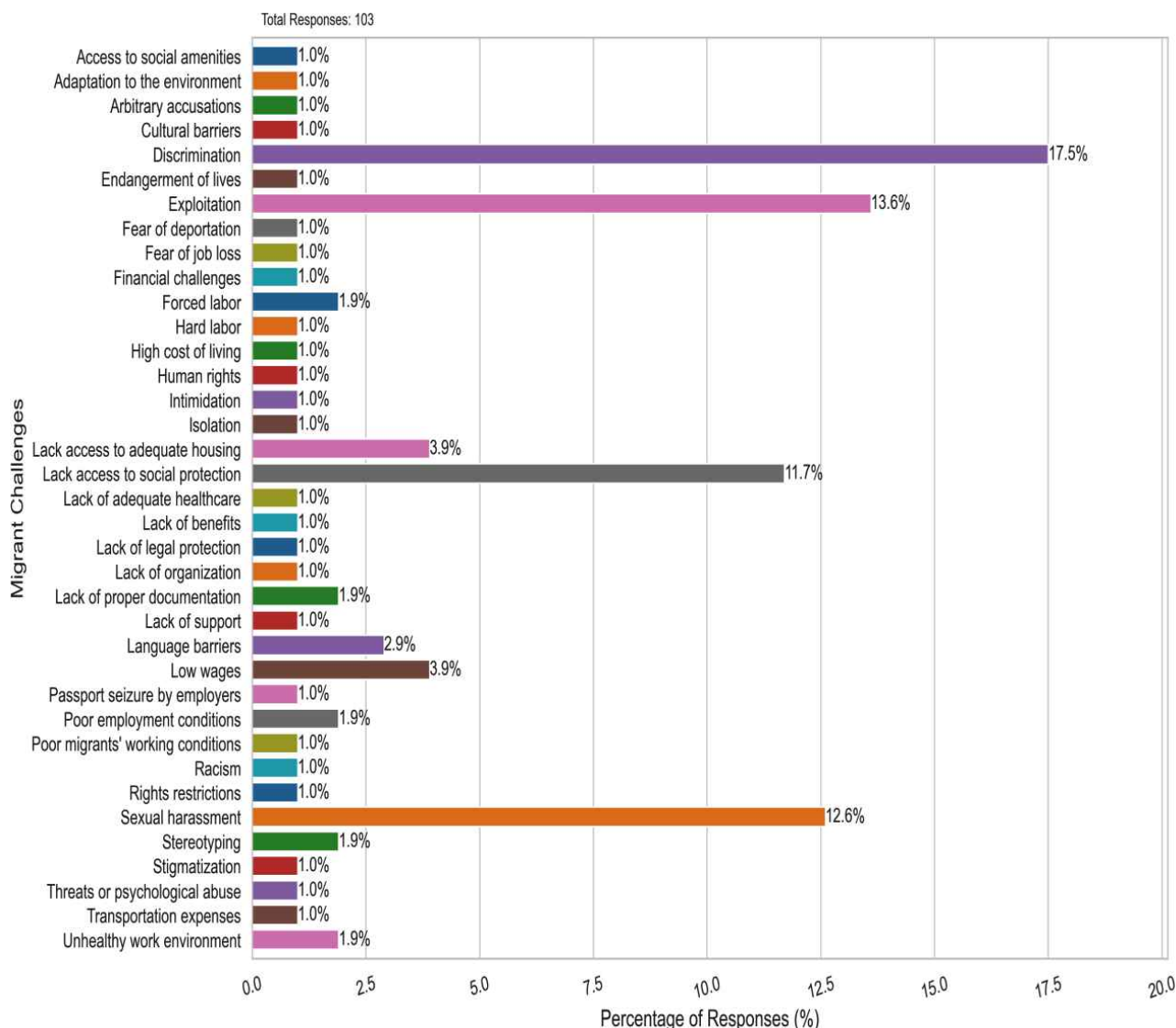


Fig 18: Charts Showing FGD Perspective of Migrant Worker Average Monthly Wages

Common Trends in Key Challenges Faced by Migrant Workers

Below are identical trends in key challenges experienced by Migrant Workers as observed by the three groups of stakeholders:

1. **Discrimination:** All three stakeholder groups - Migrant Workers, Trade Union Leaders, and Focus Groups identify discrimination as a significant challenge faced by migrant workers. Discrimination occurs based on various factors, including gender, nationality, and language barriers. This pervasive issue adversely affects migrant workers' well-being and work experiences.

2. **Low Wages:** Migrant Workers, Trade Union Leaders, and Focus Groups concur that low wages are a major concern. Migrant workers receive inadequate salaries. However, the wages of migrant workers differ based on their employers. For migrant workers receiving less than the minimum wage, the situation affects their financial stability and quality of life. This shared concern highlights the urgency of addressing wage disparities.
3. **Lack of Access to Social Protection:** Social protection benefits include all policies and programmes to reduce vulnerabilities of migrant workers. They include maternity and paternity rights and benefits, health insurance, pension, annual leave, and so on. Trade Union Leaders, Focus Groups, and to some extent, Migrant Workers, emphasize the lack of access to social protection benefits. This challenge leaves migrant workers vulnerable to financial crises, health emergencies, and job insecurity.
4. **Sexual Harassment:** Migrant Workers, Trade Union Leaders, and Focus Groups recognize sexual harassment as a problem, particularly affecting women migrant workers. Such harassment not only harms individuals psychologically but also perpetuates an unsafe work environment.
5. **Exploitation:** Both Trade Union Leaders and Focus Groups highlight the issue of exploitation faced by migrant workers. This includes exploitative working conditions and practices, which compromise workers' rights and dignity.

Social Protection

Exploring further into the survey data, it becomes evident that a significant portion of migrant workers face a notable gap in social protection awareness and accessibility. This gap primarily stems from their limited awareness of existing social protection mechanisms, including trade unions. Furthermore, many are either unaware of the existence of trade unions or are deterred from joining due to various concerns, such as employer restrictions, fear of job loss, government policies, or issues related to migrants' documentation as shown in the chart.

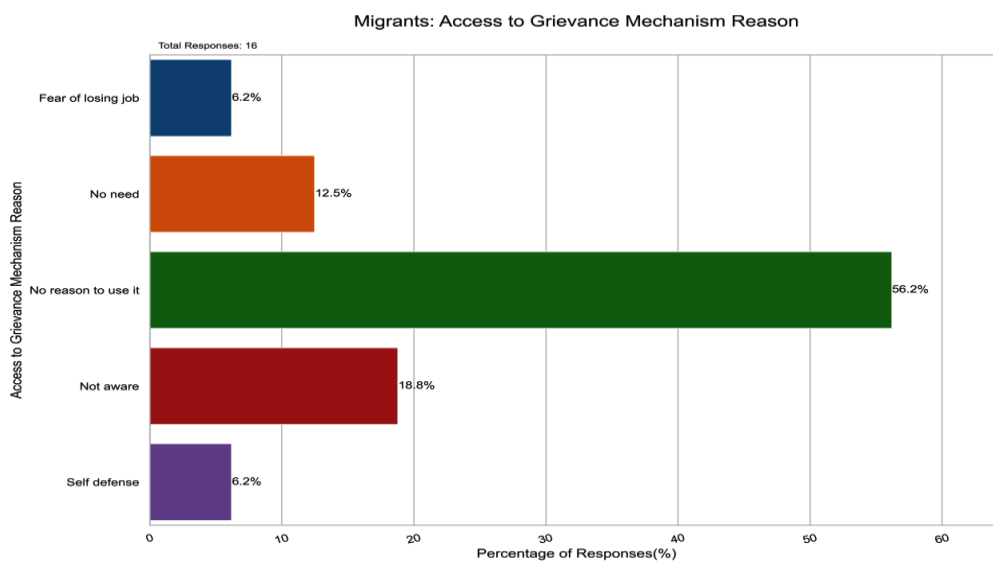


Fig 19: Charts Showing Responses from Migrants on Why they did not access the Grievance Mechanism (Migrant workers' Fears/Apprehensions)

Furthermore, migrant workers shared their experiences, shedding light on the harsh realities they face in their daily work lives. The survey data unveiled distressing instances of exploitation, sexual harassment, discrimination, and a lack of adequate support when dealing with workplace injuries or accidents.

Of particular concern is the data indicating a substantial number of migrant workers, especially those toiling in the textile, construction, domestic and agriculture sectors, who have had first-hand experiences with workplace injuries. Shockingly, the data also reveals a stark disparity – while these workers suffered injuries on the job, they were frequently denied the compensation they rightfully deserved. This unjust situation places an additional burden on the shoulders of already vulnerable migrant workers, exacerbating their economic precarity and compromising their well-being.

Adding to the troubling picture are the accounts of many migrant workers who faced threats and harassment, often emanating from colleagues or employers. What is deeply concerning is that these workers, despite having access to grievance mechanisms and channels for reporting such incidents, chose to remain silent. The prevalence of fear within this workforce is palpable and has far-reaching consequences, not only on their personal well-being but also on the perpetuation of unhealthy work environments. This exposes the lack of institutions for social dialogue, a critical pillar of DWA, leading to the denial of migrant workers’ representation in collective bargaining.

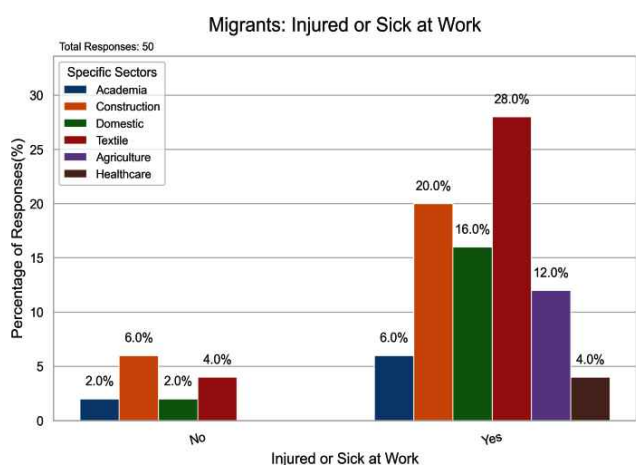


Fig 20: Charts Showing Migrants’ Responses on workplace incidents (Sickness/Accidents)

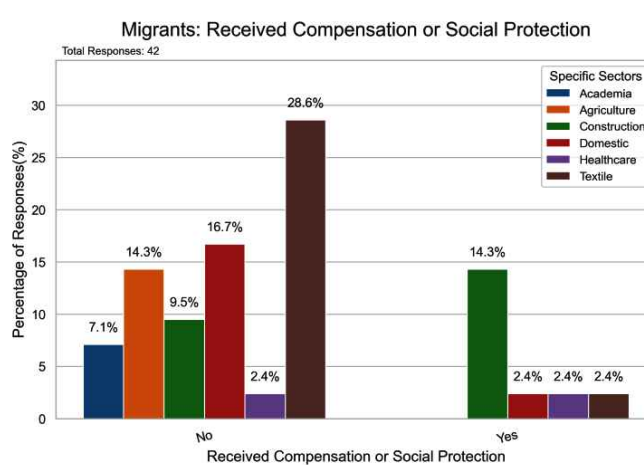


Fig 21: Charts showing migrant who received compensations after Sickness/Accidents

These circumstances paint a stark portrait of the challenges migrant workers confront daily in their pursuit of a livelihood in Nigeria. Exploitation, harassment, discrimination, and inadequate support systems continue to undermine their rights, safety, and dignity in the workplace. It is imperative that these issues be addressed comprehensively through effective trade union actions and policy measures to ensure the protection and well-being of migrant workers across the country.

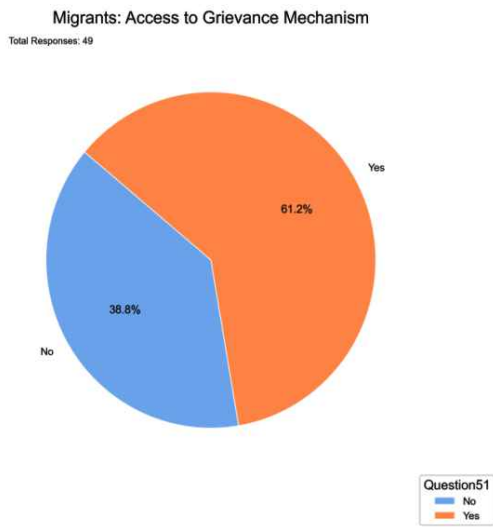


Fig 22: Charts Showing Migrants Access to Grievance Mechanism

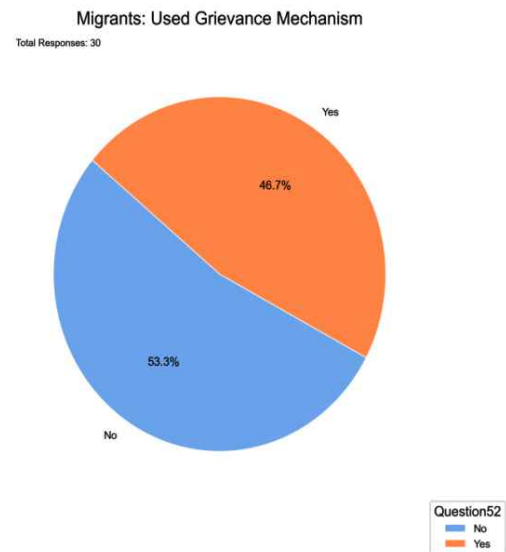


Fig 23: Charts Showing Percentage of Migrants who used the Grievance Mechanism

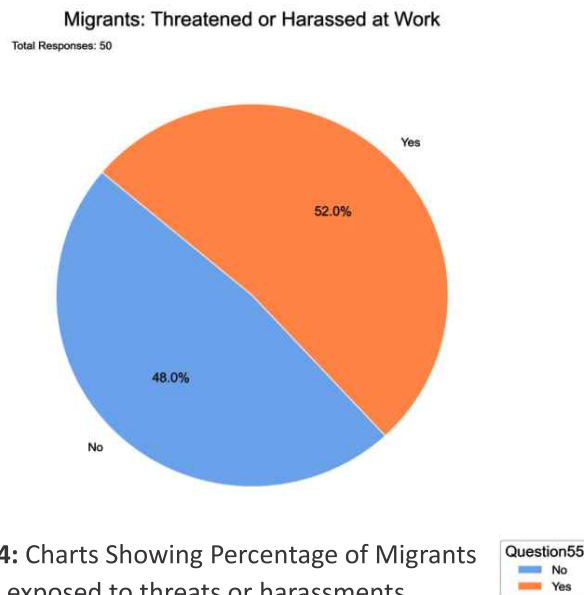


Fig 24: Charts Showing Percentage of Migrants exposed to threats or harassments.

These apprehensions held by migrant workers significantly impact the effectiveness of trade unions in advocating for the social protection of this vulnerable demographic, as clearly expressed in the survey data.

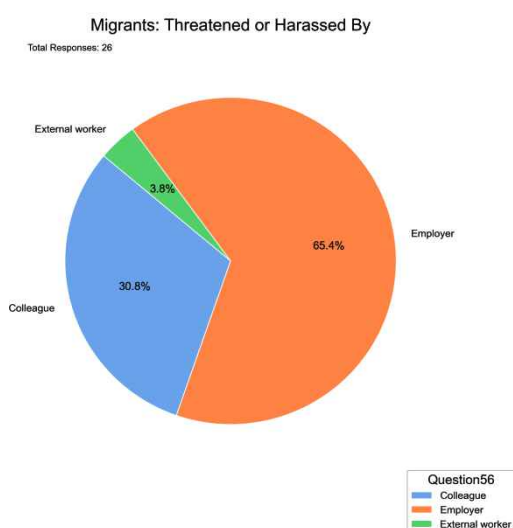


Fig 25: Charts Showing Responses from Migrants on who Threatened or Harassed

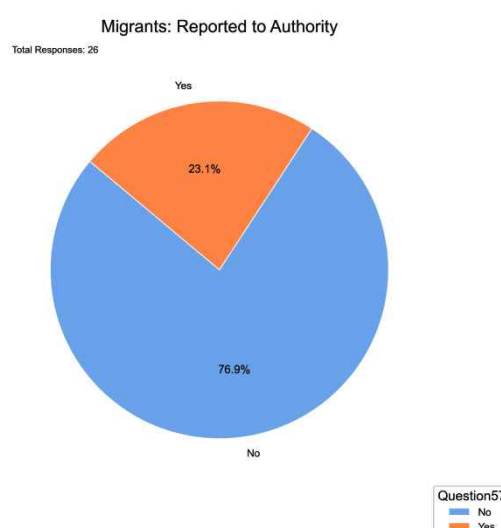


Fig 26: Charts Showing Percentage of Migrants Who Reported to Authorities

Implications of Identical Trends on the Challenges Faced by Migrant Workers:

Discrimination, low wages, lack of social protection, sexual harassment, and exploitation are pressing challenges that migrant workers across various sectors and skill levels face in Nigeria. These challenges collectively contribute to an unsafe and unfair working environment, negatively impacting the well-being and productivity of migrant workers.

Trade Union Actions to Ensure Decent Working Conditions for Migrant Workers in Nigeria:

To gauge the effectiveness of measures by the trade unions to ensure decent working conditions for migrant workers in Nigeria, the study assessed the level of awareness and accessibility of social protection among migrant workers which revealed the presence of various social protection measures accessible to migrant workers, with healthcare (25.2%) and pension schemes (16.5%) being the most accessed. A majority of migrant workers were participants in healthcare and pension schemes, as corroborated by Trade Union Leaders.

However, it is evident that a significant proportion of migrant workers have expressed dissatisfaction with the available social protection measures. This dissatisfaction primarily stems from the inefficient administration of these provisions, affecting their overall effectiveness. The administrative inefficiencies have led to challenges in accessing benefits, such as the healthcare and pension schemes. For instance, some pensioners who have diligently contributed to their pension schemes throughout their years of service find themselves encountering considerable difficulties when attempting to access their pension funds post-retirement. These difficulties serve as a stark reminder of the critical issue at hand, where administrative inefficiencies are impeding

the timely and adequate delivery of social protection benefits to migrant workers, thereby hindering the realization of the intended support and security for this vulnerable population. It may be important to underscore that lack of social protection in all its indices is rather a general challenge of all Nigerian workers’ citizens alike. However, the situation may be worse for the migrants.

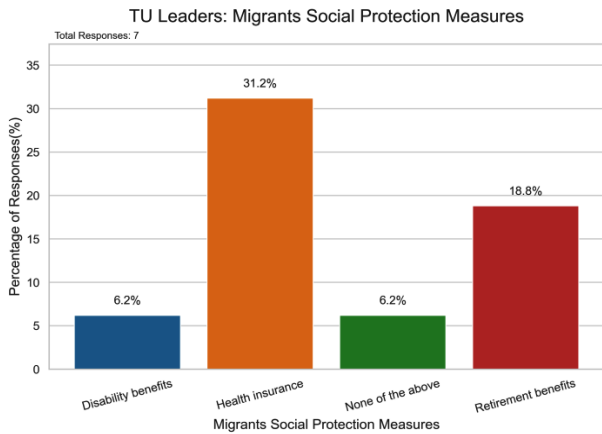


Fig 27: Charts Showing TU Leaders on Migrants Social Protection Measures

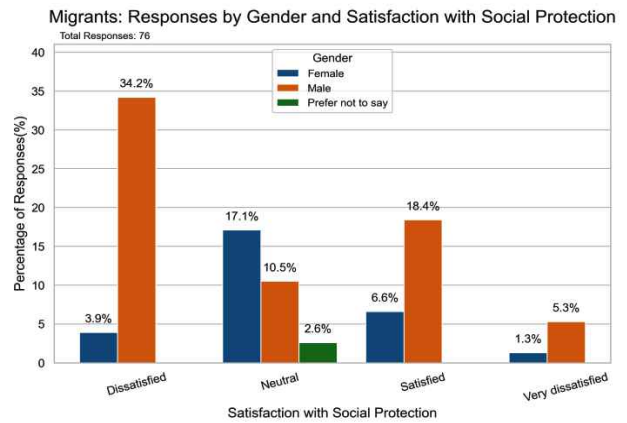


Fig 28: Charts Showing Migrants Level of Satisfaction on Social Protection Measures

Social dialogue

Assessing the efficacy of social protection measures is just one facet of our comprehensive inquiry. Equally critical is the evaluation of the role of Trade Unions in safeguarding the rights and working conditions of migrant workers, along with exploring avenues for enhancing their effectiveness.

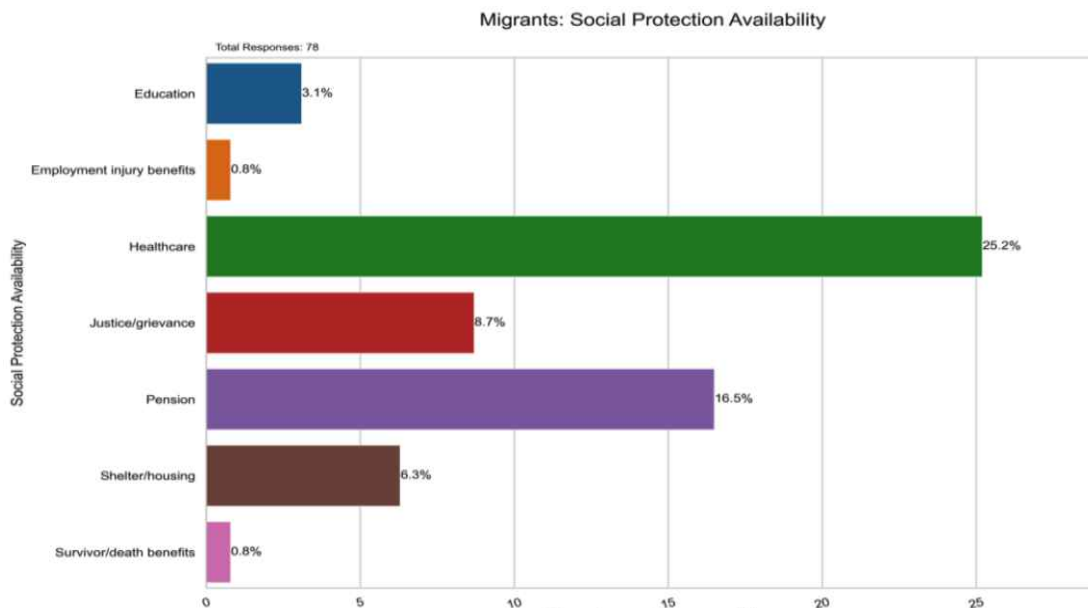


Fig 29: Chart Showing Social Protection Measures Accessible to Migrants

Trade Unions’ Advocacy for the Rights and Working Conditions of Migrant Workers: Enhancing their Effectiveness.

Our survey data, gathered from migrant workers, unveils significant insights into their awareness of Trade Unions and the perceived effectiveness of these organizations. Among the 51 responding migrant workers, a substantial 52.9% affirmed their membership in a Trade Union, with 57.8% of the 45 respondents acknowledging the Trade Union's effectiveness in advocating for migrant workers' working conditions. Notably, 47.1% of migrant workers acknowledged to not being Trade Union members, with 4.8% citing workplace restrictions as the reason and the overwhelming 95.2% revealing their lack of access to Trade Unions.

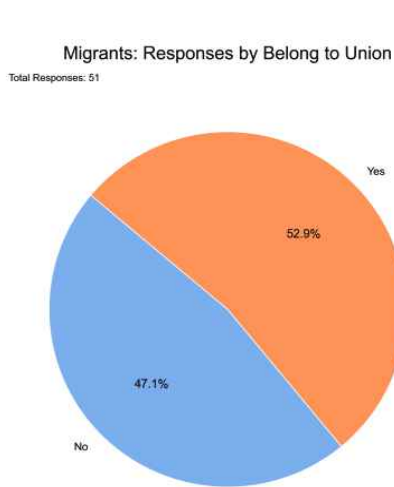


Fig 30: Charts Showing Migrants Belonging to Trade Unions

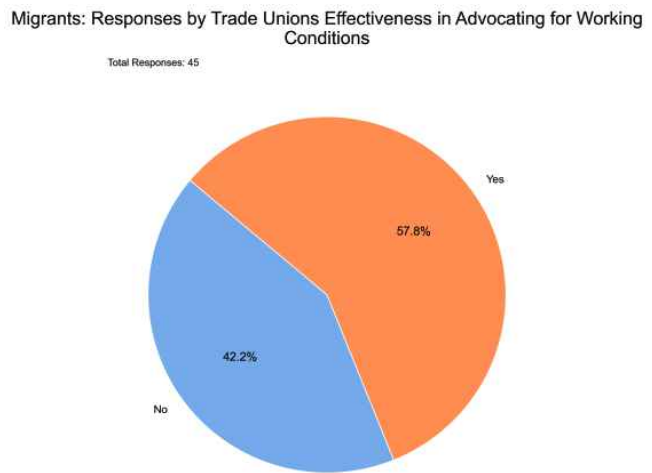


Fig 31: Charts Showing Trade Unions Effectiveness in Advocating for Migrants’ working Conditions

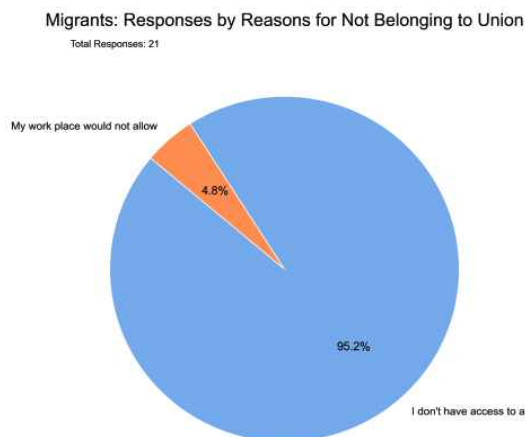
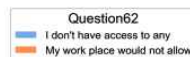


Fig 32: Charts Showing Reasons Migrant Do not belong to Trade Unions



Furthermore, a synthesis of responses from migrant workers, Trade Union Leaders, and Focus Group Discussions corroborates the Trade Union's instrumental role in championing migrant rights within workplaces. Testimonials from 28 out of the 79 surveyed migrant workers, who have experienced the measures taken by Trade Unions in advocating for migrant rights, underscore the effectiveness of these efforts. Impressively, 50% attested to the Trade Union's high effectiveness, while the remaining 50% affirmed its overall effectiveness. The sentiment resonates in the Focus Group Discussions, with an overwhelming 68.9% acknowledging the Trade Unions' successful initiatives in advocating for migrant rights. This collective voice resounds in unison, highlighting the substantial impact of Trade Unions in championing the cause of migrant workers.

Nevertheless, despite these achievements, it is evident that more work lies ahead in the advocacy for migrant rights, especially considering the limited engagement of migrant workers. Awareness creation on the need and value of unionization emerges as a prominent need, as emphasized by Trade Union Leaders and the Focus Group Discussions. Overcoming barriers such as language obstacles, lack of awareness, fear of victimization, government policies, and the absence of social justice, as indicated in the appendix chart under FGD Survey, remain essential. These pertain to social dialogue, the fourth pillar of the DWA. In summary, while Trade Unions have demonstrated their efficacy, a comprehensive strategy for expanding awareness and overcoming these identified challenges is imperative to further advance the cause of migrant workers' rights.

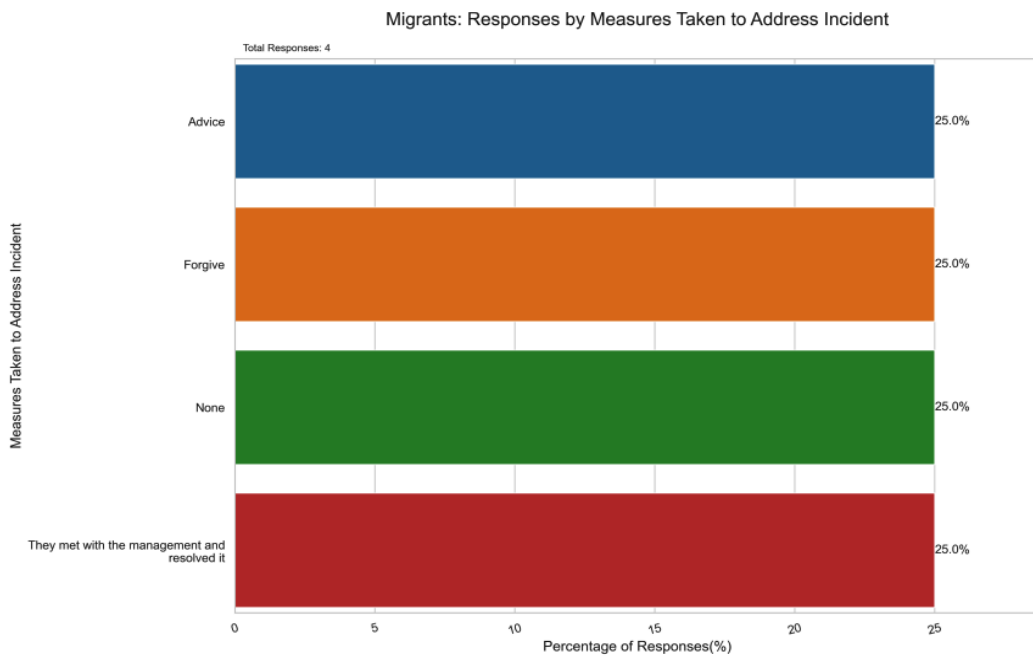


Fig 33: Charts Showing Migrants Responses on Measures Taken to address Incidents at Workplace Through the Trade Unions

RECOMMENDATIONS

Measures and Interventions to Enhance the Rights and Well-being of Migrant Workers in Nigeria

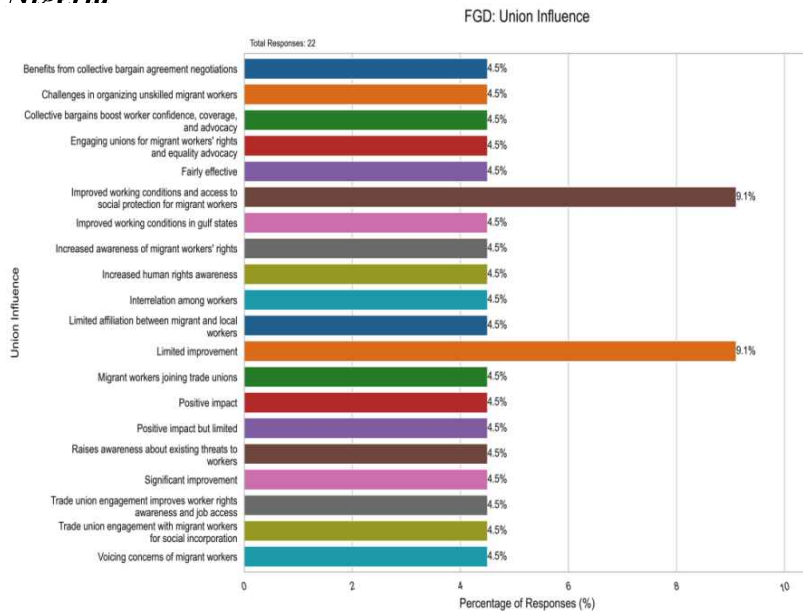


Fig 34: Charts Showing FGD Response on Trade Union's Influence on Protection of Migrants Right

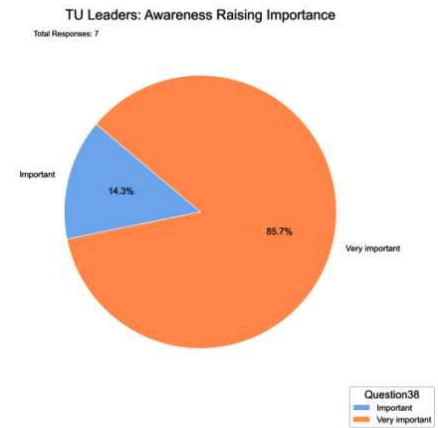


Fig 35: Charts Showing Trade Union Leaders Perspective on the Importance of Raising Awareness

After an in-depth exploration of the myriad challenges confronting migrant workers and the commendable efforts by Trade Unions to address these issues and advocate for migrant rights, it becomes evident that there is a pressing need for well-structured policy measures. These measures will not only solidify ongoing initiatives but also foster an environment that better promotes the rights and well-being of migrant workers. Realizing that Nigeria has ratified a number of international legal instruments and normative frameworks and has developed some national ones too, it is obvious the challenge is of implementation rather than enacting new policies. This awareness will demand a strategic advocacy that may lead to a shift in focus.

Our recommendations stem from a rigorous analysis of the collected data and insights from various stakeholders. The overarching goal is to create a more equitable, sustainable, and accessible work environment for migrant workers in Nigeria. The following policy suggestions, among many, have been outlined:

Policy Measures and Interventions

1. **Access to Education for Children at Par with Nationals:** Ensuring that the children of migrant workers have equal access to education as their national counterparts is foundational for securing their future. This policy measure should encompass inclusive educational programs, support mechanisms for non-native speakers, and a steadfast commitment to eliminating barriers that hinder these children from attending school.

2. **Anti-discrimination Laws:** The implementation of stringent anti-discrimination laws is essential to shield migrant workers from biases and prejudices. Enforcing regulations that penalize discriminatory practices in workplaces and communities will help establish an environment where every worker is treated fairly and with dignity.
3. **Safe Working Conditions at Par with Nationals:** Prioritizing the safety of all workers, regardless of their origin, is paramount. The establishment and enforcement of safety standards equivalent to those for nationals will mitigate workplace hazards, reduce injuries, and ensure that migrant workers are not subjected to undue risks.
4. **Fair Wages at Par with Nationals:** Achieving pay equity is pivotal for fostering fairness and equality in the labor market. Ensuring that migrant workers receive wages on par with their national counterparts is not only a matter of justice but also contributes to their financial stability and social inclusion.
5. **Access to Healthcare at Par with Nationals:** Access to healthcare is a fundamental human right, and migrant workers should enjoy equal access to healthcare services. Implementing policies that provide migrants with healthcare coverage equivalent to that of nationals will not only enhance their well-being but also reduce health-related vulnerabilities.

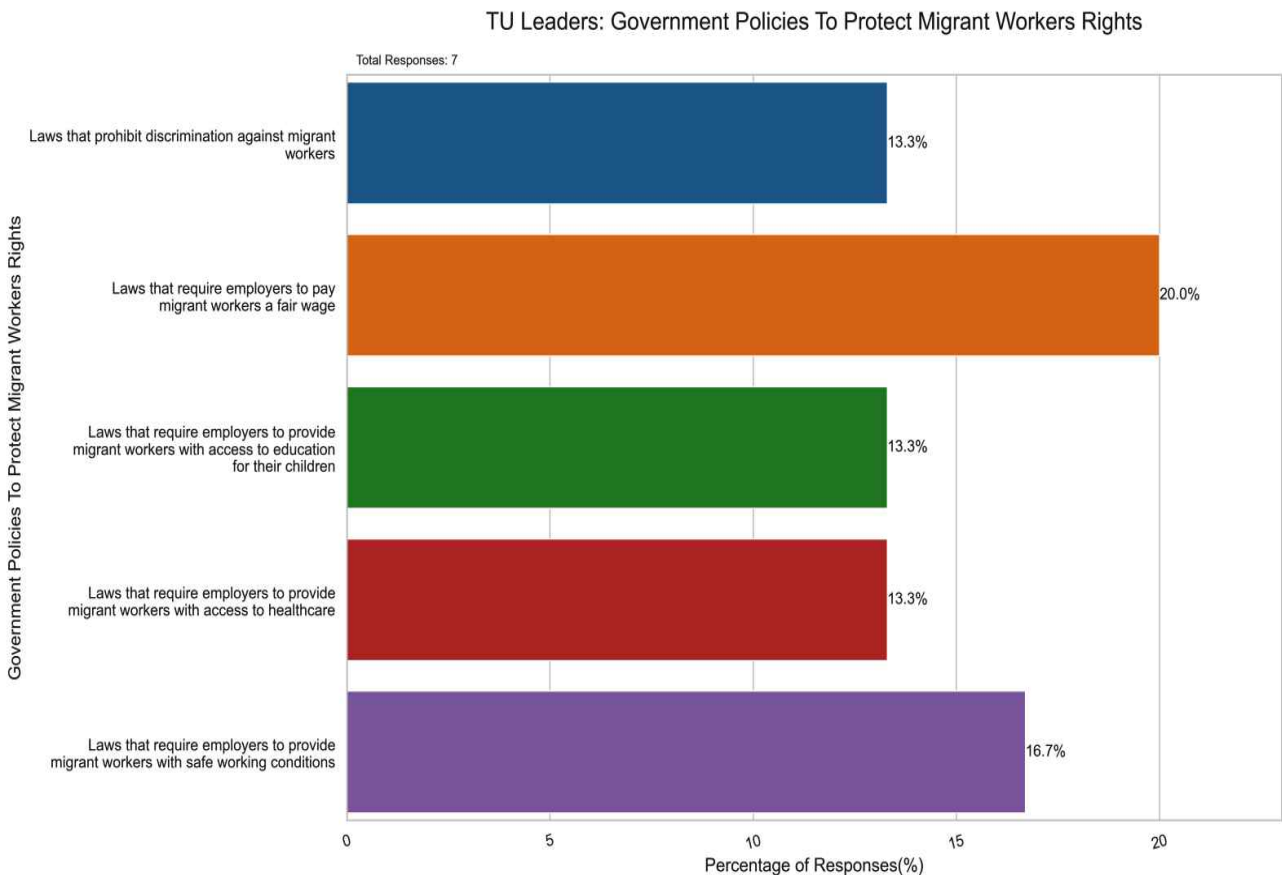


Fig 36: Charts Showing TU Leaders Recommendations for Government Policies to Protect Migrant Workers' Rights

Sustainability Measures

1. **Advocate for Government Funding:** To sustain efforts in supporting migrant workers, advocacy for government funding is indispensable. Collaborative endeavors with government agencies can secure resources for comprehensive migrant worker programs, including education, healthcare, and social services.
2. **Build Partnerships with Other Organizations:** Collaborating with a wide array of organizations, both governmental and non-governmental, can amplify the impact of initiatives aimed at improving migrant worker welfare. Partnerships facilitate resource sharing, knowledge exchange, and the development of holistic solutions.
3. **Develop a Business Model that Generates Revenue:** Creating a sustainable financial model is crucial for ensuring the long-term viability of migrant worker support programs. Exploring revenue-generating strategies will empower organizations to continue providing essential services independently.

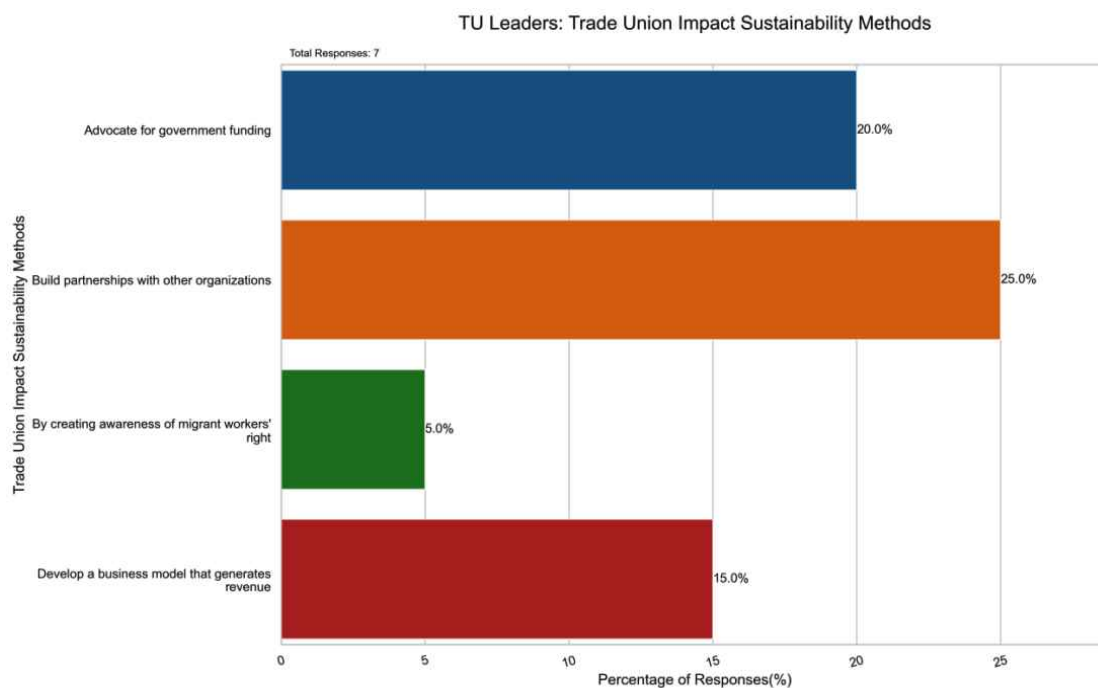


Fig 37: Charts Showing Trade Union Leaders Recommendations for Methods to Sustainability

Accessibility Measures

1. **Offer Training in Common Languages:** Empowering migrant workers with linguistic skills through training in common languages enhances their accessibility to the job market. This facilitates effective communication and integration into the workforce.
2. **Provide Materials in Multiple Languages:** Extending accessibility to written materials by providing essential documents and information in multiple languages ensures that migrant workers can access vital resources and services with ease.

3. **Work with Migrant Organizations:** Collaboration with migrant organizations establishes a direct channel of support and representation for migrant workers. These organizations serve as advocates, provide guidance, and connect workers with essential resources.
4. **Use of Interpreters:** Utilizing interpreters in workplaces and service settings bridges language barriers, enabling clear communication between migrant workers and their employers or service providers.

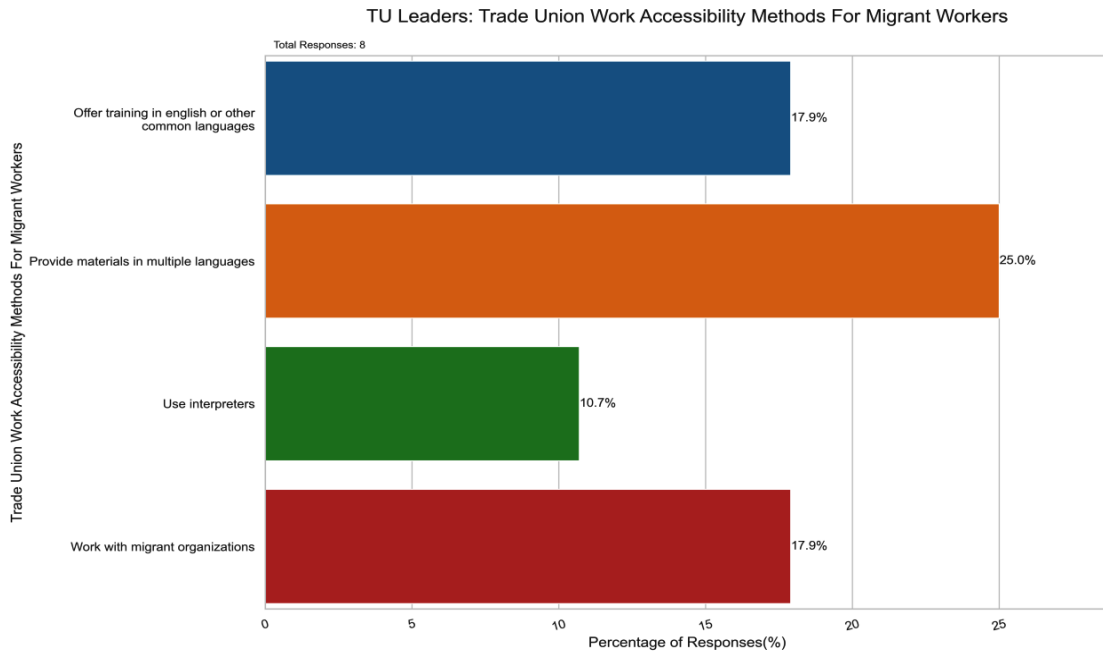


Fig 38: Charts Showing Trade Union Leaders Recommendations for Methods to Accessibility Impact for Migrant Workers

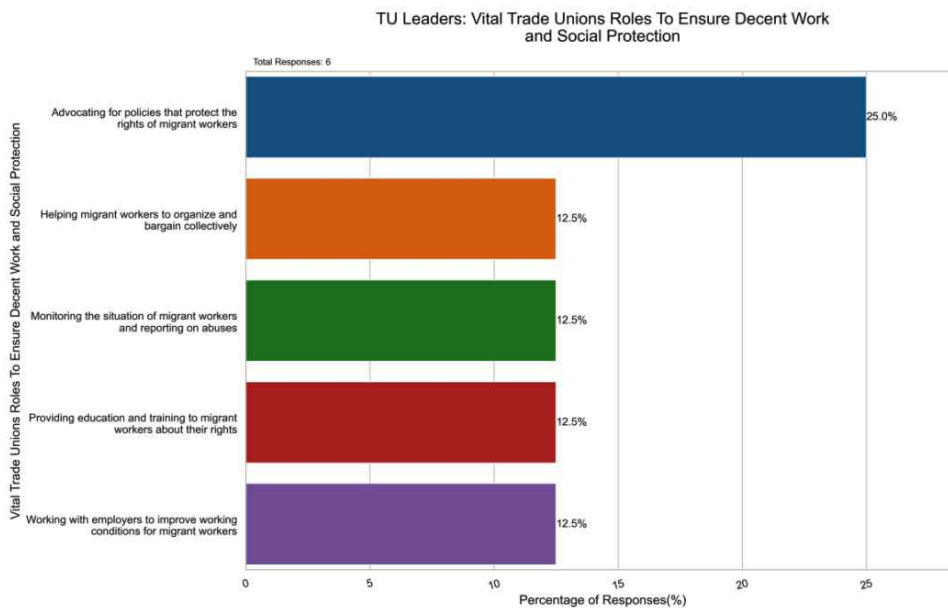


Fig 39: Charts Showing Trade Union Leaders Recommendations Vital Roles of Trade Unions to Ensuring Decent work and Social Protection

FGD: Improve Engagement

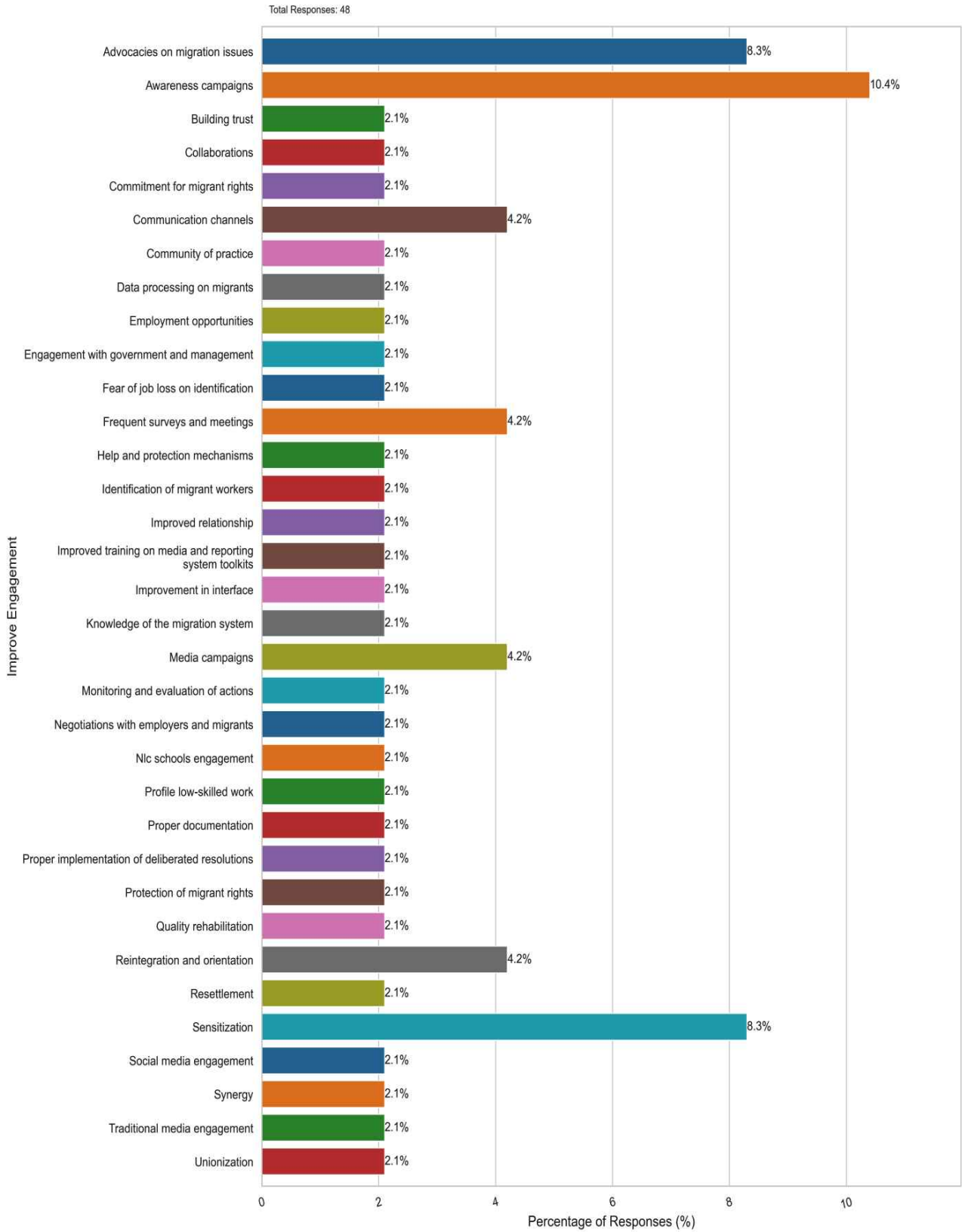


Fig 40: Charts Showing FGD Recommendations for Improved Engagement

CONCLUSION

The Research on the Landscape of Working Conditions of Migrant Workers in Nigeria successfully sheds light on critical issues faced by migrant workers. The findings and recommendations offer actionable steps to address challenges and create positive change within the labor migration landscape in Nigeria.

Our journey through this comprehensive study has highlighted the multifaceted challenges faced by migrant workers in Nigeria, sparking crucial conversations about their rights, well-being, and the role of Trade Unions and policy measures in their empowerment. As we conclude, it is imperative to reflect on the overarching themes and key insights that have emerged from our research.

First and foremost, the challenges encountered by migrant workers in Nigeria are both diverse and persistent. From discrimination and low wages to the absence and ineffectiveness of social protection, these issues affect the daily lives and aspirations of countless individuals seeking opportunities far from their places of origin. It is evident that these challenges transcend gender, skill levels, and work sectors, underscoring the need for comprehensive solutions.

Our analysis has highlighted that these challenges are not merely anecdotal; they are substantiated by the voices of three pivotal stakeholder groups: Migrant Workers, Trade Union Leaders, and Focus Groups. The unanimous recognition of discrimination, low wages, lack of social protection, sexual harassment, and exploitation as pressing concerns paint a clear picture of the lived experiences of migrant workers. Such consensus forms the bedrock upon which actionable solutions must be built.

Trade Unions have emerged as pivotal actors in the fight for migrant workers' rights. Their dedication to addressing these issues is commendable, and their effectiveness in advocating for improved working conditions and social protection for migrants is evident. Trade Unions have played an essential role in bridging the gap between laborers and employers, empowering migrant workers with a voice and a platform to express their grievances.

However, challenges persist, as not all migrant workers are aware of or have access to Trade Unions. Barriers such as employer restrictions, fear of job loss, government policies, and improper documentation inhibit their engagement. Therefore, raising awareness and dismantling these barriers are imperative to maximize the impact of Trade Unions in advocating for migrants' rights.

To this end, our research has produced four pivotal research questions, each unraveling a layer of the complex issue at hand:

1. What are the key challenges faced by migrant workers in Nigeria, and how do these challenges vary by gender, skill level, and work sector? This question formed the foundation of our exploration, revealing the common threads that bind the struggles of migrant workers.

FUTURE STEPS

To build upon the outcomes of this project, it is recommended to:

1. Advocate for the implementation of the recommended safety measures and wage standardization.
2. Collaborate with relevant stakeholders to expand social protection programs for vulnerable sectors.
3. **Anti-Discrimination Measures:** Implement comprehensive anti-discrimination policies and awareness campaigns to combat discrimination based on gender, nationality, and language. Encourage diversity and inclusion in the workplace.
4. **Fair Wage Policies:** Advocate for fair wage policies that ensure migrant workers receive adequate compensation for their labor. Collaborate with employers and industries to establish transparent wage structures.
5. **Social Protection:** Develop and expand access to social protection benefits for migrant workers, including healthcare, unemployment benefits, health protection and retirement plans. Strengthen legal frameworks to protect workers' rights. Such as enhancing female migrant workers' access to maternity benefit, health care and other social protections.
6. **Sexual Harassment Prevention:** Enforce strict regulations against sexual harassment in the workplace. Provide training for both employers and employees on recognizing and preventing harassment.
7. **Anti-Exploitation Measures:** Strengthen labor inspection mechanisms to detect and prevent exploitation of migrant workers. Promote ethical recruitment practices and fair employment contracts.
8. **Engagement with Trade Unions:** Encourage active involvement of Trade Unions in advocating for migrant workers' rights and welfare. Foster collaboration between unions, employers, and government agencies to address these challenges collectively.
9. **Education and Awareness:** Raise awareness among migrant workers about their rights, available support, and reporting mechanisms for violations. Provide language and cultural integration programs to ease adaptation to the host country.
10. **Creating opportunity to enhance the skill of migrant female workers, realizing that migration is essential for their economic growth and enhancement.**

2. What are the most effective Trade Union actions to ensure decent working conditions for migrant workers in Nigeria? We delved into the role of Trade Unions, uncovering their potential to effect positive change while acknowledging areas for improvement.
3. What is the role of Trade Unions in advocating for the rights and working conditions of migrant workers, and how can their effectiveness be enhanced? Our analysis highlighted the importance of Trade Unions in the fight for migrant workers' rights, paving the way for discussions on maximizing their impact.
4. What policy measures and interventions can enhance the rights and well-being of migrant workers in Nigeria? The culmination of our research, this question represents a call to action, urging policymakers and organizations to implement targeted policies and initiatives that promote equity and prosperity for migrant workers.

In closing, our recommendations for policy measures and interventions stand as a roadmap for change. Access to education, anti-discrimination laws, safe working conditions, fair wages, social protection and healthcare on par with nationals represent the foundation of a more equitable future for migrant workers. Accessibility measures such as language training, interpreter services, and collaboration with migrant organizations will break down barriers to inclusion. Sustainability measures, including government funding, partnerships, and viable business models, will ensure the longevity of support programs.

The welfare and rights of migrant workers in Nigeria are emblematic of the nation's commitment to social justice and human dignity. By embracing these recommendations and engaging in a collaborative effort to address the challenges faced by migrant workers, Nigeria can embark on a transformative journey towards a future where all its laborers, regardless of their origins, thrive and contribute to the nation's prosperity. It is a future defined by equity, prosperity, and shared opportunities—a future that we can collectively shape and celebrate.

