



THE NATIONAL EMPLOYMENT

POLICY (NEP) OF NIGERIA 2025

**THE NATIONAL
EMPLOYMENT POLICY
(NEP) OF NIGERIA**

Executive Summary

In recent years, Nigeria has experienced significant economic shocks, which have impacted the quantity and quality of jobs in the economy. Although the largest economy in Africa with significant natural and human capital, the country has not been able to create the quantity and quality of jobs to meet the demands of the growing labour force. The 2025 National Employment Policy (NEP) Review for Nigeria is conducted within the context of changing economic realities in the domestic and global economies. The economy is analyzed within the context of COVID-19 pandemic economic shock and recovery, and the implementation of the SDGs in the country. The multiple and overlapping shocks experienced by the Nigerian economy in recent years underscores the need to update the analytical base on which employment policy decisions are made in the country. Against this backdrop, the Federal Ministry of Labour and Employment (FMLE), commissioned the revision of the country's 2017 National Employment Policy, with support from the International Labour Organization (ILO).

The independent evaluation of the design and implementation of the 2017 NEP conducted in 2022 showed that the policy's employment creation objectives had not been fully realized. The implementation of the 2017 NEP was characterized by a period of increasing unemployment and underemployment, the proliferation of more forms of indecent work, and inequality in the distribution of labour market outcomes; all of which have been exacerbated by the COVID -19 crisis. The 2025 NEP identifies existing and emerging challenges, opportunities, and priorities for the creation of decent job opportunities in Nigeria and proposes policy options for addressing them, particularly within the post COVID-19 era.

Recognizing that markets alone cannot trigger sufficient employment outcomes in quantity and in quality given the broader socio-economic realities in Nigeria, the 2025 NEP promotes a structural transformation of the Nigerian economy for the creation of decent and productive employment opportunities that contribute to sustainable economic growth and poverty reduction. In addition, the 2025 NEP for Nigeria is crafted to be an entry point for advancing gender responsive employment solutions in the country. In view of the revised methodology for measuring labour force indicators, the policy also recognizes the need to shift attention from quantity of jobs to the quality of jobs by addressing decent work deficits in the country. The new policy has wider consideration for inter-policy coherence with the National Development Plan, sufficient institutional strengthening and coordination, and improved accountability as per the national development interest. The vision of the revised NEP is to enhance structural transformation of the Nigerian economy by creating an enabling and conducive environment for the private sector to grow and create decent employment opportunities for all and contribute to poverty alleviation. The policy recommends 24 strategic priorities under four pillars namely: addressing inequality of opportunities, improving employability, promoting job-rich economic

growth, and enhanced quality of employment. The 2025 NEP is in alignment with ILO's approach to the new generation of National Employment Policies (NEP 2.0). This approach has a strong focus on gender responsiveness, youth employment, demand-side policies, future work drivers, actualization of SDGs, as well as implementation, and evaluation processes.

The 2025 NEP draws on a combination of quantitative and qualitative labour market statistics, as well as on broad-based social dialogue, to arrive at consensus-based solutions that encourage ownership and shared responsibility of those who have a bearing on employment. The design was shaped by interactions with a wide range of stakeholders- from the government Ministries, Departments, and Agencies (MDAs) to informal groups, subnational governments, and youth groups.

Finally, the NEP provides an implementation framework and makes provision for adequate resource allocation, strengthened institutions and coordination mechanisms that allows for new ways of working to effectively transform goals into actions and deliver on the NEP requirements.

PREFACE

The Federal Republic of Nigeria has maintained active cooperation with the International Labour Organization since independence, particularly in the areas 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 effort 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. This was shortly followed by an Employment Policy and Strategy Mission 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 5th to 7th May, 1998, which brought together the social partners and other stakeholders. The revisions proposed by the workshop were incorporated in the final draft of the National Employment Policy which was approved by government in 2002.

In 2017, after a space of 15 years of the existence of the National Employment Policy, the first review of the policy was undertaken to introduce additional strategies to deepen job creation in the economy.

21 years after NEP was developed in Nigeria and 6 years after NEP was first revised, several developments have taken place locally and internationally in the labour market which were not anticipated when the policy was reviewed in 2017. 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 2023. To kick start 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 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. Oluwatomi Eromosele 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. 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 draft of the policy document. On 27th October, 2023 all these stakeholders jointly reviewed and unanimously validated this document as well as the accompanying implementation matrix at a validation workshop 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 an eight-man Technical Committee to vet and finalize the reviewed National Employment Policy and bring it in line with the policy direction of the present administration. The Committee submitted the final draft reviewed National Employment Policy to the Ministry on 1st March, 2024.

The reviewed NEP was subsequently approved by the Federal Executive Council (FEC) on 12th May, 2025 and is therefore a wide ranging and overarching policy document which has benefited from inputs from multiplicity of stakeholders. It is structured in alignment with the National Development Plan (2021-2025), the Decent Work Country Programme (DWCP) III and the United Nations Sustainable Development Cooperation Framework (UNSDCF) 2023-2027. It seeks to ensure policy coherence amongst different existing and mutually reinforcing policy documents in Nigeria. It has a strong focus on gender responsiveness, youth employment, demand-side policies, future of work drivers, actualization of SDGs, as well as implementation, and evaluation processes.

We are especially indebted to the Skills Development for Youth Employment (SKYE II) programme, implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ) and the Swiss Agency for Development Cooperation (SDC) throughout the review process first through the Promoting Employment in Nigeria (PEN) project and now under its successor project, Strengthening Employability and Employment Systems in Nigeria (SEESIN).

In light of the rigorous and inclusive process that has informed the development of this reviewed National Employment Policy, I wholeheartedly recommend its full implementation to all stakeholders—government institutions at all levels, organized private sector, labour unions, civil society organizations, development partners, and the general public. The reviewed policy presents a renewed opportunity to address Nigeria's employment challenges in a coordinated, inclusive, and sustainable manner. I urge all actors to take ownership of the policy and work collaboratively to actualize its objectives, in order to build a future of decent, productive, and freely chosen employment for all Nigerians.

A handwritten signature in blue ink, consisting of stylized, overlapping loops and strokes, likely representing the name of the signatory.

Dr. Muhammad Maigari Dinggyadi, CON
Honorable Minister
Federal Ministry of Labour and Employment

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ACRONYMS	
AfDB	African Development Bank
ALMPs	Active Labour Market Policies
CAC	Corporate Affairs Commission
CEC	Community Employment Center
CBN	Central Bank of Nigeria
CPI	Consumer Price Index
CRR	Cash Reserve Ratio
CSA	Climate-Smart Agriculture
CSOs	Civil Society Organizations
DWCP	Decent Work Country Programme
EPA	Environmental Protection Agency
EAPEAN	Employers Association for Private Employment Agencies of Nigeria
ECOWAS	Economic Community of West African States
FCT	Federal Capital Territory
FCSC	Federal Civil Service Commission
FDI	Foreign Direct Investment
FMLE	Federal Ministry of Labour and Employment
FX	Foreign Exchange
GBV	Gender Based Violence
GDP	Gross Domestic Product
GIZ	German Agency for International Cooperation
JAMB	Joint Admission and Matriculation Board
ICT	Information Communication Technology
IDP	Internally Displaced People
IOM	International Organisation for Migration
ILO	International Labour Organization

ILOSTAT	International Labour Organization Statistics
IT	Information Technology
ITF	Industrial Training Fund
IWOSS	Industries Without Smokestacks
LGAs	Local Government Areas
LMIS	Labour Market Information System
LMO	Labour Market Observatory
M&E	Monitoring and Evaluation
MDAs	Ministries, Departments and Agencies
MoE	Ministry of Education
MPC	Monetary Policy Committee
MPR	Monetary Policy Rate
MSME	Micro, Small Medium Enterprises
NBTE	National Board for Technical Education
NBS	National Bureau of Statistics
NCCE	National Commission for Colleges of Education
NDE	National Directorate of Employment
NDP	National Development Plan
NEC	National Employment Council
NECA	Nigeria Employers' Consultative Association
NEET	Not in Education, Employment or Training
NEP	National Employment Policy
NESG	Nigeria Economic Summit Group
NGOs	Non-governmental organizations
NITDA	National Information Technology Development Agency
NIMC	National Identity Management Commission
NISER	Nigerian Institute for Social and Economic Research
NLAC	National Labour Advisory Council

NLC	Nigerian Labour Congress
NLS	National Labour Survey
NM&T	Not Measured & Tracked
NPC	National Population Commission
NSITF	Nigeria Social Insurance Trust Fund
NUC	National Universities Commission
OSH	Occupational Safety and Health
PES	Public Employment Services
PMS	Premium Motor Spirit
PWDs	People with Disabilities
Q1	Quarter 1
Q2	Quarter 2
Q3	Quarter 3
Q4	Quarter 4
SEC	State Employment Council
SDGs	Sustainable Development Goals
SMEDAN	Small and Medium Enterprises Development Agency
STEM	Science, Technology, Engineering, and Mathematics
TUC	Trade Union Congress
TVET	Technical, Vocational and Education Training
UI	Unemployment Insurance
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organization
VNR	Voluntary National Review
WEF	World Economic Forum
YEAP	Youth Employment in Agriculture Programme

SECTION I: INTRODUCTION

1.1 Background

The generation of productive employment, especially for women, young people, and other vulnerable groups, is a critical aspect of the national development in Nigeria. As demonstrated by the International Labour Organization (ILO) and other development agencies, productive employment and decent work are crucial for poverty reduction, development, and social stability.

It is therefore important to use the necessary policy tools to identify and highlight the challenges and impediments to the creation of decent and productive jobs in Nigeria. This policy takes into consideration specific gender constraints which women face in the Nigerian labour market. In Nigeria, women's employment has been at greater risk than men's, particularly due to socio-cultural factors. Therefore, the NEP is used as a tool for the empowerment of girls and women as the means to achieve Nigeria's SDGs, and is also a goal in itself (SDG 5). Therefore, the goal of the 2025 National Employment Policy (NEP) review is to address these challenges in order to create an evidence-based NEP capable of driving the creation of decent jobs with a transformative economic agenda. These challenges are addressed within the policy framework deemed necessary in attaining decent work objectives in Nigeria.

The 2025 NEP for Nigeria is a critical tool for the Federal Government to assess and analyse the effectiveness of its national employment policy and programmes in a gender-responsive manner. It provides a framework for the generation of sufficient quantity and quality of jobs in the economy to drive inclusive economic growth and sustainable development. As Nigerian women continue to face unemployment, informality, working poverty and precariousness in employment, the NEP proffers critical policy recommendations to address gender discrimination against women in the Nigerian labour market. The NEP identifies the gaps, challenges, strengths, and opportunities, especially in the post-COVID-19 era, in the employment sector and provides a roadmap to address them. The reviewed National Employment Policy is in line with the current National Development Plan, the UN Sustainable Development Goals (SDGs) and priorities, the changing demands of the labour market and the broader socio-economic realities in Nigeria. In addition, the review process brought together key stakeholders, such as employers, workers, policymakers, and civil society organizations, to ensure a comprehensive and inclusive approach to employment policy development. Ultimately, the 2025 NEP highlights the need for a structural transformation of the Nigerian economy for the creation of decent and productive employment opportunities that contribute to sustainable economic growth and poverty reduction. The revision and recommendation of the policy have wider consideration, inter-policy coherence, sufficient institutional framework, policy evaluation framework and improved accountability as per the national development interest. The 2025 National Employment Policy

(NEP) is structured in alignment with the National Development Plan (2021-2025)¹, the Decent Work Country Programme (DWCP) III² and the United Nations Sustainable Development Cooperation Framework (UNSDCF) 2023-2027³.

1.2 Goals of NEP

The goal of the National Employment Policy is to create the enabling environment for productive and employment-intensive growth in Nigeria. The goal of achieving full employment and the means of attaining such a lofty goal constitutes policy challenges. Nigeria has ratified ILO Convention No. 122 on Employment Policy, which stipulates that, “each Member shall declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment.”

However, decent employment remains one of the unmet socio-economic needs in Nigeria. Thus, the goal of the National Employment Policy is to ensure a job-rich and inclusive economic growth in Nigeria. This can be accomplished through a combination of wage employment and self-employment. Focus on an employment-centered economic growth will create decent and sustainable employment opportunities, reduce poverty and expand the country’s workforce, with improved quality of life and social wellbeing for all. As a macroeconomic challenge, employment policy recommends a multi-pronged approach to the generation of sufficient job opportunities from all sectors of the economy.

1.3 Objectives of the National Employment Policy

The objectives of the National Employment Policy are to:

- i. Promote the goal of full employment as a priority in national, economic and social policy, and to enable all men and women who are available and willing to work, to attain secured and sustainable livelihood through full productive and freely chosen employment and work;
- ii. Provide the fullest possible opportunity to each worker to qualify for and to use his/her skills and endowments in a job for which he/she is well suited, irrespective of race, sex, religion, political opinion, physical disabilities, national extraction, ethnic or social origin;
- iii. Stimulate economic growth and development, eradicate poverty, and improve the levels of living by minimizing the rates of unemployment and underemployment, optimizing the utilization of labour and human resources and protecting areas in which Nigeria is well

¹ Federal Ministry of Finance, Budget and National Planning (2021) National Development Plan (NDP) 2021-2025 Volume I.

² ILO (n/d) Decent Work Country Programme (DWCP) III (unpublished Report).

³ United Nations in Nigeria (2022) United Nations Sustainable Development Cooperation Framework (UNSDCF) 2023-2027. https://nigeria.un.org/sites/default/files/2023-01/UNSDCF%202023_2027_Final.pdf

endowed. Furthermore, to promote the development of relevant manpower/human resources that will continually meet the needs of the nation;

- iv. Highlight the multi-sectorial character of employment generation and the collective responsibility of key stakeholders through harmonized efforts toward achieving these goals;
- v. Design strategies that will promote skills and competencies for those in the formal and informal sector especially in rural areas;
- vi. Promote conducive and enabling environment to enhance the growth of the private sector and transformation of the informal sector into formal sector;
- vii. Enhance the integration of migrant labour on employment outcomes in the Nigerian labour market, and within the West African sub-region;
- viii. Ensure income security and social protection of Nigerian workers;
- ix. Promote and safeguard the basic rights and interests of Nigerian workers in accordance with International Labour Standards;
- x. Foster inclusive economic growth and adequate allocation of investable resources to employment potential sectors such as agriculture, non- farm activities in rural areas, manufacturing and agro-value addition industries, and infrastructure and social services sectors.
- xi. Promote and maintain of a functional labour market information system (LMIS) in Nigeria; and
- xii. Recommend an effective strategy for the implementation of national employment policy in Nigeria through a harmonized monitoring and evaluation mechanism

The NEP will also promote the involvement of various stakeholders, such as state governments, Ministries, Departments and Agencies (MDAs), employers' and workers' organizations, civil society, academia, and other relevant actors in the process of reviewing and updating the NEP in Nigeria. Based on gender-responsive approach, the 2025 NEP for Nigeria is crafted to be an entry point for advancing gender responsive employment solutions in the country. The NEP will also serve to strengthen the institutional capacity and coordination mechanisms for effective implementation of NEP across sectors and levels of government in Nigeria, and for monitoring and evaluating their impact over time. Finally, Nigeria's 2025 NEP review will promote international cooperation and knowledge-sharing in employment and sustainable development policies. The objective is to align Nigeria's NEP with global development frameworks, such as the United Nations' 2030 Agenda for Sustainable Development, the Global Jobs Pact, and decent work priorities.

1.4 Rationale for the NEP Review

The reviewed NEP of Nigeria was necessitated by the major changes in the Nigerian labour market as well as policies in place since 2017. These policies include the National Development

Plan (2021-2027), Nigeria's Decent Work Country Programme III, the independent review of 2017 NEP, and the Nigeria Economic and Sustainability Plan (NESP), which was a response to the experience of the COVID-19 pandemic in the country. Aligning the NEP process with these national processes ensures visibility and credibility to the process and eases the mobilization of resources⁴. In addition, the 2017 Employment Policy mandates a periodic review every 3 years. However, the policy was not reviewed until now which prompted the current review.

The 2025 NEP is in alignment with ILO's approach to the new generation of National Employment Policies (NEP 2.0). This approach has a strong focus on gender responsiveness, youth employment, demand-side policies, future work drivers, actualization of SDGs, as well as implementation, and evaluation processes. In line with the ILO frameworks on Employment Policy Design, this review promotes a comprehensive approach to employment policy, which articulates both a vision and a coherent framework linking all employment policy interventions, involving all stakeholders who have a role to play. Among these are government, workers' and employers' organizations, development partners, financial institutions, NGOs, and civil society groups. In effect, the review of Nigeria's NEP touches upon a wide array of economic, social, and labour market policies, as well as cross-cutting issues that affect both the supply and demand sides of the labour market and the interaction between them⁵ (see Figure 1).

This review builds on the 2017 National Employment Policy (2017-2021) of Nigeria. It was a vital process to translate findings derived from the independent evaluation of Nigeria's NEP (2017-2021), Nigeria's DWCP III, and related labour market studies on employment, underemployment as well as information on the status of the labour demand and supply, into evidence-informed policy-making and programming. The overarching goal is to promote productive employment and decent work in Nigeria.

1.5 Scope of the National Employment Policy.

The following are mapped out as the policy strategies and priority areas embedded in the National Employment Policy in Nigeria:

1. Promoting Pro-Employment and Gender-Responsive Structural Policies in Nigeria.
2. Employment Policy Priority for Women-Men, Youth & PWDs.
3. Support Employment for Women
4. Gender-Responsive Youth Employment and Empowerment

⁴ ILO (2012) Guide for the formulation of national employment policies. Geneva: International Labour Organization.

⁵ ILO (n.d) "National Employment Policies." ILO DW for SDG Series. Available at https://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/genericdocument/wcms_561755.pdf

5. Support People with Disabilities to Access Decent Work
6. Agricultural Sector – Improving Sectoral Value Chains
7. Transforming the Mining and Solid Minerals Sector (Non-Oil)
8. Revitalizing Cooperative Enterprises for Employment Creation
9. Formalization of the Informal Economy
10. Improved Physical Infrastructure
11. Emerging Sectors for Employment Creation
12. The Digital Economy and Employment Generation
13. Green Jobs
14. Exploiting Employment Potential of Tourism
15. Entertainment and Creative Industries
16. Entertainment and Creative Industries
17. Enhancing the Effectiveness of Public Employment Services (PES)
18. Community Employment Centers and Job Creation (CCEs)
19. Promoting Active Labour Market Policies (ALMPs) and Institutions in Nigeria
20. Labour Market Information System
21. Labour Migration and Employment Creation.
22. Functional Education and Skill Training System
23. Supporting and Enforcing Rights at Work Policies
24. Enforcing Workplace Safety Health Regulations
25. Elimination of Child Labour
26. Public Procurement, Investment and Employment Creation
27. Remote Working (Teleworking) Regime
28. Enforcing the Labour Inspection Regulations
29. Improved Social Dialogue Mechanism
30. Extending Social Protection Coverage
31. Institutional framework & NEP Coordination with M&E Mechanism.
32. Stakeholders and Actors in the NEP Implementation Process.

1.6 National Employment Policy Development Process

This is a stand-alone comprehensive national policy, which focuses entirely on employment. This is based on Nigeria's political and institutional context. The policy strategy demands cross-sectoral contributions from major Ministries, Departments and Agencies. This approach brought together various government MDAs under the auspice of the Federal Ministry of Labour and Employment (FMLE), along with representatives of workers and employers and other relevant stakeholders, to formulate and implement policies with explicit employment objectives⁶.

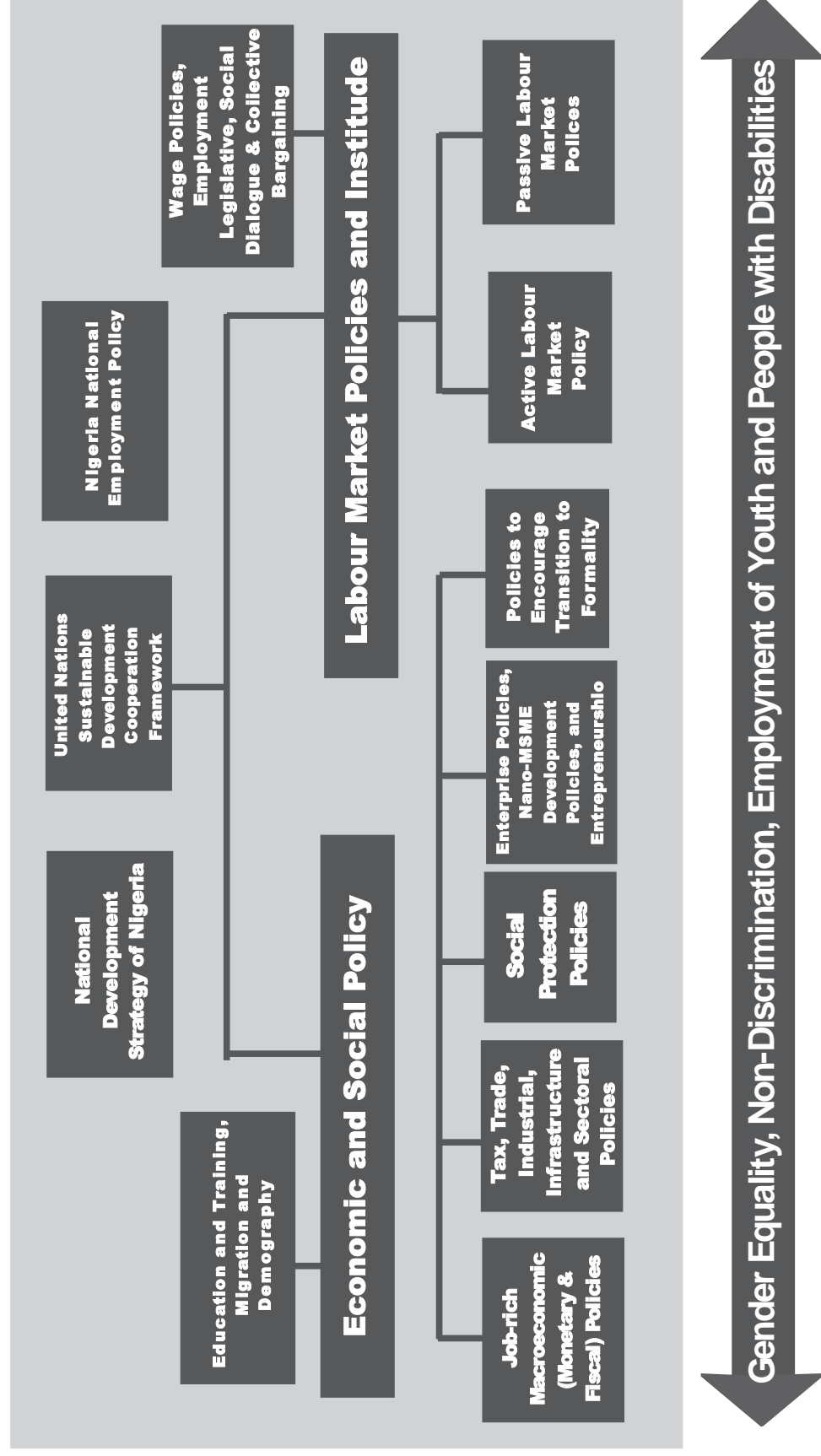
The NEP development process requires an inclusive process, which demands broad-based inputs and contributions to be translated into a successful policy framework and implementation.

Against this background, the NEP framework is based on tripartite consultations covering macro, meso and micro policy areas relevant to Nigeria's employment priorities. The 2025 NEP involved a broader set of strategic macroeconomic actors and ILO's traditional partners, including the private sector. Having a broad-based NEP process with actors beyond ministries in charge of labour and employment and social partners provides a sense of ownership and shared responsibility of employment policies and a stronger focus on demand-side dimensions. The NEP process also granted opportunities for citizens' voices, especially Nigerians in non-governmental organizations.

To this effect, the 2025 NEP draws upon findings of the diagnostic analysis of the macroeconomic and labour market situation in the country. In addition, inputs and contributions to the NEP came from the National Bureau of Statistics (NBS) and the Central Bank of Nigeria (CBN) data on current and recent Nigeria's macro economy. As part of the policy process, different MDAs and stakeholders made valuable inputs and contributions. Among these are the National Employment Council (NEC) of Nigeria, ILO tripartite partners; the Nigeria Labour Congress (NLC), the Trade Union Congress (TUC) of Nigeria, Nigeria Employers' Consultative Association (NECA), and the Federal Ministry of Labour and Employment (FMLE) who provided deeper contextual insights, and local ownership of the process. The formulation of this policy also depended on additional non-conventional data sources to provide detailed perspectives of Nigeria's employment situation. This includes administrative data, job portals and other related but credible sources. The NEP review employed the use of available data from Nigeria's National labour force surveys and the ILO's database, ILOSTAT.

⁶ *ibid*

Figure 1. A Comprehensive Approach to Nigeria's National Employment Policies



Source: Adapted from ILO (n. d) National Employment Policies.” ILO DW for SDG Series

SECTION II:

MACROECONOMIC ENVIRONMENT AND JOB CREATION IN NIGERIA

2.1 The National Development Plan and SDGs in Nigeria

The realization of the NEP priorities is interconnected with the National Development plan (NDP) and the SDGs in Nigeria, which are focused on optimizing the human capital to improve productivity and create jobs in the country. Nigeria's NDP aims to create a significant number of jobs by 2025 through GDP growth, complemented with sector-specific job creation strategies that will identify and optimize impactful opportunities across high growth sectors⁷. The NDP identifies the creation of jobs in adequate quantity and quality as key priorities of the Nigerian government. The plan also has the goal of lifting 100 million people out of poverty by 2030 through the creation of decent and productive jobs⁸. In line with the NDP, one strategy to realizing this objective is to equip the workforce with the competencies needed on the job market with the objective of reducing unemployment, enhancing productivity and competitiveness.

The realization of the SDGs in Nigeria aligns with the country's National Development Plans. Nigeria's current National Development Plan (NDP, 2021-2025) revolves around various sectors and areas of focus. The NDP is a medium-term blueprint designed to unlock the country's potential in all sectors of the economy for sustainable, holistic, and inclusive national development. The NDP has four strategic objectives, namely:

1. Establish a strong foundation for a diversified economy, with robust MSME growth, and a more-resilient business environment,
2. To invest in critical physical, financial, digital, and innovation infrastructure,
3. To build a solid framework and enhance capacities to strengthen security and ensure good governance, and
4. To enable a vibrant, educated, and healthy population (i.e., human capital development)⁹.

The SDGs in Nigeria align with the objectives of the country's NDP. According to Nigeria's 2020 Voluntary National Review (VNR) on the Sustainable Development Goals, the country's SDG priorities are: the critical issues of poverty (SDG-1), decent work and economic growth (SDG-8), health and well-being (SDG-3), education (SDG-4), gender equality (SDG-5), an

⁷ Federal Ministry of Finance, Budget and National Planning (2021), National Development Plan (NDP) 2021-2025, Vol I. Available at https://nationalplanning.gov.ng/wp-content/uploads/2021/12/NDP-2021-2025_AA_FINAL_PRINTING.pdf

⁸ *ibid*

⁹ *ibid*

enabling environment of peace and security (SDG-16), and partnerships (SDG-17)¹⁰. These targets align with the Medium-Term National Development Plan (2021-2025), which has the objective of establishing a strong foundation for a diversified economy, with robust MSME growth, and a more-resilient business environment, among others¹¹. The Government of Nigeria is committed to realizing the target SDGs and decent work objectives based on its national development priorities. These priorities fall within the larger framework of the United Nations' Sustainable Development Cooperation Framework's pillars of sustainability (i.e., SDGs), which form the foundation for a harmonious future and well-being of the Nigerian society, namely: economic, environment, and social pillars. In alignment with Nigeria's National Development Plan (2021-2025), these pillars provide a holistic framework for achieving sustainable development and building an inclusive society.

2.3 National Employment Policy Diagnostic

2.3.1 The Macroeconomy

Nigeria has an estimated population of 211,493,324 million people in 2021 and ranks 7th in the world population¹². The country has the largest economy in Africa, but its growth has not created adequate decent jobs or substantial improvement in individuals' livelihoods. The economy has suffered tremendous shocks in recent years. The country's macroeconomic structure sometimes hinders inclusive economic growth and employment creation. From 2013 through 2022, the economy witnessed rapid growth and two recessions. In 2014, the Nigerian economy grew 6.3 percent GDP, but between 2015 and 2020, it dropped. The 2016 fall in oil price reduced the GDP by 1.6 percent, while the 2020 COVID-19 pandemic slump reduced GDP by 1.9 percent¹³. The Nigerian economy showed signs of recovery in 2021 with a GDP growth of 3.4 percent. Nigeria's GDP grew by 2.51 percent (year-on-year) in real terms in the second quarter of 2023. In the quarter under review, aggregate GDP stood at N52.10 trillion in nominal terms, and

¹⁰ Office of the Senior Special Assistant to the President on SDGs (2020) Nigeria – Integration of SDGs into National Development Planning: Second Voluntary National Review. Available at https://sustainabledevelopment.un.org/content/documents/26309VNR_2020_Nigeria_Report.pdf

¹¹ Federal Ministry of Finance, Budget and National Planning (2021), National Development Plan (NDP) 2021-2025, Vol I. Available at https://nationalplanning.gov.ng/wp-content/uploads/2021/12/NDP-2021-2025_AA_FINAL_PRINTING.pdf

¹² National Bureau of Statistics (2023) Statistical Report on Women and Men in Nigeria. Abuja: National Bureau of Statistics

¹³ NESG, (2023a) "Investing for Impact in Nigeria: A deep Dive into Agriculture, Education and Health Sectors." <https://www.nesgroup.org/events/stakeholder-validation-workshop-for-technical-report-on-investing-for-impact-in-nigeria--a-deep-dive-into-agriculture,-education,-and-health-sectors>

N17.72 trillion in real terms¹⁴. This growth rate is lower than the 3.54 percent recorded in the second quarter of 2022 and may be attributed to the challenging economic conditions being experienced in the country such as the withdrawal of oil subsidy and its impacts, and the rising level of inflation.

The performance of the GDP in the second quarter of 2023 was driven mainly by the Services sector, which recorded a growth of 4.42 percent and contributed 58.42 percent to the aggregate GDP¹⁵. The agriculture sector grew by 1.50 percent, an improvement from the growth of 1.20 percent recorded in the second quarter of 2022. The growth of the industry sector was -1.94 percent relative to -2.30 percent recorded in the second quarter of 2022¹⁶. In terms of share to the GDP, agriculture, and the industry sectors contributed less to the aggregate GDP in the second quarter of 2023 compared to the second quarter of 2022¹⁷. The non-oil industry contributed 94.66 percent to the nation's GDP in the second quarter of 2023, up from 93.67 percent in 2022 and 93.79 percent in 2023¹⁸. The decrease in oil sector's contribution to the GDP implies that the economy's substantial dependency on oil has diminished in recent years. In Q2 2023, the oil industry contributed 5.34 percent to real GDP, down from 6.33 percent in 2022 and 6.21 percent in the previous quarters¹⁹. However, oil money still accounts for 29 percent of government revenues in the first half of 2022, as the country earns most of its foreign exchange from oil.

The agricultural sector remains the largest employer in Nigeria, employing more than 36 percent of the labour force. The sector grew by 11.42 percent year-on-year in nominal terms in Q2 2023, showing a decrease of 2.41percent points from the same quarter of 2022²⁰. Generally, agriculture contributed 21.07 percent to nominal GDP in the second quarter of 2023. Despite the contributions to the economy, Nigeria's agricultural sector faces many challenges, which reduces its productivity and causes its decline. These include low technology, low level of irrigation farming, regional insecurity, climate change and land degradation.

¹⁴ NBS (2023a) Nigerian Gross Domestic Product Report Q2 2023. (Report Date: August 2023) Abuja, National Bureau of Statistics

¹⁵ NBS (2023a) Nigerian Gross Domestic Product Report Q2 2023. (Report Date: August 2023) Abuja, National Bureau of Statistics

¹⁶ *ibid*

¹⁷ *ibid*

¹⁸ *ibid*

¹⁹ *ibid*

²⁰ *ibid*

2.3.2 Impacts of the Covid-19 Pandemic

The COVID-19 crisis caused a massive disruption to the Nigerian economy and the labour market. The shock induced by the pandemic created a heightened level of uncertainty over economic recovery and socio-economic wellbeing of Nigerians. Therefore, a number of current policy responses were aimed at mitigating the economic impact of COVID-19. The pandemic disproportionately impacted certain segments of the population, which triggered worsening inequality. Prior to the outbreak of the pandemic, economic activities in Nigeria were depressed due to the recession of 2016. Nigeria suffered the negative impact of disruption as many businesses were forced to close down, reduce operations, reschedule loans, renegotiate salaries and other commitments and in extreme cases lay off staff²¹. In June 2020, 36.2 percent of surveyed small, medium and large enterprises in Nigeria have stopped operating due to COVID19, while 63.8 percent are either partially, fully on site or teleworking²².

The worst-affected enterprises by the pandemic were primarily Agriculture, Farming & Fisheries; Aviation, Textile, Leather and Apparel (Garment manufacturing), Real Estate and Logistics; Hotel/Tourism and Manufacturing. These enterprises collectively employ between 2.28 million and 3.75million of workers from the aforementioned sectors²³. Due to several factors such as weakened consumer demand, supply chain disruption and higher inflation, which resulted in a contraction of the manufacturing sector's output by 2.75 percent in 2020, many manufacturing companies, especially those engaged in the production of non-essential items were forced to shut down operations in different parts of the country in the second quarter of 2020²⁴. From the labour market perspective, the groups that were most of the victims in Nigeria were self-employed workers, in low-income jobs in the informal sector. This group of workers have limited access to labour market mechanisms for cushioning income losses and unemployment.

2.3.3 Dynamics of the Nigerian Labour Force and Labour Market

With the largest population in Africa, Nigeria has a rapidly growing population, which leads to a constantly changing labour force. The labour force in Nigeria is faced with a number of challenges such as high unemployment, underemployment, low wages, high inflationary pressure, skills mismatch, informality and lack of adequate social protection coverage. Based on the new NBS's methodology for Nigeria's Labour Force Survey (see Box 1), which follows ILO

²¹ *ibid*

²² *ibid*

²³ *ibid*

²⁴ Central Bank of Nigeria (2021) Half Year Economic Report, 2021. <https://www.cbn.gov.ng/Out/2022/RSD/2021%20CBN%20Half%20Year%20Economic%20Report.pdf>

standards²⁵, the structure of the Nigerian labour market (Annex 1) as well as the method of calculating elements of the labour market have been revised.

Box 1. Revised Methodology of Measuring Unemployment in Nigeria.

The enhanced methodology which was informed by the need to produce comparable labour statistics focuses on the review of definitions and concepts, data collection, coverage etc. The revised methodology defines employed persons as those working for pay or profit and who worked for at least one (1) hour in the last 7 days and considers underemployed persons as those working less than 40 hours per week and declaring themselves willing and available to work more. Unemployed persons are those not in employment but actively searching and are available for work (i.e. did nothing for pay or profit). In addition, working-age population covers ages 15 and above, and a distinction is made between commercial and subsistence agriculture in the revised methodology. The old methodology defines the working-age population as those within the age bracket of 15-64 years, considering those working between 20 and 39 hours as underemployed, and those working between 1 and 19 hours as unemployed (including those who did nothing). Also, subsistence agriculture and temporary absentees from employment work were not properly represented in the old methodology. These improvements, among others, captured in the revised computations will make Nigeria's Labour Force data comparable with other countries.

Source: Statistician-General, National Bureau of Statistics (2023) "A Press Release on the Nigeria Labour Force Survey (NLFS), Q4 2022 & Q1 2023," 24th August 2023.

The new methodology shows that unemployment rate²⁶ in Nigeria stood at 5.3 percent in Q4 2022 and 4.1 percent in Q1 2023²⁷. The revised methodology brought about a remarkable change in unemployment rate from 33.3 percent in Q4 2020 to 4.1 percent in Q1 2023. According to the new data, unemployment differed according to sex, educational attainment, age, and urban-rural. During the referenced period of Q4 2022, unemployment was higher among women at 6.6 percent while that of men was 4.0 percent representing a gap of 2.6 and in Q1 2023 unemployment among women was 5.0 percent while that of men was 3.1 percent²⁸ representing a gap of 1.9 percent. Unemployment was highest for young Nigerians compared to other age

²⁵ ILO (2023) Labour force survey (LFS) resources: The global reference for labour force survey design. Retrieved from ILOSTAT: <https://ilostat.ilo.org/resources/lfs-resources/>

²⁶ The unemployment rate is defined as the share of the labour force (the combination of unemployed and employed people) who were not employed but were actively searching and were available for work.

²⁷ NBS (2023d) Nigeria Labour Force Survey (NLFS) Report Q4 2022 & Q1 2023. Abuja: NBS

²⁸ *ibid*

groups and higher in urban compared to rural areas. Youth unemployment rate in Q1 2023 was 18.1 percent, while youth under-employment was 6.9 percent at the same period²⁹.

In Q4 2022, 72.2 percent of working-age Nigerians (15 years and above) were employed, at work and an additional 1.4 percent were ‘employed but temporarily absent.’³⁰ In the first quarter of 2023, 75.5 percent of working-age Nigerians were employed at work and 1.1 percent were employed but temporarily absent. Combining those employed at work with those employed but temporarily absent gives the overall employment-to-population ratio of 73.6 percent for Q4 2022 and 76.6 percent in Q1 2023³¹, respectively. When disaggregated, 69.0 percent of women participated in the labour force in Q4 2022, while 78.4 percent of men participated during the same referenced year. In Q1 2023, 74.6 percent of women participated in the labour force while 78.8 percent of men participated in the labour force³². Underemployment³³ rate was 13.7 percent in Q4 2022 and 12.2 percent in Q1 2023. The rate of informal employment including agriculture among the employed Nigerians was 93.5 percent in Q4 2022 and 92.6 percent in Q1 2023³⁴.

In regard to the working-age population in Nigeria, recent data shows that most Nigerians are engaged either working for pay or profit or engaged in subsistence farming (Table 1). The data also reveals that 67.31 percent of women were employed in the Q4 2022 while 77.35 percent of men were employed at the same referenced period. The gap in employment between women and men was narrowed in Q1 2023 as 73.37 percent of women and 77.85 percent of men were employed respectively.

The recent labour force survey data further shows significant differences in the share of working-age Nigerians who were working in Q4 2022 and Q1 2023 when disaggregated by sex, educational attainment, age, and urban/rural location. The share of working-age women who were employed was less than the share of working-age men. As the NBS noted, the relationship between educational attainment and employment was non-linear; those who had attained junior secondary education and upper secondary education were equally unlikely to be employed, while those with post-secondary education were the most likely to be employed³⁵. This trend highlights the benefit of higher education attainment in the labour market. In terms of age, young people

²⁹ *ibid*

³⁰ Those ‘employed but temporarily absent’ are those who work for pay or profit even if they did not do so in the previous seven days.

³¹ NBS (2023d) Nigeria Labour Force Survey (NLFS) Report Q4 2022 & Q1 2023. Abuja: NBS p.14

³² *ibid*

³³ Underemployment is the share of employed people working less than 40 hours per week and declaring themselves willing and available to work more.

³⁴ NBS (2023d) Nigeria Labour Force Survey (NLFS) Report Q4 2022 & Q1 2023. Abuja: NBS p.14

³⁵ NBS (2023d) Nigeria Labour Force Survey (NLFS) Report Q4 2022 & Q1 2023. Abuja: NBS

aged 15-24 were the least likely to be employed, followed by older people aged 65 years and above³⁶. Finally, rural dwellers were more likely to be employed than urban dwellers.

Table 1: Working Age Population by Status of Work (%)

Period	Sex	Employed at Work	Employed not at Work	Subsistence Agriculture at Work	Subsistence Agriculture not at Work	Not Working ³⁷	Total
Q4 2022	Female	67.31	1.68	4.10	0.15	26.76	100
	Male	77.35	1.05	5.48	0.21	15.91	100
	Total	72.24	1.37	4.78	0.18	21.44	100
Q1 2023	Female	73.37	1.24	2.97	0.07	22.35	100
	Male	77.85	1.01	3.99	0.12	17.03	100
	Total	75.57	1.12	3.47	0.09	19.75	100

Source: NBS (2023d) Nigeria Labour Force Survey (NLFS) Report Q4 2022 & Q1 2023. Abuja: NBS, p.9

Recent data confirms that majority of working Nigerians are self-employed while a much smaller proportion hold wage employment. In Q1 2023, 75.4 percent of employed Nigerians worked in their own business or farming activity for their primary job. On the other hand, 11.8 percent (in Q1 2023) of employed Nigerians were engaged as employees (being wage-employed) in their primary jobs. Additional 10.5 percent of employed Nigerians were primarily engaged in helping in a household business, receiving pay or profit indirectly even if it was not their own business. A small proportion of employed Nigerians were primarily engaged as apprentices or interns (2.2 percent in Q1 2023). Those helping a household member who worked for someone else was about 0.2 percent in Q1 2023³⁸.

2.3.3.1 Shifting Labour Market Policy from Quantity to Quality of Jobs

The new Labour Force Survey data, which puts the unemployment rate in Nigeria at 4.1 percent calls for a change in the employment narrative in the country. The new data highlights the need for a change in the use of unemployment rate as a measurement of well-being to the use of decent work elements, and quality of work. In addition, this change highlights the need to address the increasing trend of the “working poor”³⁹ who dominate the Nigerian labour force.

³⁶ *ibid*

³⁷ Not Working comprises of unemployed and out of labour force, hence does not equate to unemployment rate

³⁸ NBS (2023d) Nigeria Labour Force Survey (NLFS) Report Q4 2022 & Q1 2023. Abuja: NBS.

³⁹ The working poor are employed individuals who earn wages that are not enough to meet their basic needs, such as food, housing, and healthcare. These individuals often work in low-wage and part-time jobs that offer

Although the country has attained a full employment status (i.e., unemployment rate of 4.1 percent), the level of poverty in the country remains astronomically high at 40.1 percent⁴⁰. This trend points to the fact that employment does not necessarily guarantee decent living conditions in Nigeria. The high working poverty rate in the country reveals the proportion of the employed population living in poverty despite being employed. The implication is that employment-related incomes are insufficient to lift employed Nigerians and their households out of poverty and ensure decent living conditions. The high working poverty rate in Nigeria directly relates to high informality in the economy. Unfortunately, a combination of working poverty and informality put workers in a very precarious situation in the labour market in Nigeria⁴¹. Therefore, deficits in employment quality should be the focus of policy rather than deficits in employment quantity. It is critical to provide decent jobs that both secure income and empowerment for the poor, especially women and younger people.

2.3.4 High Inflationary Pressure and Rising Poverty

The rising rate of inflation in Nigeria in recent years is unprecedented. The problem of poverty is aggravated when the prices of commodities rise. With the headline rate of 24.08 percent in July 2023, the Nigerian economy experienced the highest rate of inflation in two decades. A disaggregated figure shows that in July 2023, the Urban inflation rate was 25.83 percent, while it was 22.49 percent in rural Nigeria⁴². In the same vein, the NBS reports that the food inflation rate in July 2023 was 26.98 percent on a year-on-year basis, which was 4.97 percent points higher compared to the rate recorded in July 2022 (22.02 percent)⁴³. In addition to the disruption in supply chains, the increase in inflation rate can be attributed to the impact of the removal of fuel subsidy in May 2023 without a fiscal stimulus to cushion the effects have led to a steep rise in prices. Other causes include the painful cash crisis earlier this year, the removal of electricity subsidy, geopolitical tension, the Russian-Ukrainian war, insecurity, and, most recently, pest attacks on tomato farms in the country⁴⁴. The surge in energy costs has also caused the reduction in household consumption, transportation, and business costs. As expected, high inflation is having devastating impacts on the Nigerian masses and business community. These impacts

little job security or benefits. Despite working full-time or multiple jobs, they remain below the poverty line and struggle to make ends meet. The working poor are also vulnerable to unexpected events, such as illness or job loss, which can push them deeper into poverty.

⁴⁰ NBS (2023d) Nigeria Labour Force Survey (NLFS) Report Q4 2022 & Q1 2023. Abuja: NBS.

⁴¹ ILOSTAT (2019) The working poor or how a job is no guarantee of decent living conditions. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_696387.pdf

⁴² NBS (2023c) Consumer price Index: July 2023 (Reported August 2023). Abuja: NBS

⁴³ *ibid*

⁴⁴ Lagos State Employment Trust Fund (2023) Inputs to the 2023 National Employment Policy Review for Nigeria.

include the decline in the purchasing power of citizens, high interest rates, increased cost of production, and increase in multi-dimensional poverty in the country.

2.3.5 Youth Unemployment in Nigeria

There is no significant improvement in living condition as 40.1 percent of the people are living in poverty. Many trained and untrained youth in the country or those neither in employment, education, or training (NEET) are idle without any hope of securing decent employment. As a youthful nation, the share size of jobless youth in the country can be catastrophic if not addressed. According to the National Bureau of Statistics, about 48.5 percent of the country's population are youth (15-35 years of age). However, with a rising unemployment rate the issue demands urgent attention.

2.3.6 Child Labour in Nigeria

Despite national legislations and programmes to eliminate child labour such as the Child's Rights Act, there are still high incidents of the worst practices of child labour in different parts of Nigeria. The persistent challenge of child labour in Nigeria is attributable to poverty, lack of/or poor education, lack of/or poor protective legislation, lack of/or poor enforcement, and socio-cultural factors, particularly those bordering on culturally-induced privileging of son-education as against daughter-education leading often to a mother/daughter poverty⁴⁵. The number of unprotected children in Nigeria and the increasing rate of child labour in the country constitute major decent work deficits. The rising level of joblessness, conflicts, and poverty coupled with some social norms in the country have rendered many children vulnerable. According to UNICEF, Nigeria has 10.5 million out-of-school children, which is the highest in the world. Out-of-school children in Nigeria are compelled to work in precarious environments such as bus conductors, illegal artisan mining operations and street trading. Others are recruited into gangs, banditry and insurgent activities. Such jobs not only threaten the health and education of children, but also deprive them of their childhood and opportunities for decent life as adults. Tackling child labour in Nigeria will require a comprehensive strategy, which will include improving and implementing existing laws and regulations across states in the country.

2.3.7 Labour Migration and the Labour Market in Nigeria

Labour migration is a critical feature of the modern labour market. Nigeria is a country of origin, transit and destination of labour, hence labour migration affects the pool of workers in certain sectors of the economy. A coherent and effective labour migration policy requires a coordinated approach with employment, education and training priorities at the national, regional and

⁴⁵ ILO (2015) World Report on Child Labour 2015: Paving the way to decent work for young people. <https://www.ilo.org/ipecinfo/product/download.do?type=document&id=26977>

international levels⁴⁶. As the largest economy in Africa, a well-managed labour migration can contribute to inclusive economic growth in Nigeria. International treaties on migration, including ILO Conventions, give guidance on how to ensure regular migration within the framework of the African Continental Free Trade Agreement (AfCFTA), and across continents. These Conventions also provide measures to protect the rights of migrant workers emigrating from and immigrating to Nigeria. Relevant ILO instruments include the Protocol to the Forced Labour Convention, 1930 (P29), the Migration for Employment Convention (revised), 1949 (No. 97), the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), the Private Employment Agencies Convention, 1997 (No. 181), and the Domestic Workers Convention, 2011 (No. 189). It is important to note that Nigeria has ratified Convention No. 97. In addition, the country has ratified and deposited with ILO in Geneva Convention 143 and Convention 181. These conventions will come into force in March 2025. In recognition of the critical role of labour migration, the ILO within the framework of the Initiative for Labour Migration, Employment and Reintegration (LMER), has embarked on building and strengthening capacity among employers of labour on fair and effective labour to promote decent job creation in Nigeria⁴⁷.

2.3.8 The Growth of the Informal Sector

The Nigerian economy is largely informal with limited options for formal employment. Only 11.8 percent of the population is engaged in wage employment⁴⁸. It is estimated that Nigeria's informal sector accounts for as much as 65 percent of the total economy⁴⁹. Out of the total employed population in Q4 2022, 93.5 percent were engaged in informal employment including agriculture, while 90.9 percent in informal employment excluding agriculture. Similarly, in Q1 2023, 92.6 percent of employed persons were in informal employment which includes agriculture, while 89.4 percent in informal employment which excludes agriculture⁵⁰. Informality in Nigeria's labour market is a complex and multi-dimensional phenomenon. It is both a cause and consequence of long-term unemployment. The major causes of informality in the Nigerian economy includes limited formal job opportunity, lack of relevant skills and education,

⁴⁶ ILO (2020) Coherence of labour migration, employment, education and training policies in the ECOWAS subregion

⁴⁷ *ibid*

⁴⁸ NBS (2023d) Nigeria Labour Force Survey (NLFS) Report Q4 2022 & Q1 2023. Abuja: NBS.

⁴⁹ International Trade Administration (2023) Nigeria – Market Overview. <https://www.trade.gov/country-commercial-guides/nigeria-market-overview>

⁵⁰ NBS (2023d) Nigeria Labour Force Survey (NLFS) Report Q4 2022 & Q1 2023. Abuja: NBS.

taxation burden, increased regulation in the formal economy, and weak institutions⁵¹. According to the National Bureau of Statistics, the informal sector accounts for 99.8 percent of MSMEs in 2020, and only 10 percent of these enterprises were registered with the Corporate Affairs Commission, mainly as business names⁵².

Gender wise, women are more exposed to informality in Nigeria, and are often found in more vulnerable and precarious situations than their male counterparts. The domination of women in the informal economy is caused by the same set of factors that limit their participation in the labour market in the country⁵³. Women in Nigeria often have limited access to credit facilities, education and training opportunities, which limits their access to better-paying and higher-status jobs. They also face discriminatory attitudes and practices from employers and society, including a lack of maternity leave and childcare support⁵⁴. These factors often lead to low-paying, informal jobs, and underemployment among Nigerian women. Consequently, women are pushed further into the informal economy. This calls for a gender-responsive formalization and employment policy in Nigeria.

2.3.9 Increasing State of Insecurity and Unemployment in Nigeria

The goals of inclusive economic growth, the creation of productive employment and poverty reduction are unattainable in a state of insecurity. This is because the protection of people and property are critical for the functioning of markets and the incentives to invest and innovate⁵⁵. As a vicious cycle, unemployment which culminates into poverty can also be considered to be the factor contributing to insecurity in Nigeria. Either way, the rising risk of insecurity has depressed job creation in Nigeria for many years. The country is facing many security risks prominent among which are the terrorism and Boko Haram insurgency in the Northeast, and armed violence, cultism and trans-border criminal activities⁵⁶. Others include militancy in the Niger

⁵¹ Joseph E. Tonuchi et al (2020) “How Large is the Size of Nigeria's Informal Economy? A Mimic Approach” in International Journal of Economics, Commerce and Management United Kingdom ISSN 2348 0386 Vol. VIII, Issue 7, July 2020

⁵² SMEDAN and (2017) “National Survey of Micro Small and Medium Enterprises (MSMEs) 2017.” Abuja <https://nigerianstat.gov.ng/elibrary/read/966>

⁵³ According to the World Bank, only 52 percent of women aged 15-64 were involved in the labor market in 2021, compared to 65 percent of men. <https://data.worldbank.org/indicator/SL.TLF.ACTI.MA.ZS?locations=NG>

⁵⁴ IMF (2018) “Gender Inequality in Nigeria: Macroeconomic Costs and Future Opportunities” in Nigeria: Selected Issues. IMF Country Report No. 18/64

⁵⁵ Abdulkarim Yusuf and Saidatulakmal Mohd (2022) “Growth and Fiscal Effects of Insecurity on the Nigerian Economy” in *The European Journal of Development Research*. 2022 Apr 19: 1–27

⁵⁶ Federal Ministry of Finance, Budget and National Planning (2021) National Development Plan (NDP) 2021-2025.

Delta, piracy in the Gulf of Guinea and unknown gunmen, armed herders and *Kipnap Militia* in the Southeast. Nigeria was ranked the 8th most affected country by terrorism in the 2023 Global Terrorism Index (GTI)⁵⁷.

The current state of insecurity has greatly impacted job creation especially in the agriculture sector, where farmers are afraid to go to their farms to avoid being killed or kidnapped.

2.3.10 Structural Transformation and Employment Generation

A review of job creation efforts and policies in Nigeria reveals a number of impediments to productive employment in the country. Among such impediments are macroeconomic policies that are not employment friendly. While a number of these factors are recent, others have dampened job growth for decades. Despite being the largest economy in Africa, little structural transformation has taken place in the Nigerian economy. As highlighted above, some fiscal and monetary policies are not in tandem with the objective of creating decent work in the country. According to the ILO Convention 122, sectoral and industrial policies need to pursue employment creation as an explicit objective. In other words, employment has to be at the center of economic and social policies (ILO Convention 122). This implies that an effective NEP calls for an integrated policy framework, which strives to influence the content of economic, sectoral and social policies. These policies are focused on boosting public investment in education, health, economic infrastructure and social protection in order to foster a job-rich economy. Generally, employment-centred macroeconomic and structural policies are essential to generate productive employment and reduce poverty. Unfortunately, this has not been the orientation of some key policy frameworks in Nigeria. This is mainly due to lack of policy coherence and the weak structure of the economy. Recent trends in the country show that Nigeria's economy still faces challenges related to structural transformation. Experience shows that sustainable employment creation strategies build on economic transformation.

⁵⁷ Institute for Economics & Peace (2023) *Global Terrorism Index*. <https://www.visionofhumanity.org/wp-content/uploads/2023/03/GTI-2023-web-170423.pdf>

SECTION III: STRUCTURAL TRANSFORMATION AND THE NEP IN NIGERIA

3.1 Employment-Centered Macroeconomic Policies

Macroeconomic policies have a significant impact on employment generation. Therefore, these policies are an integral part of comprehensive employment policy frameworks. In addition, they are crucial in furthering structural transformation and poverty reduction. The macroeconomic outlook presented in this section reveals that the Nigerian economy lacks the necessary changes in the composition of the economy, workforce and production processes to advance decent job creation, increased productivity, higher income and improved standard of living. Structural transformation is a key determinant of productivity growth, which should be at the center of the National Employment Policy. In recent years, monetary, fiscal and exchange rate Policies in Nigeria have at sometimes played counterproductive roles when it comes to employment generation. It is important to observe that employment generation is not an automatic outcome of growth, or an afterthought, rather it is influenced through specific policy choices and actions engineered through articulated government programmes.

3.2 Situational Analysis: Macroeconomic Policies in Nigeria

3.2.1 Fiscal Policy

The Federal Government has adopted an expansionary fiscal policy in an effort to cushion the effects of two major recessions and the economic shocks of the COVID-19 pandemic. Despite increase in foreign and domestic borrowing, and the rise in the average price of crude oil by over 150 percent from 2020 to 2022, the country's fiscal condition has gotten worse with the government fiscal deficit at or above 5.0 percent of GDP since 2021⁵⁸. Nigeria's public debt profile continues to worsen on a year-on-year basis over the last 9 years. For instance, the country's total public debt stock increased by 14.46 percent between 2022 and 2023, to N46.25 trillion⁵⁹. This does not include an estimated N22.72 trillion 'ways and means' loans from the Central Bank⁶⁰, and additional debt envisaged in the 2023. annual budgets of states and the Federal Government.

One major cause of this fiscal deficit was the petrol (also known as Premium Motor Spirit, or PMS) subsidy, which was deducted directly from oil revenues. For instance, the deducted petrol

⁵⁸ The Economist (2022) "How oil-rich Nigeria failed to profit from an oil boom," The Economist Magazine September 11, 2022.

⁵⁹ KPMG (2023) "A national Debt Quandary" *KPMG Flashnotes* - Issues 3. 4th April 2023. KPMG in Nigeria. <https://kpmg.com/ng/en/home/insights/2023/04/kpmg-flashnotes---issue-3.html>

⁶⁰ Debt Management Office, Nigeria (2022) 2022 Report of The Annual National Market Access Country (MAC) Debt Sustainability Analysis (DSA). <https://www.dmo.gov.ng/publications/reports/debt-sustainability-analysis/4313-2022-debt-sustainability-analysis-dsa-report/file>

subsidy for the fiscal year 2022 amounted to N4.5 trillion or 2.2 percent of GDP⁶¹. The subsidy deductions, coupled with the protracted decline in oil production, oil theft and oil smuggling, resulted in the lowest levels of net oil revenues absorbed by the government in over a decade. Nigeria's fiscal challenges are compounded by the abysmally low revenue generation in the country. For example, in 2019, the revenue of the Federal Government of Nigeria was 7.7 percent of its GDP compared to the African average of 23 percent⁶².

3.2.2 Monetary Policy

The Central Bank of Nigeria (CBN) has maintained contractionary monetary policy in recent years, which reduces the abilities of consumers and investors to borrow. In an effort to curtail rising global and local inflationary pressures, the CBN has adopted several monetary tightening policies to control inflation pressure, regulate capital flows, and sustain the foreign exchange rate in Nigeria. In May 2022, the CBN's Monetary Policy Committee (MPC) raised the Monetary Policy Rate (MPR) from 11.5 percent to 13 percent to curtail record-high inflation in the country⁶³. Since then, the rate has been increased to 14 percent in July 2022, 15.5 percent in September 2022, 16.5 percent in November 2022, and 17.5 percent in February 2023. Similarly, the MPC had also raised commercial banks' Cash Reserve Ratio (CRR) to 32.50 percent in November 2022, up from 27.5 percent at the beginning of the year, in a bid to reduce liquidity in the local financial market, discourage currency speculation and reduce inflation⁶⁴. The recent monetary policies including high interest rates may depress the ability of SMEs to access credits at a lower rate and invest in their businesses.

3.2.3 Convergence of Foreign Exchange Market

On June 14, 2023, the Central Bank of Nigeria (CBN) made major changes to the operations in the Nigerian Foreign Exchange (FX) Market by unifying the official FX rates into the Investors and Exporters (I&E) window. The multiple exchange system was inadvertently implemented to the detriment of employment creation, economic stability and investor confidence in Nigeria. Through the unification of FX, the CBN reintroduced the "willing buyer, willing seller" model

⁶¹ World Bank (2023) Nigeria Development Update June 2023: Seizing the opportunity. Washington DC: The World Bank

⁶² Geoffrey Adonu (June 2023) "Paralyzing debt burden threatens Africa's largest economy" in UNU-WIDER Blog <https://www.wider.unu.edu/publication/paralyzing-debt-burden-threatens-africas-largest-economy>

⁶³ Central Bank of Nigeria Communiqué No. 146 of The Monetary Policy Committee Meeting Held on Monday 23rd and Tuesday 24th January 2023

⁶⁴ Central Bank of Nigeria (2022) Monetary Policy Decisions. <https://www.cbn.gov.ng/monetarypolicy/decisions>.

where the exchange rates will be determined by the market forces⁶⁵. The hitherto multiple exchange rate regime contributed to three key problems that afflict Nigeria's foreign exchange market, namely; the lack of transparency, foreign exchange shortages and volatility⁶⁶. This led to distortions in the allocation of resources and reduced the transparency and predictability of the market. In addition, foreign investors were discouraged by the complexity and lack of clarity of the exchange rate system, limiting the inflow of foreign capital and technology needed to boost employment creation. It is expected that the recent unification of the exchange rate system will encourage a pro-employment environment by reducing uncertainties in the FX market, enhance foreign investors' confidence, and increase the inflow of capital through FDI⁶⁷.

3.3 Structural Transformation and the Nigerian Experience

Pro-employment macroeconomic frameworks encompass active fiscal, monetary and labour market actions that reinforce national development objectives of Nigeria. The actualization of the expected outcome of such policy frameworks is premised on the structure of the economy.

Structural transformation is defined as the deliberate act of shifting factors of economic production such as land, labour and capital, from activities and sectors with low productivity and value added to those with higher productivity and value added⁶⁸. Such a shift usually entails change in location, organization, and technology with a combination of increased share of higher skilled work. Structural transformation is not simply about manufacturing and industry, rather it includes shifts across and within primary, secondary and tertiary sectors⁶⁹. Given that higher productivity enables better living standards, structural transformation enhances decent work creation and economic development by moving economies away from activities characterized by low wages and diminishing returns towards those involving higher wages and increasing

⁶⁵ Central Bank of Nigeria (2023) "Operational Changes to the Foreign Exchange Market." Press Release June 14, 2025. <https://www.cbn.gov.ng/Out/2023/CCD/Operational%20Changes%20to%20FX%20Market.pdf>

⁶⁶ Stephen Onyeiwu (2023) "Nigeria's new foreign exchange policy is good news - but it can't work wonders for the economy on its own." In *The Conversation*, June 20, 2023. <https://theconversation.com/nigerias-new-foreign-exchange-policy-is-good-news-but-it-cant-work-wonders-for-the-economy-on-its-own-207767>

⁶⁷ Yemi Kale and Olanrewaju-Afuye, Busayo (2023) "KPMG Analysis: FX Rate Convergence." <https://assets.kpmg.com/content/dam/kpmg/ng/pdf/16th-june-2023-macroeconomics-snapshot-new-structure.pdf>

⁶⁸ UNCTAD (2019) "Structural transformation, Industry 4.0 and inequality: Science, technology and innovation policy challenges," Trade and Development Board Investment, Enterprise and Development Commission Eleventh session Geneva, 11–15 November 2019 Item 5 of the provisional agenda

⁶⁹ Ilan Strauss, Busi Sibeko and Gilad Isaacs (2021) "Towards a transformative macroeconomic policy framework for employment generation in Africa: Background paper." ILO and Institute for Economic Justice. https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-abidjan/documents/publication/wcms_830222.pdf

returns⁷⁰. Generally, and from a historical perspective, structural transformation leads to increased employment and wages, which create conditions for more equitable income distribution and poverty reduction.

The Nigerian experience with structural transformation has been mixed. For decades, Nigeria has relied heavily on its oil sector, which has been a major source of foreign exchange and government revenue. However, the oil sector has been subject to fluctuations in global oil prices and has not been able to create enough jobs for the growing population. In addition, the country's agricultural sector has been hampered by insecurity, leading to a rise in food imports and a decline in food self-sufficiency⁷¹. Furthermore, other available resources such as the solid minerals and other extractive sectors, have been scarcely developed. To address these challenges, the Nigerian government has launched various initiatives aimed at boosting economic diversification, including the Agricultural Transformation Agenda (ATA), the Nigerian Minerals and Mining Act (2007), the National Industrial Revolution Plan (NIRP), and the Economic Recovery and Growth Plan (ERGP). However, progress has been slow due to challenges such as inadequate infrastructure and policy inconsistencies.

Consequently, the current economic structures in the country are mostly characterized by low levels of economic diversification and high levels of commodity dependence. Unfortunately, recent macroeconomic policies have been less effective in guiding the transition of the Nigerian economy from low productivity and labour-intensive economic activities to higher productivity and skilled-intensive activities. Overall, the Nigerian experience with structural transformation highlights the need for a concerted effort to diversify the economy, improve infrastructure, and deepen policy reforms to achieve sustained economic growth and development.

3.4 Lessons from the Implementation of the 2017 NEP

The independent evaluation of the 2017 NEP of Nigeria found that the policy captured the relevant issues, sectors and priority groups needed to improve labour outcomes and inclusive growth. The policy focused on reducing different forms of employment deficits while prioritizing women, youth, and persons with disabilities. However, the policy was lacking in its embrace of digitalization and innovation, the new world of work and new forms of work, and skills that are needed to build a flexible workforce, more resilient to external shocks such as the COVID-19 pandemic.

In terms of the design process, the tripartite stakeholders expressed satisfaction in the level of consultation that produced the 2017 NEP. This resulted in a demonstrated sense of ownership, alignment, and agreement with the scope and thrust of the policy. However, there is the need to

⁷⁰ UNCTAD (op cit)

⁷¹ African Union (n/d) Nigeria Country: Food and Agriculture Delivery Compact. https://www.afdb.org/sites/default/files/documents/publications/nigeria_country_food_and_agriculture_delivery_compact.pdf

build on the success of the tripartite arrangement by strengthening the consultation and involvement across other government ministries, social partners, departments, and agencies (MDAs), the private sector, subnational governments, advocacy groups, and donor partners who are essential to the NEP's implementation.

The implementation process of the 2017 NEP was quite challenging as the NEP objectives lacked clear targets to ensure that the objectives were SMART (specific, measurable, achievable, realistic and time bound). This made it challenging to oversee its execution. Between 2017 and 2021, beyond the reporting at the National Employment Council (NEC), there were no interim monitoring and evaluation points, preventing any learnings or course correction. Additionally, some MDAs had a weak understanding of the duties they were expected to perform under the NEP. Overall, employment policy targets were not met given that key labour indicators worsened over the period of implementation. This is more attributable to various economic shocks during the period. As a result, the execution of the policy was partially successful. As part of the policy process, policy lessons are drawn from the 2017 NEP to advance the design, implementation and monitoring and evaluation of the 2025 NEP.

SECTION IV: STRATEGIES TO ACHIEVE GENDER-RESPONSIVE DECENT WORK IN NIGERIA

4.1 2025 NEP Vision

To enhance structural transformation of the Nigerian economy by creating an enabling and conducive environment for a gender-responsive private sector to grow and create decent employment opportunities for all women and men and contribute to poverty alleviation.

4.2 NEP Objectives and Targets

The objective of NEP is to create a significant number of decent jobs for women and men in Nigeria by 2025 through GDP growth, complemented with sector-specific job creation strategies that will identify and optimize impactful opportunities across high growth sectors in line with the National Development Plan (2021-2025). The NEP is a practical plan for achieving Nigeria's employment objectives and targets as enshrined in the National Development Plan (2021-2025). The employment objectives and targets are shown in Table 2.

Table 2: Objectives and Targets of Employment and Job Creation

Objectives	Key performance indicators	Baseline	Target
	Number of jobs created	469,000 (2020)	21 million
Create sustainable jobs	Unemployment rate	33.3% (as at 2020)	19.6%
	Productivity per capita	2,100	3,706
Create new businesses and enterprises	<ul style="list-style-type: none"> Number of businesses registered in Nigeria Number of new jobs created by businesses 	3.1 million (2019)	4 million (2025)
	Percentage of new businesses still in operation after 5 years	45%	50%
Promote Inclusion	Female labour force participation (%)	48.52%	70%
	Youth labour force participation, (Ages 15–24) (%)	29%	50%

Source: National Development Plan (2021-25) p. 163

4.3 Promoting Pro-Employment and Gender-Responsive Structural Policies in Nigeria

The creation of decent and productive employment for Nigeria's rapidly growing labour force, requires a comprehensive approach including macroeconomic, sectoral and gender responsive labour market policies that are mutually supporting and reinforcing. Each of the policy areas in Table 3 contributes in complementary ways. This is because employment growth occurs through macroeconomic and sectoral policies that directly create employment and target sectors that are able to sustain employment in the long run (i.e., structural transformation).

Table 3: Pro -Employment and Gender-Responsive Structural Policies in Nigeria

Pro-Employment Structural Policies	Description
Fiscal Policy Framework	<p>Fiscal policy with a focus on employment generation through fiscal expansion, increased production and export promotion. This can be achieved by:</p> <ul style="list-style-type: none"> Mobilizing support to provide fiscally sustainable support to public works programmes, employment-intensive public investment in infrastructure, employment guarantee schemes, Investing in capital infrastructure for sustainable energy development, and cutting-edge infrastructure development. Expanding social protection measures to actors in the informal sector Providing financial policies favourable to restructuring government spending to serve employment objectives. Providing tax and financial incentives for MSMEs Using gender-responsive budgeting as a monitoring tool.
Monetary Policy Framework	<p>Employment-oriented monetary policy framework adopts a dual mandate of full employment and price stability by:</p> <ul style="list-style-type: none"> Ensuring that exchange -rate management takes precedence over monetary policies (such as setting low-inflation targets), especially in increasingly open economies like Nigeria. Creating a unique supervisory and regulatory function to promote an effective and efficient system of financial intermediation, ensuring adequate supply of credit for small and young firms and start-ups. Enhancing financial inclusion for poor and “unbanked Nigerians” especially small enterprises in the informal sector. Using some transparent and consistent criteria to facilitate the allocation of credit to enhance productivity and bolster job creation, especially for women, youth and other vulnerable groups. Continued support for MSMEs through government-run development financing institutions.
Advancing Gender-Responsive Private Sector Capacity to Generate Employment Opportunities	<p>Pro-employment and gender-responsive policies tailored to empower women entrepreneurs and improve the capacity of the private sector to create employment opportunities and preserve current ones by:</p> <ul style="list-style-type: none"> Providing entrepreneurship education for female entrepreneurs. Offering tax incentives Provide special credit facilities for female owned enterprises. Providing contract work to local private companies under the local content policy. Providing credit subsidies to businesses to promote accelerated employment growth Income transfers and employment growth, and social support for MSMEs
Exchange Rate Policy & Capital Account Management	<p>Employment-oriented exchange rate and capital account policy frameworks that:</p> <ul style="list-style-type: none"> Build up foreign exchange reserves as a prudential buffer for self-insurance against market volatility, avoiding excessive accumulation. Engage in active capital account management by reducing the impact of disruptive short-term capital flows and thus reduce exposure to international financial volatility and speculation Monitor external borrowing and currency mismatches resident firms and banks Provide conditions for cross-border long-term financial and productive investments that can stimulate structural transformation and employment creation Focusing on maintaining a competitive exchange rate⁷²

⁷² National Development Plan 2021-2025 sourced from <http://www.nationalplanning.gov.ng>

While there has been some progress in diversifying the economy and promoting inclusive growth in Nigeria, effort shall be geared towards significant improvement in areas such as infrastructure, education, and regulatory frameworks to support private sector growth and job creation. Government shall continue to implement policies that boost agricultural productivity, promote industrialization and export-oriented manufacturing, as well as support for micro, small, and medium-sized enterprises (MSMEs) and entrepreneurship. Overall, continued structural transformation is necessary to create decent jobs and promote inclusive economic growth in Nigeria.

4.4 NEP and Existing Policies, Programmes and Legal Frameworks

An effective design and implementation of the NEP cuts across many sectors of the economy. The implication is that the NEP covers a broad range of policy areas from monetary and fiscal policies, sectoral and industrial strategies (including trade and investment policies), skills development, to employment services and gender-inclusive active labour market programmes⁷³. The NEP is also linked to social protection, occupational safety and health, labour institutions, rights at work and other policy areas, which are essential for the realization of the cardinal objectives of decent and full employment. In effect, the implementation of the NEP is the responsibility of different stakeholders and social partners, which include Ministries, Government Agencies, employers, trade union organizations, non-government organizations, development partners and the private sector. A successful implementation of the NEP depends on various laws, policies, programmes and regulations that fall under different institutions, especially those that contribute to employment creation in the economy. In general terms, the success of the NEP depends on every element that promotes gender equality, peace and stability across the country. Therefore, the 2025 NEP will guide strategies and programmes that aim to increase employment for women and men by developing business and technical skills in the Nigerian workforce, supporting targeted value-added sectors, strengthening the financial sector, and facilitating investment finance to generate industrial growth and employment.

To ensure adequate implementation of the 2025 National Employment Policy of Nigeria, the following areas are identified as entry points for the improvement of legal framework essential for employment generation:

- Formulation of a better and gender-responsive legal framework for enhancing business environment most for both formal and informal sector;
- Investment in physical infrastructure (energy, transport, and ICT and digital connectivity) to promote economic activity and job creation through various channels
- Managing both internal and external labour migration;

⁷³ *ibid*

- Harmonise laws, regulations, standards and guidelines on Occupational Safety and Health, elimination of child labour;
- Promoting a decent work agenda and advancing sustainable job creation through compliance with existing labour standards and related laws in Nigeria.

In line with the principles of policy process, consistency and continuity, the 2025 National Employment Policy is a continuation of the 2017 NEP as revised and based on the recommendations thereof. The policy will continue to act as a crosscutting document, for the implementation of other policies that had interfaces in promoting employment and income generating opportunities for Nigerian women and men. Against this backdrop, the following policies, laws and strategies support the 2025 National Employment Policy:

- National Gender Policy 2006
- The National Policy on Women (2000)
- Revised National Policy on Food and Nutrition in Nigeria 2016
- Nigeria's Debt Management Strategy Policy 2020-2030
- The Green Alternative Agricultural Sector Roadmap Policy 2016-2020
- National Policy on Labour Migration 2020
- The Roadmap for the Growth and Development of the Nigeria Mining Industry 2016
- National Irrigation and Drainage Policy and Strategy
- National Digital Economy Policy and Strategy (2020-2030)
- Nigeria's National Social Protection Policy
- Nigeria Industrial Revolution Plan
- National Youth Employment Action Plan (NIYEAP) 2021-2025
- The National Policy on Special Needs Education in Nigeria
- National Energy policy
- Nigeria Industrial Revolution Plan
- The National Health Policy 2016
- The Discrimination Against Persons with Disabilities (Prohibition) Act 2018
- National Intellectual Property Policy Strategy
- National Policy on MSMEs
- National Policy on Child Labour
- National Agricultural Technological and Innovation Policy 2022-2027

- National Policy on Occupational Safety and Health,
- National Policy on Education 2013
- Fiscal Policy
- Monetary Policy
- The Nigeria's Economic Recovery and Growth Plan 2017-2020
- National Migration Policy 2015

The National policies listed above will have a direct impact in the actualization of the 2025 National Employment Policy of Nigeria. These policies address challenges hindering MSMEs growth, ability and willingness of private companies to comply with employment regulations, standards and job-rich policies and decent work practices. They also emphasize on agriculture development, human capital development, entrepreneurial and creative spirit that generates new employment opportunities. In addition, these policies have potential to enhance employability of the labour force and skills acquisition, private sector growth, and value-chain development in agriculture in the country. These are multiple entry points for employment generation in Nigeria.

Employment Policy Priorities for Women, Men, Youth, & PWDs

The overarching goal of the 2025 National Employment Policy of Nigeria is to promote full employment and decent and productive jobs for women and men who are willing and able to work. Given that the generated employment is not constant, the policy also aims to secure existing jobs. The critical employment policy priorities present objectives and strategies to actualize the goals of the National Employment Policy. These priorities are employment, education, infrastructure, rights at work, and social protection. The 26 priorities of NEP reinforce the key objectives of the current National Development Plan (NDP, 2021-2027), and are in line with Nigeria's Decent Work Country Programme (DWCP) III priorities⁷⁴. In addition, the NEP priorities have integrated elements relating to the consequences of the COVID-19 crisis, the green and digital transitions, and the UN Sustainable Development Goals. This section presents policy actions to be implemented to ensure improved access to decent work opportunities for women, youth, persons with disabilities and other vulnerable. This is driven by digitalization, skills development, and entrepreneurship to harness Nigeria's demographic dividend.

Priority 4. 4. 1: Support Employment for Women

This policy proposes strategies to increase the participation of women in the labour market and increase their access to decent job opportunities. As an institution, there are notable inequalities between women and men in the Nigerian labour market with respect to opportunities, treatment and outcomes. Like many other institutions, the Labour market in the country is shaped by

⁷⁴ ILO (n/d) Decent Work Country Programme (DWCP) III for Nigeria (unpublished Report)

norms, discriminatory forces and power inequalities, which place constraints on the access to women's choices and opportunities. These forces have equally driven more Nigerian women into the informal economy. In addition, Nigerian women undertake more unpaid work than men due to time spent on household chores and family responsibilities. It is also important to note that women

in Nigeria who become mothers face an additional childcare burden which limits their decent employment opportunities. These constraints in effect, constitutes a significant income loss particularly for women with children compared to women without children. These cumulative disadvantages faced by Nigerian women throughout their life cycle and in the labour market put them at greater risk of poverty in their later years.

Given the overwhelming representation of women in the informal sector and amount of unpaid work they perform, this policy proposes strategies to improve the participation of women in the labour market and facilitate their transition from informal to formal employment. In order to promote gender equality in skills development and employment, the implementation of this policy will be systematically gender mainstreamed. All relevant indicators in the monitoring framework will be disaggregated by gender. Arrangements for the supervision of Policy implementation will provide appropriate mechanisms to address special needs and concerns of young women in Nigeria.

Policy objective 1: To promote employability of Nigerian women

Policy Strategies:

1. The Federal and State ministry of Education shall invest in education and training for girls and women with a focus on science, technology, engineering and mathematics (STEM), to enable them to acquire the necessary skills to enter and succeed in the labour market.
2. The Federal Ministry of Industry, Trade and Investment, Federal Ministry of Women Affairs, Small and Medium Development Agency of Nigeria and National Directorate of Employment shall provide women entrepreneurs with access to finance, insurance and other resources such as business training to enable them to grow their businesses.
3. Government at all levels shall provide women in the informal economy with access to education and skills training programs that are relevant to work opportunities in the formal economy. This will equip women with the necessary skills and knowledge to compete in the labour market.
4. Government shall continue to strengthen legal and regulatory frameworks supporting women's access to formal employment opportunities. This includes protections against gender discrimination in hiring and promotion, as well as access to social protections such as maternity leave and healthcare.

5. Government shall establish mentorship programs for female youth and gender-specific career counseling in the 774 local government areas to enhance greater female participation in the workforce.
6. Employers shall establish daycare centers to help women balance their work and family responsibilities and allow them participate more fully in the labour market.
7. Through collective bargaining involving workers and employer organizations in Nigeria, flexible working arrangements, such as part-time or remote work, shall be extended to women to help them balance work and care-giving responsibilities.
8. Federal and State ministries of women Affairs shall encourage gender-friendly strategies such as establishing family routines to reduce the unnecessary hard work of women's domestic and economic activity and thus enhance their productivity and incomes.
9. Government shall enforce the 2018 Land Use Act, which recognizes women's right to land and property.
10. The Federal Ministry of Women Affairs shall ensure the implementation of the principles of the United Nations Convention on the Elimination of all forms of discrimination Against Women (CEDAW) of 1985 and 1991 respectively ratified by Nigeria. Government shall also implement the relevant ILO standards ratified by Nigeria.

Priority 4.4. 2: Gender-Responsive Youth Employment and Empowerment

This policy proposes activities targeted towards the engagement of young women and men in decent employment and reducing the proportion of young people not in employment, education, or training (NEET) in the country. When equipped with the appropriate education and skill set, Nigerian youth represent the current and future employees, investors and consumers. With skilled human capital, youth labour is critical for the growth of private enterprises.

To fully utilize the human capital of Nigerian youth, productive employment opportunities shall be created, while competent and skilled youth workforce shall be developed. Given that youth unemployment is impacted by both supply-side (skills mismatch - employability) and demand-side (limited job growth and expansion) factors, measures that influence the quality of labour supply and enhance demand are important aspects of an integrated employment agenda. On the supply-side, the focus should be on quality skills training, social protection and moral development for a positive work attitude. On the labour demand side, emphasis shall be placed on generating sufficient and decent employment opportunities to absorb new entrants to the labour market and provide better productive jobs to the youth. This will enhance labour mobility of young women and men and position them to escape poverty and contribute actively to the economic and social development of their communities. In that regard, measures to facilitate transitions are key including those that take into account the diverse existing barriers to equality of opportunity, especially for female youth in Nigeria.

Government shall through provision of appropriate incentives accelerate employment creation in sectors with potential with mass job creation such as agriculture, manufacturing, digital economy, creative industries, and renewable energy (green economy) etc.

Policy Objective 1: To increase employment opportunities for Nigerian youth to reduce NEET rate in the country.

Policy Strategies:

1. Government at all levels shall expand vocational skills training and learning
2. The governments shall provide vocational training programs that teach female youth specific trades and skill sets that are in demand in their communities and the wider economy of Nigeria.
3. The SMEDAN and NDE shall expand existing development initiatives and provide additional financial support for existing ones.
4. The Federal Ministry of Labour and Employment through NELEX shall empower and link youth to national, regional and global employment market opportunities.
5. The Federal Ministry of Communication and Digital Economy shall provide youth with entrepreneurial training in technology and the digital economy, to handle digital platforms, software development, and digital marketing.
6. The National Council of Art and Culture shall provide skills training in the various value chains that are essential for creating jobs in the local movie production sector (Hollywood) and creative industries in general.
7. The Federal Ministry of Agriculture and Food Security shall provide youth with re-orientation and entrepreneurial training in agri-based business skills covering three basic areas of agri-business, namely: agricultural input sub-sector, the production sub-sector, and the processing/manufacturing sub-sector.
8. The Federal Ministry of Agriculture and Food Security, FMLE, SMEDAN and NDE shall provide youth with agri-business trainings focusing on skills in the areas of business accounting, effective sales and marketing strategies, and the creation of bankable agri-businesses.
9. Federal Ministry of Power, FMLE, NDE shall provide youth with the training and entrepreneurial skills in the renewable energy sector by implementing technical training programmes in the installation, maintenance, and distribution of renewable energy solutions and provide trainees with seed funds and other facilities in their chosen agri-business ventures with extension personnel to monitor their progress.
10. Government all levels shall facilitate and support young people to access both quality formal and non-formal education.

11. Government shall promote financial inclusion and access to credit facilities for young people, with particular focus on them to expand the services sector through ICT and related innovations.
12. Government shall design Re-Orientation Program to reorient the minds of the youths towards seeing and practicing agriculture as a business.
13. Government and the Private sector shall revive and expand existing initiatives for the engagement of Nigerian youth in agribusiness. These programmes which are private sector driven but government enabled are;
 - The Private Sector Driven Agricultural Mechanization Programme
 - Staple Crops Processing Zones
 - One Stop Agro-Centre
 - Youth Employment in Agriculture Programme (YEAP).
 - Growth Enhancement Support Scheme (GESS).
 - Nigeria Incentive Based Risk sharing System for Agricultural Lending (NIRSAL)
 - Commercial Agriculture Development Project
 - National Programme for Food Security
 - New Nigeria Commodity Marketing Company

Priority 4.4.3: Support People with Disabilities to Access Decent Work

This policy proposes strategies that will ensure full and decent employment opportunities for Nigerian women and men with disability; removing all forms of discrimination against persons with disabilities (PWDs); and provide them access to inclusive education and vocational training demanded by the labour market to enable them to integrate into the country's workforce. On January 23rd, 2019, the Federal government of Nigeria signed the Discrimination Against People with Disability (Prohibition) Act. This act requires public institutions to reserve 5 percent of their workforce for people with disabilities. Towards implementing this Act, the government has set up a National Commission for Persons with Disabilities (NCPD). The Commission is expected to serve as a regulatory institution, implementing the provisions of the Act as well as enforcing them.

Policy Objective 1: To promote equal opportunities, non-discrimination, and full participation of persons with disabilities (PWDs) in the labour market.

Policy Strategies:

1. National Commission for Persons with Disabilities shall ensure full implementation of the Discrimination Against Persons with Disabilities (Prohibition) Act of 2018, which

prohibits discrimination against persons with disabilities in education, employment, provision of goods and services, transportation and public accommodation.

2. Government shall extend social security system to cover PWDs.
3. Government and Private sector employers shall ensure that workplaces are accessible to people with disabilities by making provisions for wheelchair ramps and accessible workstations that cater to their specific needs to make workplaces more inclusive.
4. Government shall provide training and development opportunities for PWDs to help them to develop skills and gain certification that equip them with the requisite skills to compete in the labour market.
5. Employers shall allow workers with disabilities flexible work arrangements, including virtual work, part-time and job-sharing. Such flexibility will enable PWDs to strike a balance between work and their individual needs.
6. The Federal Ministry of Labour and Employment shall promote fair recruitment practices in the country so as to ensure that job vacancies are open to PWDs, providing equal opportunities during the application, interview and onboarding processes.
7. Government shall offer subsidies, tax credits, and other monetary incentives to encourage employers to hire more persons with disabilities than prescribed by law.
8. Government shall encourage employers in the country to provide assistive technology and job coaching to help persons with disabilities be successful at work, achieve more independence, and enable them to overcome the barriers that come with their conditions.
9. Governments shall raise awareness on how inclusion of PWD in workforce can help to breakdown stereotypes and shift perceptions, thereby creating more opportunities for them.
10. Governments shall promote the inclusion of PWDs in the country's labour market.
11. The NCPWD shall recognise organizations that comply with the 5 percent employment quota for PWDs and recognize them with awards at the highest level of government, while a *Hall of Shame* should be created for serial defaulters.

Priority 4.4.4: Agricultural Sector – Improving Sectoral Value Chains

This policy proposes improving agricultural productivity and expanding gender-responsive agribusiness value-chain. The agricultural sector in Nigeria is a major contributor to economic growth and employment creation in the Nigerian economy. Therefore, policies in this sector shall focus on improving productivity and the expansion of the value chain. It is acknowledged that agriculture, livestock and fisheries are currently the largest employer and still have the highest capacity to absorb labour in the rural area. The Federal Government of Nigeria through the National Development Plan promotes and encourages employment in construction of rural roads and other infrastructure, to facilitate agriculture, livestock and fisheries activities.

Women are central to agricultural production and make a significant contribution to food security and nutrition at both the household and community levels in Nigeria. Women also make up almost half of the agricultural labor force in the country, but their production is limited by barriers to finance, inputs, and extension services, as well as land ownership and rights. More decent jobs could be created in the agricultural sector in Nigeria if women farmers have the same rights and resources as their male counterparts, and empowered to contribute fully through the sectoral value chains.

Due to limited resources and other competing needs, the Nigerian government has not been able to meet the Malabo commitment of dedicating 10 percent of its national budget to agriculture⁷⁵. However, the Federal Government has established the National Agricultural Development Fund (NADF) with the aim of complementing the budgetary provision. The fund shall sustain food production as a priority and ensure efficient utilization of the available resources for optimal results.

However, the agricultural sector is facing numerous challenges that limit its ability to create decent and productive employment. These challenges include lack of functional commodity value chains, climate change, inadequate mechanization programme, insufficient credit and insurance facility, poor infrastructure provision and food safety and quality⁷⁶. Other limitations include insecurity and destruction of farmlands by herdsmen; destruction of crops by pests, flooding of farmlands; lack of adequate storage facilities for the farm produce that may result in losses and lack of market for the produce⁷⁷. All these threats have negative impacts on the agricultural sector in Nigeria, leading to reduced productivity, food insecurity, and job losses.

Policy objective 1: To promote investment in modernized agriculture, livestock, fisheries and green and sustainable agriculture models as sectors of economy that have the potential for job creation.

Policy Strategies:

1. Federal and State Ministry of Agriculture shall facilitate the cultivation of more hectares of land in addition to the present 30 million cultivated out of the available 61 million hectares across the country.
2. Federal and State Ministry of Agriculture shall implement agro-processing programs aimed at producing value-added commodities under various food and cash crops across the country.
3. Government at all levels shall implement the planned project of 50 hectares of various tree crops in all the 774 local government areas in the country, which is expected to create thousands of employment opportunities per year.

⁷⁵ Federal Ministry of Agriculture and Food Security (2023) Inputs to the 2023 National Employment Policy Review for Nigeria.

⁷⁶ *ibid*

⁷⁷ SMEDAN (2023) Inputs to the 2023 National Employment Policy Review for Nigeria.

4. Government shall facilitate local production of seeds, fertilizer, agrochemicals and other farm inputs and ensure that they reach farmers directly in all LGAs in the country.
5. Government shall Invest through public private partnership ventures in agro-value chain processes for eight (8) major farming clusters in the country, namely: Rice Farmers Cluster, Cassava Farmers Cluster, Tomatoes Farmers Cluster, Poultry Farmers Cluster, Oil-palm Farmers Cluster, Sorghum Farmers Cluster, Fish Farmers Cluster, and Soybean Farmers Cluster. These clusters will foster the creation of industrial processing factories for products within each value chain in strategic parts of each state across the country.
6. Government shall encourage the participation of youth in agriculture.
7. Government shall facilitate the modernization of agriculture, livestock and fisheries through the following strategies:
 - Increase funding to Nigeria Institute for Oil Palm Research, Cocoa Research Institute of Nigeria and other agricultural research institutions to increase mechanisms for improving the production of high yield agricultural, livestock and fisheries products
 - Mechanization and introduction of ICTs to farming to attract youths.
 - Strengthening farmers, livestock herders and fishermen cooperatives for improved access to inputs and finance and support services.
 - Encouraging backward and forward linkages between farmers, livestock herders and fishermen, input suppliers, processors, marketers, financial institutions and business support providers
 - Promoting agro-processing, and livestock and fisheries enterprises to improve value addition, productivity and employment opportunities.
 - Developing and promoting adoption of appropriate technologies for supporting agriculture, livestock and fisheries development
 - Providing subsidized inputs for agriculture, livestock and fisheries cooperatives
 - Provision of skills acquisition for farmers, livestock herders and fisheries communities.
8. Government shall introduce and promote adoption of green and sustainable agriculture models in Nigeria such as; organic farming, agroforestry, crop rotation, and conservation agriculture.

Policy Objective 2: To encourage women entrepreneurs to participate in agri-business and employment creation in Nigeria.

Policy Strategies:

1. The government through the Federal Ministry of Agriculture and Food Security, SMEDAN and NDE shall provide training, education, and support to help women gain knowledge and expertise in agribusiness.

2. Government all levels shall develop policies that address gender disparities in agricultural landownership, credit access, and property rights. This can include offering grants or low-interest loans to women-owned businesses, creating tax incentives for women who participate in agriculture, and creating policies that promote gender equality in land ownership and property rights.
3. The government through the Federal Ministry of Agriculture and Food Security and SMEDAN shall provide market linkages that connect women to potential buyers and retailers and provide access to new technologies or improved production methods.
4. Government at all levels shall engage in high level advocacy and awareness creation that inhibit the full participation in successful agric business. To this effect, awareness programs need to be initiated at the local government levels to change the mindset of society and family members with respect for women who run agribusinesses.

Priority 4.4.5: Sustainable and Gender-Responsive Business Environment for MSMEs and the Private Sector Growth

This policy proposes a gender-responsive transformation of the private enterprises (i.e., MSMEs) in Nigeria including the manufacturing sector to ensure the generation of decent and sustainable employment opportunities. Employment generation in a free market economy depends largely on the private sector and the development of entrepreneurship. Unlocking private investment will create more and better-quality jobs in a sustainable manner in Nigeria since the private sector is at the heart of the development process and has been a critical component in every sustained growth success story around the world. Obviously, the public sector cannot create sufficient jobs to absorb 4-5 million youth that the education systems produce in Nigeria every year⁷⁸. Despite efforts by agencies such as the SMEDAN, many MSMEs in the country are facing several challenges that are making it difficult for them to survive. The limiting factors are within the operating environment. Most MSME operators grapple with infrastructure deficits (electricity, roads, workspace, equipment, etc.); lack of affordable funds; lack of entrepreneurial capacities, limited access to market, and sometimes unfriendly government policies⁷⁹.

Generally, the manufacturing sector in Nigeria is a diverse industry that consists of various sub-sectors, including food processing, textile, chemical, pharmaceutical, plastics, and construction materials among others. The sector is characterized by a mix of small, medium, and large-scale companies, most of which are privately owned. However, there are also government-owned manufacturing companies. The manufacturing sector in the country face various challenges, including inadequate infrastructure, high energy costs, and inadequate access to finance. These

⁷⁸ NECA (2023) NECA (2023) Inputs to the 2023 National Employment Policy Review for Nigeria.

⁷⁹ SMEDAN (2023) Inputs to the 2023 National Employment Policy Review for Nigeria.

challenges have hindered the growth of the sector and have limited the ability of the industry to create decent employment opportunities and compete with their counterparts in other countries.

Policy Objective 1: To enhance the capacity of businesses in the private sector to drive the economy and lead in employment generation, and to encourage local and foreign private businesses in Nigeria to grow and expand, particularly, in employment-intensive sectors.

Policy Strategies:

1. The Government shall enforce compliance with the executive order on ease of doing business so as to remove bureaucratic procedures in obtaining permits and licenses. Making it simpler for companies to get permits and licenses, and cutting taxes and fees.
2. The Government shall encourage investment in technology to improve business operations and reduce costs, thereby increasing the competitiveness of the private sector.
3. The Government shall boost local content by encouraging businesses to buy from local suppliers, adopt local production schemes, and use local talent to generate employment and increase business growth
4. Government shall strengthen SMEDAN with adequate fund and staff to expand their services to all 774 local government in the country.
5. SMEDAN and all relevant agencies shall provide new and existing MSMEs with additional and ongoing training and entrepreneurial education. This will help in the development of their managerial skills, business skills, and financial literacy. Most MSMEs are informal and hence need specific support to facilitate their transition to formality and improve productivity and working conditions.
6. SMEDAN shall prioritize the facilitation of business training for female entrepreneurs as well as those in rural areas, who are often faced with significant formal and informal discriminatory practices, in accessing credit, business network and markets.

Policy objective 2: To Ensure Easier Access to Credit Facilities and Soft Loans for MSMEs.

Policy Strategies:

1. The CBN shall encourage financial institutions to provide credit support and guarantee loans to MSMEs and business start-ups in Nigeria. Priority sector lending shall be initiated for MSMEs through cooperatives.
2. The CBN shall ensure that credit facilities for MSMEs in Nigeria shall be subject to a discount rate system with minimal collateral requirements by financing institutions.
3. The Federal Ministry of Industry, Trade and Investment and the CBN shall create awareness on availability and sources of credit facilities for MSMEs.

Policy objective 3: To Encourage and Facilitate the Formation and Empowerment of Small Business Organizations.

Policy Strategies:

1. The Government through the FMLE empowerment of MSMEs shall be encouraged through the formation of cooperative associations. Such associations can be formed along product/service clusters or on the basis of local areas of operation.
2. Through SMEDAN, the government shall provide MSMEs with access to capital and credit facilities. Governments can establish women's funds or set aside funds in existing micro-finance institutions specifically targeted for entrepreneurs. Additionally, banks and lending institutions shall offer flexible borrowing terms that take into account the unique characteristics of businesses.
3. Through SMEDAN, the government and private institutions shall assist small businesses improve their marketing and branding capabilities through targeted training programs, access to marketing experts, and other resources. This will help small businesses in Nigeria increase awareness for their brands, generate sales, and grow their customer bases.
4. Federal and State government shall develop policies and programs that promote gender equality. This will help small businesses operate on a level playing field with their male counterparts in the same industry.
5. MSMEs cooperatives shall serve as channels for capacity building, training, information dissemination and guidance on relevant issues for small businesses.

Policy objective 4: To improve market access for MSMEs and protection from foreign competition.

Policy Strategies:

1. The Federal Ministry of Finance, Nigeria Customs Service and other relevant government agencies shall continue to protect small businesses in the country from unnecessary foreign competition by restricting the importation of goods that are produced in the country.
2. Government shall strictly enforce existing laws to restrict influx of foreign merchandise in Nigeria through effective policing of our borders.
3. SMEDAN and Nigeria Export Promotion Council shall continue to provide sufficient market access and awareness of the availability and quality of the products to small businesses in Nigeria through local, regional and international trade fairs.

Priority 4.4.6: Transforming the Mining and Solid Minerals Sector (Non-Oil)

The policy proposes gender-inclusive capacity building in the solid and mineral processing sector for the creation of employment opportunities for Nigerians, particularly in the rural areas where most of the solid minerals exist.

The policy also seeks to create economic opportunities and empower men and women to engage in safe and sustainable mining practice in Nigeria. The policy shall address the various challenges that limit the creation of sustainable and decent employment opportunities in the extraction of solid minerals in the country.

Policy Objective 1: To generate decent job opportunities in the exploration and exploitation of the solid mineral resources in Nigeria for men and women through value chain development to contribute to the economic growth and development of the country.

Policy Strategies:

1. The Ministry of Solid Minerals Development shall exploit the tremendous business opportunities in the mining sector and facilitate the processing of the 33 commercially viable solid minerals such as Gold, Coal, Bitumen, Iron-ore, Tantalite / Columbite, Lead/Zinc Sulphides, Barytes, Cassiterite, Gemstones, Talc, Feldspar and marble, which are available in commercial quantities in various parts of Nigeria.
2. Ministry of Solid Minerals Development shall provide accurate geographical information to licensed private sector operators.
3. The Ministry of Solid Minerals Development shall recognize the small-scale and artisanal miners with support and regulation aimed at empowering and incorporating them into the value chain of mineral production and marketing.
4. Government through the Ministry of Solid Minerals Development shall encourage local participation in the mining industry through training and capacity building for artisanal miners.
5. Government through the Ministry of Solid Minerals Development shall strengthen the capacity of the Nigerian men and women in Mining on the International best practices required in the mining value chain by encouraging the education and training of men and women in the field of mining and mineral exploration in tertiary institutions of learning.
6. Mining companies operating in Nigeria shall establish a Trust Fund for the training of men and women in mining activities within the sector.
7. Government shall support training local participation and training of men and women artisanal miners to improve skilled manpower in the solid minerals sector in Nigeria and for the efficient operation of the sector.

8. The Ministry of Solid Minerals Development and Federal Ministry of Trade, Industry and Investment shall attract foreign investors in order to increase the investment opportunities in the sector.
9. The Ministry of Solid Minerals Development shall prioritize the development of Seven Strategic Minerals (7SM), Coal, Bitumen, Limestone, Iron Ore, Barytes, Gold and Lead/Zinc, as pronounced in the Nigerian Minerals and Mining Act, 2007.
10. Government shall promote value addition by encouraging the establishment of mineral-based and mineral processing industries and beneficiation plants in the vicinity of mineral reserves.
11. The Ministry of Solid Minerals Development shall ensure that experts in the mining value chain is reviewed every 2 years in line with global best practices
12. Government shall provide mining sector infrastructure, such as roads, railway networks, and power supply systems.
13. Government shall provide increased funding for the development of the solid minerals sector in Nigeria to enhance the exploration and development of mineral resources and advance the pace of mining activities and growth of the sector.
14. Government shall ensure environmental protection and conservation of the ecosystem in the mining areas.
15. Government shall Promote international trade through export of mineral resources and finished products
16. Government shall provide security adequate security for local miners, especially in the northern part of the country to enhance the exploration and mining activities and improve the production capacity of the sector.
17. The Ministry of Solid Minerals Development shall to provide sufficient data and infrastructure to update Nigeria's solid minerals database, which includes the location and quantity of mineral resources, planning, and management of mining operations in the country.

Policy Objective 2: To provide startup capital and credit facilities to men and women businesses in the solid minerals sector.

Policy Strategies:

1. Government shall increase the portfolio of the Nigerian Export-Import Bank (NEXIM) to enable it to meet the demand for investment capital by private operators in the sector.
2. Government shall create funding opportunities and networks for men and women in the mining sector in Nigeria to enable them carryout sustainable mining practices.

3. Government shall ensure infrastructural development for the mining industry especially, the establishment of internationally certified laboratories and setting up of internationally recognized and endorsed mining calendar for Nigeria.
4. Government shall put in place new incentives and implement existing ones to stimulate private sector investments in the solid minerals industry in Nigeria. Among these incentives are tax breaks/holidays; tax relief for research and development of the sector; tax credit for local value-added, investment in economically disadvantaged areas; and the extension of infrastructure such as roads and electricity to mining sites.

Priority 4.4.7: Revitalizing Cooperative Enterprises for Employment Creation

This policy proposes the revitalization and support for cooperatively owned gender-responsive business enclaves within rural and urban communities in Nigeria to enable them promote and support sustainable self-employment of their members. Even though it is not a new intervention, cooperatives remain a powerful way to create decent income and sustainable jobs. They also create vital opportunities through democratic ownership and asset building⁸⁰. Generally, cooperatives have the potential to provide organizational means for poverty reduction for its members in rural and urban communities. There are a wide range of cooperative variations, but each offers a different and effective way of creating new productive jobs. Worker's cooperatives are a great way to create job security and living wages since each employee gets a vote in every decision the co-operative. Alternatively, producer cooperatives help create better jobs and job security because it allows all the producers to work together, share resources and buy in bulk⁸¹.

The structure and composition of cooperative societies enables them to offer training and skill acquisition programs to their members. This equips them with the necessary knowledge and skills to start new businesses or expand existing ones, which in turn creates employment opportunities. Cooperative enterprises negotiate with government and private sectors for better working conditions, wages, and other benefits for their members. By aggregating products and negotiating better prices, cooperative societies provide marketing support to their members. This increases their profits, which can lead to expansion and job creation⁸². It also improves the socio-economic status of members and encourages entrepreneurship, thereby creating more jobs. Above all, cooperatives provide opportunities for the mobilization of social capital, social integration and social protection at the grass root level.

⁸⁰ Chynnique Ross (2023) "Empowered Entrepreneurs: Leveling the Playing Field for Minority-Led Cooperatives" in *The Cooperative Business Journal*, Fall 2022/Winter 2023.

⁸¹ The National Cooperative Business Association CLUSA International (2022) "How to Create Economic Growth with Cooperatives." <https://ncbaclusa.coop/blog/how-to-create-economic-growth-with-cooperatives/>

⁸² Babalola, Y.A. and Tiamiyu, R (2013) "Cooperatives Enterprises: A Panacea to Job Creation and Economic Empowerment." *Information and Knowledge Management* (Online) Vol.3, No.5, 2013

Policy objective 1: To enhance job creation potential of cooperative enterprises in Nigeria.

Policy Strategies:

1. The Federal Government, the Central Bank of Nigeria and other financial institutions shall ensure seamless disbursement of the Cooperative Societies Fund. Such credits shall be disbursed directly to registered and organized cooperatives. The cooperatives will in turn disburse the loans to their members to start or expand their businesses. By providing access to affordable credit, they enable members to create new job opportunities.
2. SMEDAN shall provide technical support services such as management training for registered and organized cooperative societies in rural and urban communities in a gender-inclusive manner. This will include education and awareness creation among cooperatives on how to access available funds.
3. Government shall review of the Nigerian Co-operative Societies Decree No. 90 of 1993, to allow the integration of current macroeconomic realities into the operation of cooperative societies in the country. The review shall among achieve the following: (i) guarantees the freedom of association, (ii) provide the legal instruments allowing cooperatives to obtain an official, recognized status, (iii) clearly draws a line between the management autonomy of cooperatives and the supervisory role of the state, (iv) makes technical support services available to cooperatives⁸³.

Priority 4.4.8: Formalization of the Informal Economy

This policy proposes to support the businesses operating in the informal sector to transition to formality. In view of the predominance of informal employment in Nigeria, and given the diversity of the informal economy, there is need to design coherent and integrated strategies to facilitate smooth transition to formality in line with the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204) of the ILO. The policy response takes into account the two main categories of informal employment (self- and wage employment) as well as the three main responses to informality (regulation, protection and promotion).

It is estimated that about 90 percent of employment in Nigeria falls under the informal sector⁸⁴. Most rural and urban workers in Nigeria have informal jobs and most of them are women and youth. The informal economy thrives in Nigeria within the context of high unemployment, underemployment, poverty, gender inequality and precarious work conditions. This also speaks to the resourcefulness of Nigerians, most of whom enter the informal economy not by choice, but out of a need to survive and to be engaged in income-generating activities.

⁸³ Babalola, Y.A. and Tiarniyu, R (2013) "Cooperatives Enterprises: A Panacea to Job Creation and Economic Empowerment." *Information and Knowledge Management* (Online) Vol.3, No.5, 2013

⁸⁴ ILO, (2018b) "Nigeria Decent Work Country Programme II (2015-2018)." Abuja; ILO Country Office, Nigeria.

Policy Objective 1: To provide businesses in the informal sector with legal recognition and access to resources and support systems to enable them increase their productivity, improve working conditions, and provide access to financial services (loans, insurance and other banking services).

Policy Strategies:

1. Government shall identify, mobilize and incentivize informal MSMEs towards formalization;
2. Government shall support and empower youth and women from informal situations through entrepreneurship, access to finance and new technologies for improved productivity.
3. Government shall provide men and women entrepreneurs in the informal sector with access to finance, credit, and other financial services to help formalize their businesses.
4. Through agencies like the SMEDAN, the government shall provide education and training programs for women entrepreneurs in the informal sector to help them grow and formalize their businesses.
5. Government through FMLE, SMEDAN and NDE shall provide management skills and finance literacy training to businesses in the informal sector.
6. Government shall streamline and simplify business regulations to encourage formalisation of informal businesses.
7. Government shall through the Federal Ministry of Humanitarian and Poverty Alleviation and FMLE shall extend social protection, social security, social transfers to business owners in the informal sector by building social protection floors and social security services such as health insurance protection.
8. Government shall provide technical assistance support for men and women entrepreneurs to comply with regulations, access financial services, and businesses growth.
9. Government shall through the FMLE promote the formation of cooperative associations within the informal economy to enable the transformation of marginal economic activities into legally protected work, and fully integrate them into mainstream economic life.

Policy objective 2: To bring the informal economy within the reach of Nigerian laws and regulatory framework and make them less vulnerable to various risks and contingencies.

Policy Strategies:

To accomplish this objective, the government through relevant agencies shall ensure:

1. Extension of labour protection services to the informal sector.

2. Businesses in the informal sector shall be encouraged to make modest contributions to the social security system, which will give them access to social security, medical care and maternity benefits.
3. Ensure the right of workers to organize, represent and engage in collective bargaining.
4. The CBN shall implement the Micro Finance Policy, Regulatory and Supervisory framework for Nigeria (CBN, 2011), which aims to make financial services accessible to micro- entrepreneurs and low-income households to enable them to expand and modernize their operations through microfinance banks.
5. The CBN shall ensure the promotion of synergy and mainstreaming of the informal Microfinance sub-sector into the formal financial system through microfinance banks.
6. The government shall implement sustainable strategies to formalize the informal sector by providing the necessary resources and infrastructure that promotes the development of small-scale businesses and cottage industry.

Priority 4.4.9: Improved Physical Infrastructure

This policy proposes the rehabilitation of physical infrastructure deficits in Nigeria to facilitate business operations and the creation of productive employment opportunities. It is also proposed that the infrastructure sector should be turned into an opportunity for youth employment, skills development and overall economic transformation in Nigeria.

Policy objective: To provide essential physical infrastructure to enable the private sector to reduce cost of production, enhance productivity and generate more employment opportunities.

Policy Strategies:

1. The Government shall continue to implement a 30-year infrastructure plan (National Integrated Infrastructure Master Plan), which aims to bring Nigeria's infrastructure stock to the 70 percent of GDP level by 2043.
2. Government at levels shall implement employment intensive investment programs that can further link infrastructure development with employment creation in promoting labour intensive approaches and the use of local resources to build and maintain infrastructures rather than capital-intensive approaches.
3. Government shall partner with private companies to invest in infrastructure projects, especially electric energy, road construction and provide the necessary funding and expertise.
4. Government at all levels shall embark on the construction and rehabilitation of road networks in the country to enhance road transportation and free movement of goods and across the country.

5. The Government shall continue the ongoing rehabilitation of existing railways in the country and extend the railway system to other parts of the country.
6. Government shall adopt labour-based technology where possible in the provision of physical infrastructure such as roads and buildings.

Emerging Sectors for Employment Creation

Emerging sectors known as Industries Without Smokestacks (IWOSS), share common characteristics with manufacturing, especially their tradability and tendency to absorb large numbers of low-skilled labour, and having higher-than-average value-added per worker.⁸⁵ The IWOSS sectors are non-manufacturing industries that do not rely on factories or plants. IWOSS industries tend to focus on knowledge work rather than physical production. Jobs in IWOSS industries often pay higher wages and have a greater economic multiplier effect⁸⁶, making IWOSS industries an important part of the changing economy and sources of job growth.

Priority 4.4.10: The Digital Economy and Employment Generation

The policy proposes the generation of decent employment opportunities through improvement in digital value creation in the Nigerian economy. The tech or digital economy⁸⁷ is growing fast in Nigeria. Firms operating in the digital economy deliver healthcare, agriculture, e-commerce platforms, and other retail-related services. The Nigerian economy is witnessing increase in the adoption of digital technologies in different job roles across sectors and the emergence of cybersecurity risks. With the rise of the digital economy, freelancing has become a popular option for men and women looking to work from anywhere. Platforms like Upwork and Fiverr offer Nigerians the opportunity to work on a variety of projects, from content creation to web development. The growth of e-commerce in Nigeria has created a demand for workers in logistics, customer service, marketing, and IT. Companies like Jumia and Konga have created thousands of jobs in Nigeria's digital economy. In addition, Nigeria is home to a growing number of tech startups, many of which are focused on developing innovative solutions to local challenges. These startups require skilled professionals in software engineering, data analysis, and project management, among other fields. Companies in Nigeria are increasingly using digital channels to market their products and services. This has created a demand for professionals in

⁸⁵ Brahma S. Coulibaly, Dhruv Gandhi and Ahmadou Aly Mbaye (2019) "Job creation for youth in Africa: Assessing the potential of industries without smokestacks." Africa Growth Initiative at Brookings Institution.

⁸⁶ Boaz Munga *et al* (2021) "Industries without smokestacks in Africa: A Kenya case study." Washington DC: The Brookings Institution

⁸⁷ According to the National Digital Economy Policy and Strategy of Nigeria, Digital Economy is any aspect of the economy that is based on or driven by digital technologies.

digital marketing, social media management, and digital advertising. This emerging sector is generating employment opportunities in Nigeria in several but unregulated ways.

Policy Objective 1: To advance the technology start-up ecosystem and attract and grow digital jobs for men and women across all sectors of the economy.

Policy Strategies:

1. Federal Ministry of Communication and Digital Economy shall ensure implementation of the National Digital Economy Policy and Strategy (2020-2030). This policy outlines Nigeria's vision to become a leading digital economy in Africa by 2030. The policy focuses on developing digital infrastructure, skills, and entrepreneurship to drive growth in the digital sector.
2. Government shall invest in digital infrastructure such as broadband and high-speed internet services in all parts of the country to enable people use digital technologies more efficiently.
3. Government shall through the Federal Ministry of Communication and Digital Economy, and the Federal Ministry of Education create awareness in Digital economy in Nigeria.
4. Government shall encourage digital entrepreneurship development by creating a conducive environment for digital startups through access to funding and providing tax incentives .
5. The Central Bank of Nigeria (CBN) shall develop roadmap to promote the growth of Fintech industry in Nigeria through collaboration with regulatory agencies and the private sector.
6. Government should create and enforce regulations and guidelines to protect businesses, people, and government agencies from digital threats.
7. Government shall collaborate with the private sector to drive the growth of the digital economy. This will be achieved through partnerships, joint ventures, and other forms of collaboration with local and international companies.
8. Governments and the private Organizations shall provide digital education to men and women to make them aware of the benefits of digital technologies. The goal is to increase their knowledge and skills, which can lead to better employment opportunities in the tech sector.
9. FMLE shall provide mentorship and career counseling to support men and women on how to understand and participate in the digital economy.
10. Government and private organizations shall support men and women entrepreneurs by facilitating access to funding and resources to help them create and grow businesses in the digital economy. This can include grants, loans, and access to training and support networks.

Priority 4.4.11: Green Jobs

This policy proposes the integration of green and environmentally friendly initiatives in the business landscape and decent job creation efforts in Nigeria. From the integration of renewable energy initiatives to fostering socially responsible practices, employment and sustainable growth strategies can be promoted to accomplish the mutual goals of inclusive economic growth and sustainable development. This policy aims to sustainably increase economic productivity (green growth) and resilience to climate change while also reducing greenhouse gas emissions. Different communities across Nigeria are facing the threat of climate change, insufficient energy, unsustainable urbanization, deforestation, desert encroachment, loss of biodiversity, urban air pollution, flooding, soil erosion and oil spill. Addressing these environmental challenges in the country will provide opportunities for job creation for men and women. To this end, green jobs shall be used to expand the renewable energy sector. Renewable energy sources such as solar, wind and biomass can produce more decent works in Nigeria if properly harnessed. Over the years, the national electricity grid has failed to meet the energy demand of Nigerians. The Energy Commission of Nigeria estimates that Nigeria will need almost 200,000 MW to meet its energy needs in 2030. In addition, the removal of fuel subsidies by the new administration in Nigeria has compelled consumers to use alternative sources of energy including solar power. This shift to an alternative and renewable source of energy can accelerate progress towards mitigating climate change and enhance natural resources stewardship in the country. Harnessing the potential in bamboo-based technology will further support climate change, afforestation and carbon sequestration through bamboo cultivation. A Green Job policy framework will help to meet energy needs of households and businesses, and also advance Nigeria's climate change goals.

Policy objective 1: To increase environmentally friendly economic activities, which generate employment opportunities in different sectors and enable inclusive economic growth.

Policy Strategies:

1. Government shall expand investments in different sources of renewable energy to provide amongst others solar-powered irrigation pumps for sustainable agriculture, and solar-powered borehole for constant water supply for rural communities in the country.
2. Federal Ministry of Power and Federal Ministry of Environment shall facilitate the production and installation of renewable energy equipment in the country by providing funding for skills training on renewable energy appliances.
3. Government shall expand access to off-grid renewable energy by providing incentives such as waivers on custom duties for imported renewable energy equipment that cannot be produced in Nigeria.
4. Government shall develop measures that specifically targets renewable energy technologies and stimulate the market to attract investments in the sector.

5. The NDE and the Industrial Training Funds (ITF) shall collaborate and provide capacity building to provide technical, organizational and managerial skills required for increased development of renewable energy sub-sector.

Policy objective 2: To encourage the involvement of the private sector in the creation of Green Jobs.

Policy Strategies:

With monitoring and evaluation strategies, the government shall sustain and scale up the various renewable energy projects initiated by the Federal Ministry of Environment in collaboration with groups in the private sector. Among these are:

1. Development of biofuel production Complex at Ilemeso in the northern part of Ekiti state with Global Biofuels Ltd.
2. Developing sugarcane-based biofuel plants in Girei and Demsa Local Government Areas of Adamawa in collaboration with the Adamawa State Government and Green Carbon Afrique;
3. Development of an integrated Rice Processing and Power Generating Facilitator for Rice production and processing in conjunction with Carbon Quest and Adamawa State;
4. Production and distribution of 30 million clean and energy efficient cook stoves with the Federal Ministry of Women Affairs and International Centre for Energy Environment and Development through the Alliance for Clean Stoves;
5. Development of a 50 MW solar farm in Kaduna in collaboration with the *Synergent Power share* Group of Company.

Policy objective 3: To provide sufficient training and funding for men and women entrepreneurs in the Green Economy through initial capital investment of the Federal and State governments.

Policy Strategies:

To accomplish the goal of creating Green Jobs, the Nigerian government shall create the enabling conditions by providing subsidies and incentives to attract entrepreneurs to the sector. In addition, the government shall also:

1. Provide access to technical training opportunities for men and women to acquire the necessary knowledge and skills required in the green jobs sector.
2. Create an inclusive and diverse atmosphere, including mentoring programs, networking events, and career development programs, designed to encourage men and women participation in green jobs.
3. Encourage men and women to create and build green businesses, fostering entrepreneurship in innovative and sustainable sectors.

4. Highlight successful men and women in the green job sector and create platforms for them to share their success stories and experiences and inspire others.
5. Provide through Bank of Industries low interest loans to small solar energy companies in the private sector.
6. Provide custom waivers for importation of renewable energy equipment
7. Regulate the renewable energy sector and green jobs to prevent substandard services and ensure the use of quality equipment.

Policy objective 4: Promoting and advancing Climate-Smart Agriculture for Men and Women.

Policy Strategies:

1. Government through the Federal Ministry of Agriculture and Food Security shall promote Climate-Smart Agriculture (CSA), which aims to sustainably increase agricultural productivity and resilience to climate change while also reducing greenhouse gas emissions.
2. Government shall subsidize the provision of drought-resistant and high-yielding crop varieties, conservation agriculture techniques, integrated pest management, water-smart agriculture, agroforestry, and livestock management practices that reduce greenhouse gas emissions.
3. Government shall encourage increased participation of women in Climate-Smart Agriculture. Providing training, education, and leadership opportunities help them build knowledge, skills, and confidence.
4. The federal and state ministries of Agriculture shall fund agricultural extension services and training for extension workers, which must include men and women, to adopt and foster CSA practices. The implementation of CSA practices in Nigeria helps farmers to adapt to climate change and mitigate its impacts while promoting food security, employment creation and poverty reduction. The adoption of CSA practices will enhance sustainable economic growth and livelihoods for smallholder farmers, particularly those in vulnerable and marginalized communities.

Policy objective 5: To promote a multi-pronged approach to implementing Bamboo-Based Technology to drive mass employment in Nigeria.

Policy Strategies:

1. The FMLE in collaboration with the Federal Ministry of Agriculture and Food Security, Federal Ministry of Environment, Federal Ministry of Industry, Trade and Investment, SMEDAN as well as State Ministries of Agriculture and other relevant stakeholders shall promote investment across the Bamboo Value-chain i.e cultivation, harvesting, processing, manufacturing and marketing to stimulate job creation.

2. Government shall design and implement training and employment programs in the Bamboo Value-Chain in cultivation and plantation management, sustainable harvesting techniques, primary and secondary processing, marketing and logistics.
3. Government shall promote bamboo as a renewable eco-friendly resources to combat deforestation and support afforestation initiatives, enhance carbon sequestration efforts and preserve biodiversity and natural ecosystem.
4. Government shall support the growth of Bamboo-Based industries in construction materials, renewable energy (Biomass, Charcoal), textile and furniture craft.
5. The Federal Ministry of Industry, Trade and Investment shall promote market development and trade through trade fairs and exhibitions, branding and certification of Nigerian Bamboo products and strategic partnership with local and international bamboo organizations.
6. The FMLE shall enter into strategic partnership with local and international Bamboo experts to achieve the aforementioned objective and strategies

Priority 4.4.12: Exploiting Employment Potential of Tourism

The policy proposes the expansion and development of Nigeria's tourism sector for decent employment opportunities and inclusive economic growth. As one of the promising IWOSS sectors, if supported and revived, tourism can be exploited for employment generation in Nigeria for women and men. The sector has the potential to attract local and foreign tourists and investors to Nigeria and contribute greatly to social and economic transformation of Nigeria⁸⁸. In order to develop tourism as a major aspect of the Nigerian economy and a source of job creation, the security situation in Nigeria shall be improved through the maintenance of law and order, and the guarantee of public safety.

Policy objective 1: To promote Tourism as a major employment-generating sector of the Nigerian economy, and Nigeria as a key tourist destination in Africa.

Policy Strategies:

1. Nigeria Tourism Corporation shall work towards the full implementation of the Nigerian Tourism Master Plan (TMP). The implementation of the TMP will provide adequate governance and enable the country to exploit the potential of the sector for inclusive economic growth and employment generation for men and women.
2. Government shall increase investments national security, provision of uninterrupted electric power supply, Internet connectivity, transportation, portable water, fire-fighting equipment to promote tourism in Nigeria.

⁸⁸ Ajani Asimi Amalare, *et al* (2020) "Impact of Tourism Development on Employment in South West Nigeria" in *The Developing Economy Journal* (DEJ), Vol.6, No.4; September-December 2020

3. Government shall embark on the development of tourist infrastructure such as facilities and cultural centers to accelerate job creation in the tourism industry.
4. Governments shall provide a special funding facility for women to encourage their participation in the Tourism sector.
5. Governments shall support training and skills acquisition programs in Tourism for men and women to encourage their participation in the sector.
6. Governments at all levels in conjunction with corporate partners, shall develop and modernize the diverse range of tourist sites in Nigeria, such as national parks, historic sites, and natural attractions. The development of these sites can create jobs in areas such as tour guiding, maintenance, and management.
7. The Government shall embark on a public enlightenment and promote campaign at home and abroad to encourage Nigerians and foreigners to explore Nigeria.
8. Government shall Set up and maintain a “one-stop” shop for information about tourism in Nigeria. The country’s tourism products and services such as the national parks, wildlife species, accommodation establishments (i.e., hotels, motels, guest houses, guest inn, etc.), food services, and its rich cultural heritage shall be marketed to the outside world.
9. Nigeria Tourism Corporation shall periodically review the sector’s value-chain in line with global best practices with the aim of achieving sustainable increase in productivity and expansion of quality employment.

Priority 4.4.13: Entertainment and Creative Industries

The policy proposes the promotion of a gender-responsive creative industries for employment creation. The creative and cultural sector (a.k.a Orange Economy), is one of the emerging job-rich sectors that have the potential to generate more decent employment opportunities in Nigeria. The creative industries constitute a range of economic activities where the main objective is the production or reproduction, promotion, distribution or commercialization of goods, services, and activities of content derived from cultural, artistic or heritage origins⁸⁹. The orange economy covers various cultural domains: the care economy, art, fashion, crafts, films, cultural heritage, video games, and music. The care economy in Nigeria consists of those activities that people, especially women perform daily, often in their homes, including chores or taking care of other persons, such as infants or the elderly. We can observe that hundreds of thousands of jobs exist in Nigeria's cultural and creative sector, especially in the Hollywood industry.

⁸⁹ Jordi Arcos-Pumarola *et al* (2023) “The use of intangible heritage and creative industries as a tourism asset in the UNESCO creative cities network,” in *Heliyon*, Vol 9, Issue 1 January 2023

Policy objective 1: To exploit the full potential of the increasing visibility of the Creative Industries in Nigerian to generate productive employment and promote gender-responsive economic growth.

Policy Strategies:

1. The Federal Ministry of Arts, Culture and Creative Economy in collaboration with SMEDAN shall continue to promote the creative industries by funding the training of young Nigerians in critical areas such as cinematography and videography, project management, marketing, social media marketing and graphic design.
2. The CBN in collaboration with other financial institutions shall establish a credit facility or expand existing ones primarily for small and medium entrepreneurs in the creative industry.
3. Government through the Copyrights Commission shall enforce anti-piracy laws in Nigeria.
4. Government shall monitor the ongoing collaboration among the Nigerian Copyright Commission, National Film and Video Censors Board, Nigerian Export Promotion Council to ensure that objective is achieved.
5. The Federal Ministry of Arts, Culture and Creative Economy in collaboration with the parastatals shall periodically review the entertainment value-chain in line with global best practices.
6. The Federal and state governments shall take measures to formalise the care economy by doing the following:
 - Request the NBS to calculate the value of the care economy in Nigeria for its potential revenue.
 - To Insert the care economy into the national accounting system and the potential impact on Nigeria's GDP.
 - Formalize the care economy through training and recognition of men and women and other actors in the economy
 - Make the care economy a paid sector as part of the formalization process.

Priority 4.4.14: Generating Decent Jobs in the Blue Economy

This policy proposes activities aimed at optimizing the potential of the marine ecosystems in Nigeria to boost jobs and livelihoods for men and women while contributing to the global fight against climate change and the achievement of SDG 14. The blue economy is the sustainable use of ocean resources for economic growth, improved livelihoods, and jobs while preserving the

health of the ocean ecosystem⁹⁰. The Blue Economy encompasses all economic activities related to oceans, seas, and other bodies of water. It contains various sectors such as fisheries, aquaculture, maritime transport, renewable energy, tourism, and mineral resources. Developing these sectors can stimulate the creation of new value chains to support decent employment. Located in the Gulf of Guinea along the West African coast, Nigeria has a massive coastline of about 420 nautical miles and an exclusive economic zone of 200 nautical miles. This space translates to a maritime area of 290 square kilometers, about one-third of the country's land area (924 square kilometers)⁹¹. Many Nigerian communities depend on the coastal ecosystem for livelihood. The Blue Economy could be a significant engine for growing the Nigerian economy while creating new jobs in established and emerging sectors.

Policy Objective: To generate decent job opportunities in the exploration and exploitation of the blue economy ecosystem in Nigeria for men and women through value chain development to contribute to the economic growth and development of the country.

Policy Strategies:

1. The Federal Ministry of Marine and Blue economy, Federal Ministry of Agriculture and Food Security and other relevant MDAs shall train and support women and youth to engage in aquaculture and fisheries, which involve the farming of aquatic plants and animals such as fish, seaweed, and shellfish.
2. The Federal Ministry of Marine and Blue economy, Federal Ministry of Agriculture and Food Security and other relevant MDAs shall train and provide micro funds for women and youth for the development of the various stages of the fishery value chain (i.e., environmentally friendly fishing, processing, packaging, and distribution).
3. The Federal Ministry of Marine and Blue economy, Ministry of Niger Delta Development shall invest in the restoration of depleted mangroves and coastal lines due to oil spills, especially in the Niger Delta, by employing men and women. This will enable the rehabilitation of habitats for wildlife, support coastal fishing communities, and provide a major natural solution to the impacts of climate change.
4. The Federal Ministry of Marine and Blue economy shall encourage the private sector investment in coastal tourism investment. This includes recreational and leisure activities that can attract domestic and international tourists. As an incentive.

⁹⁰ World Bank (2022) Jobs and Livelihoods in the Blue Economy <https://thedocs.worldbank.org/en/doc/04de15fdd51a34d2bedbad19dfcfa96b-0320012022/original/Jobs-and-Livelihoods-in-the-Blue-Economy.pdf>.

⁹¹ Nations Encyclopedia (n/d) Nigeria. <https://www.nationsencyclopedia.com/geography/Morocco-to-Slovakia/Nigeria.html>

5. Government shall provide critical infrastructures particularly electricity, and security to create the enabling environment for business operations.
6. Government in collaboration with the private sector shall invest in Maritime transport system, which involves the movement of goods and people by sea/waterways, including cargo shipping, passenger ferries, and recreational boats. Maritime transport shall support port and harbour operations, logistics and supply chain management, and maritime safety and security.
7. Government through The Federal Ministry of Marine and Blue economy shall provide a strong administration coupled with the engagement of critical ocean-based and ocean-related maritime stakeholders in all the littoral states in the country in order to achieve sustainability inter-sectoral collaboration.

Priority 4.4.15: Enhancing the Effectiveness of Public Employment Services (PES)

This policy proposes the enhancement of public employment services in Nigeria to ensure the creation of decent and productive employment for Nigerian men and women. Public employment services (PES) are core labour market institutions in Nigeria. Under the FMLE, the PES performs five fundamental functions, namely: job assistance and placement services; labour market information system; active labour market policy; passive labour programmes (social protection); and regulatory function. The main objective of PES in the country is to facilitate labour market participation to achieve full employment. The role of employment services was fully articulated internationally with the adoption of the Employment Service Convention, 1948 (No. 88) and the Private Employment Agencies Convention, 1997 (No. 181). The modern labour market has become increasingly dynamic. Public employment services are part of a larger ecosystem of resources and stakeholders that tend to intersect at local, national and regional levels. The role of employment services has been recognized and promoted to increase labour market participation, bridge mismatches and reduce labour market failures, and facilitate job and career transitions. PES have become an important entry point to support people looking for jobs, as well as for those interested in a career change, or wishing to run their own business or start an apprenticeship. The intermediation services provided by publicly funded employment services also benefit employers, by saving time and reducing costs when prospecting for talent.

Policy Objective 1: To support public employment services, improve the delivery of quality services to jobseekers and enterprises and to enable the creation of sufficient decent and productive employment opportunities in Nigeria.

Policy Strategies:

1. Government shall provide adequate funding for the PES to enable it to meet the demands of changing labour market in Nigeria.

2. The PES in Nigeria shall adopt modern employment service models that are responsive to the changing dynamics of the labour market. This includes real-time job matchmaking and increasing the capacity to provide vocational training, mentorship, and career guidance.
3. The PES shall promote partnerships and stakeholder engagement by collaboration with stakeholders, formal or informal, private sector, education and training institutions, community-based organizations, and civil society groups. This will ensure effective and targeted service delivery and promote employment creation.
4. The PES shall organize and periodically conduct forums or dialogues with employers to present relevant information on trends in the labour market and results of employment services.
5. The PES shall ensure dissemination of labour market Information generated by the employment services to the users of the labour market data such as employers, training institutions etc.
6. The PES shall adopt and utilize of modern Information and Communication Technology (ICT) platforms and systems to enhance service delivery and access. This will facilitate the identification and matching of job seekers with potential employers.
7. The PES shall intensify its outreach, awareness and sensitization campaigns to reach out to marginalized and disadvantaged groups in Nigeria such as women, youth, PWDs, migrants and people living in remote areas in all the 774 Local Government Areas in the country. This includes conducting job fairs, employers and community outreach, and engaging in mass media to disseminate information about the NELEX.
8. The PES staff shall be equipped with the requisite skills and knowledge to provide effective employment services. Training and mentorship programs shall be conducted to develop the skills required to compete in the changing labour market in Nigeria.
9. The PES shall regularly conduct employability training including entrepreneurship trainings using ILO, Generate Your Business Idea, Start and Improve Your Business and GET AHEAD entrepreneurship and gender tool kits.
10. The Social Partners Advisory Board shall be in the development and implementation of all Public Employment Services.

Priority 4.4.16: Community Employment Centers (CECs) and Job Creation

Objective 1: To establish Community Employment Centers to provide full range of assistance to job seekers in rural and urban communities in Nigeria.

Policy Strategies:

1.1 The Federal Government through the FMLE shall establish a minimum of two (2) Community Employment Centers in all the 744 Local Government Areas (LGAs) in the country.

Employment Centres shall link potential employers of labour with job seekers in each LGA under one roof.

1.2 The CECs shall provide training, referrals, career counseling, job listings, and similar employment-related services for communities.

1.3 The CECs shall be staffed and equipped with the necessary infrastructure and ICTs to enable job seekers visit the center in person or connect to the center's information remotely through a computer or other communication devices. Members of the community can visit a center in person or connect to the center's information online or through kiosk remote access.

1.4 Employment centres shall have basic resources such as computers, printers, telephone and fax machines available that job seekers can use in their job search.

1.5 CECs shall have trained staff available to help people look for work, find training, and answer employment-related questions.

1.6 While the CEC services may vary by location, each centre shall provide basic services such as: phones services, free internet and resume writing tools, employment plan development, job training services job search assistance, career counseling, practice interviewing skills among others.

1.7 CECs shall also link members of the community with supportive services such as information about education opportunities, skill training and acquisition, health care, banking and financial literacy.

1.8 CECs are non-fee-paying institutions, hence all services of the CECs shall be provided free to all members of the community.

1.9 The CECs shall be funded directly by the Federal Government through local government authorities.

Priority 4.4.17: Promoting Active Labour Market Policies (ALMPs) and Institutions in Nigeria.

This policy proposes strategies for the promotion of active labour market policies and institutions in Nigeria to improve employability, and for the mutual benefit of the employers, employees and job seekers. Active Labour Market Policies (ALMPs) are the policies and programs implemented by government to actively intervene in the labor market with the objective of promoting employment, increasing productivity, and mitigating unemployment⁹². Labour market institutions and regulatory frameworks in the country negatively impact the quantity and quality of jobs, employment, wages and productivity. Moreover, the institutional and regulatory

⁹² Bruno Crépon and Gerard J. van den Berg (2016) “Active Labor Market Policies” *IZA Discussion Paper* No. 10321 October 2016. <https://docs.iza.org/dp10321.pdf>

framework covering workers' rights, protection of the vulnerable women and workers, enforcement of minimum wages, and the provision of decent working conditions are weak⁹³.

Policy Objective 1: To enhance the employability of male and female workforce through skills development and training programs and build a strong and resilient economy by ensuring that the labour market is responsive to changing economic conditions and technological advancements.

Policy Strategies:

1. The FMLE in collaboration with other stakeholders shall increase public awareness about the importance of labour market policies and the benefits they offer. Public awareness shall be created through various platforms such as campaigns, seminars, workshops and digital media platforms.
2. Government at all levels shall develop and implement gender-sensitive policies that take into account the specific needs and circumstances of women.
3. The FMLE shall address gender discrimination in recruitment and advancement among public and private employers of labour in Nigeria by advocating for gender neutral job descriptions and more inclusive recruitment practices.
4. Government and Private employers shall provide childcare services to support women with children to remain active in the labour market. This can be done through paid parental leave, access to affordable childcare, or other family-friendly policies.
5. Employers shall provide continuous educational and professional training programmes to improve, update the skills and knowledge of workers.
6. Government shall improve the institutional capacity of ALMP in Nigeria by recruiting sufficient staff to oversee adequate implementation of labour market policies in the country, and by providing frequent skills training for staff members.
7. Government shall ensure effective coordination between different government agencies and stakeholders. To this end, a coordination mechanism that brings together key stakeholders such as PES, private employment agencies, training providers, and employers shall be established to improve institutional capacity for ALMP in the country.
8. Government shall strengthen labour market institutions that oversee labour market in Nigeria by funding and equipping them to carry out their mandates. Such institutions include the FMLE, the National Productivity Center and other relevant agencies.

⁹³ Federal Ministry of Labour and Employment (2023) Inputs to the 2023 National Employment Policy Review for Nigeria.

Priority 4.4.18: Labour Market Information System

This policy proposes the continuous support and improvement of the LMIS under the FMLE as a platform for up-to-date information on the labour market in Nigeria. This policy will make provision for the establishment and maintenance of functional and timely information about job openings, sectoral changes, geographical imbalance and other labour and income trends, to support and enhance the ability of job seekers to find and apply for decent job opportunities. Effective plans for employment generation, educational training and skill acquisition in any economy requires up-to-date, reliable and comprehensive information on various aspects of the labour market. Such information will enable human resources and employment planners to correct distortions and imbalances caused by structural labour market changes in the economy. This underscores the need for the availability of information, which provides an accurate picture of the state of the labour market in Nigeria.

Employers and workers organizations in Nigeria need LMI on issues such as the availability and demand for labour, the skill composition of the workforce, training opportunities, productivity, wage levels, working conditions, collective agreement settlements etc. Employers of labour also need this information to guide their personnel policies and collective bargaining strategies.

Policy objective 1: To establish and maintain functional and timely information about job openings, sectoral changes, geographical imbalances and other labour and income trends, to support Job seekers.

Policy Strategies:

1. Government shall strengthen the capacity of the FMLE with additional resources to ensure that the Nigeria Labour Market Information System (NLMIS) platform provides up to date and comprehensive LMI on most of the key indicators of the labour market and make them accessible to all users of LMI is accessible to employers of labour and job seekers.
2. Make greater use of timely, accurate and reliable data from the LMIS for planning purposes, informed decision-making and policy implementation and review.
3. The FMLE shall strengthen institutional arrangements and networks at National and state levels by developing a national framework on implementation of an inclusive country wide and integrated LMIS.
4. The National Bureau of Statistics (NBS), National Universities Commission (NUC), Nigeria Institute of Social and Economic Research (NISER), National Population Commission (NPC), National Identity Management Commission (NIMC), Joint Admission and Matriculation Board (JAMB), Federal Civil Service Commission (FCSC), State LMIS and other producers of LMI shall regularly supply LMI produced by them to the national LMI domiciled in the FMLE.

5. The NBS, NUC, NISER, NPC, NIMC, JAMB, FCSC, State LMIS and other producers of LMI shall also integrate their application programming interface with the national LMIS to ensure seamless updating of LMI in real time.
6. States shall establish and effectively coordinate LMIS at the state level which shall be linked to the national LMIS.
7. The FMLE and training institutions shall use LMIS to provide informed career guidance to young people and in planning their careers.
8. LMIS shall be used to guide other job seekers who are facing the need to change their current occupation.
9. The FMLE shall continually upgrade and strengthen the NELEX to provide cutting-edge job matching services.
10. The FMLE through its job centers and Migrant Resource Center (MRC) shall provide Nigerian job seekers including intending and returning migrants with information regarding career choices, job outlooks, salary range and educational requirements.
11. The FMLE shall provide job seekers with resources including E-Learning platform to access career-related trainings and education to enhance skills and increase employability.
12. The NELEX portal shall provide information on latest employment trends, occupations in demand, and salaries. This helps job seekers in the country to make informed career decisions, and employers to understand the labor market and hiring trends.
13. The FMLE through the NELEX and LMIS shall provide employers and policymakers with information about labor market supply and demand in an area to identify skills/gaps and job opportunities.

Priority 4.4.19: Regulation of Private Employment Agencies

Objective 1: To regulate the multiple levels at which recruitment of workers into employment is taking place and to enable government keep a close watch on the activities of Labour Contractors and Private Employment Agencies (PEAs)

Policy Strategies:

1. The Federal Ministry of Labour and Employment shall enforce the guidelines/conditions regulating the activities of licensed private employment agencies in the country. This is to discourage fraudulent companies from engaging in job matching and labour contracting both domestically and internationally.
2. The FMLE shall monitor Private Employment Agencies on a regular basis to ensure compliance with provisions of the Laws.

3. The FMLE shall ensure that workers recruited by PEAs are not denied right to freedom of association and right to collective bargaining.
4. The FMLE shall take the necessary measures to ensure adequate protection for the workers employed by private employment agencies in relation to:
 - (a) Minimum wages;
 - (b) Working time and other working conditions;
 - (c) Statutory social security benefits;
 - (d) Access to training;
 - (e) Occupational safety and health;
 - (f) Compensation in case of occupational accidents or diseases;
 - (h) Compensation in case of insolvency and protection of workers claims;
 - (i) Maternity protection and benefits.
5. Private Employment Agencies shall provide information relating to their operations to the FMLE on quarterly basis.
6. PEAs shall give written contract of employment specifying terms and conditions of employment to all recruited workers. These workers shall be informed of their conditions of employment before the effective beginning of their assignment.
7. PEAs shall inform migrant workers, as far as possible in their own language or in a language with which they are familiar, of the nature of the position offered and the applicable terms and conditions of employment.

Priority 4.4.20: Labour Migration and Employment Creation

This policy proposes that inclusive and appropriate administrative procedures are put in place in Nigeria to support the migration of skilled men and women to secure work in environments with adequate standards. Many Nigerians are leaving to work in countries both within West Africa and in other parts of the world. Similarly, Nigeria is a country of origin, transit and destination and as such, there is an influx of labour migrants from neighboring countries in West Africa⁹⁴. In addition, the policy proposes the enforcement of National Policy on labour migration and regulations in Nigeria, which aims to protect Nigerian workers' rights and promote decent work opportunities. As globalization continues to grow, labor migration has become a key component of employment policy. This has given credence to issues concerning the welfare of migrant workers within Nigeria, and those between Nigeria and other countries, especially its neighboring countries in the West African sub-region. Issues of labour migration informed the

⁹⁴ NECA (2023) Inputs to the 2023 National Employment Policy Review for Nigeria.

National Policy on Labour Migration, 2020. Nigeria has ratified the ILO Migration for Employment Convention (1949, No. 97) in 1960, and the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (1990), in 2009. The proposed policy also aims to foster international cooperation and partnerships to promote economic development and migration management in Nigeria.

Policy Objective 1: To integrate the benefits of labour migration into employment and economic growth and protect the welfare of migrant workers in Nigeria.

Policy Strategies:

1. The FMLE shall fully implement, and monitor the enforcement of NPLM through the following;
 - Combating human trafficking, exploitation, and forced labour by regulating and monitoring migration flows.
 - Promoting the transfer of skills, knowledge, and technology between Nigeria and other countries.
 - Providing legal protection to migrant workers and ensure their welfare in host countries.
 - Improving data collection, research, and analysis on labour migration in Nigeria to inform policy and decision-making.
 - Sensitizing the populace on the provisions section 47 of the United Nations Declaration against racism, racial discrimination, xenophobia and related intolerance.
 - Ensuring non-discrimination and equality of treatment for all workers, migrants, and nationals abroad and at home;
 - Ensuring that all employment of migrant workers is subject to labour standards and code of ethics;
 - Providing adequate information to intending migrants to enable them make informed decisions on migration for employment;
 - Promoting and protecting the rights of labour migrants in recruitment for employment abroad through supervision and monitoring of recruitment activities and offering pre-departure orientation seminars.
 - Promote consular and diplomatic services to protect migrants' welfare.
 - Strengthen policies and programmes for welfare of migrants, return migrants and families left behind.
 - Signing Memorandum of Understanding and Bilateral Labour Agreements with major destination countries.

2. The Federal Government shall promote employment and development benefits of migration by creating a conducive environment for attracting migrant remittances, diaspora investments and technology transfers.
3. The Federal government shall recognize the gender dimension of migration policies, which was one of the six principles adopted at the ECOWAS Common Approach on Migration in 2008.
4. The Federal Government shall promote equal employment systems in both urban and rural areas in Nigeria to ensure balanced migration patterns. To this effect, regional economic and industrial clusters based on agricultural value chains, shall be promoted and developed to provide local employment opportunities in a balanced fashion across regions.
5. The Federal Government shall promote policies that will attract migrant expertise for domestic development, especially within the West African sub-region.
6. The FMLE shall negotiate bilateral agreements and Memorandums of Understanding (MoUs) with major migrant origin and destination countries.
7. Government shall take measures to minimise irregular migration and human trafficking by providing qualified Nigerian job seekers with the information they need to travel to and work legitimately in other countries.
8. The Labour Migration Desk at the FMLE shall be equipped to carry out its full responsibility of managing labour migration.
9. The Federal government shall build the capacity of officials, including customs and immigration officers, police and security, to deal with and manage the movement of persons.

Policy objective 2: To strengthen governance of labour migration within the ECOWAS sub-region.

Policy Strategies:

This policy goal shall be accomplished through the following local interventions:

1. Federal Government shall adopt free circulation regimes and coherent labour migration policies, especially within the ECOWAS sub-region.
2. Federal Government shall build and strengthen the capacities of labour institutions and social partners in Nigeria on labour and migration governance.

Policy objective 3: To enhance regional integration and inclusive development through creation of decent work.

Policy Strategies:

1. The NBS, NPC shall promote the collection of gender and age disaggregated data on migrants' economic activity, employment, skills, education, working conditions, and social protection situations.

2. The Federal Ministry Humanitarian Affairs and Poverty Alleviation shall strive to extend Social Security to migrants and internally displaced people (IDP) through access and portability regimes compatible with international standards and good practice.
3. The FMLE and Federal Ministry of Education shall support the adoption and implementation of harmonized policies to foster mobility of skills and better alignment of skills with labour market needs in West Africa. This will include the recognition of education and training qualifications of international migrants through a regional accreditation system.
4. The FMLE shall promote decent work and fair labour practices for migrants with effective application of labour standards to migrant workers.

Priority 4.4.21. Functional Education and Skill Training System

The Federal Ministry of Education in collaboration with other stakeholders shall identify the workforce needs of the Nigerian labour market. This will ensure that tertiary institutions of learning in the country are producing the skills and credentials that Nigerian employers need through the alignment of education and industry. Such a priority for workforce development will

include the foresight to terminate ineffective and obsolete protocols and procedures in the education system at all levels. Therefore, the Ministry and stakeholders shall give more attention to workforce development activities, including education, training and the development of skill sets demanded in the labour market. To this effect, the Ministry shall coordinate a national initiative aimed to address the “skills gap” that threatens the preparedness of young Nigerians entering the workforce. The mission of this initiative is to provide Nigerian students rigorous academic/career pathways, which are linked to economic and labour market needs and trends.

Policy objective 1: To Improve the Quality of Teaching Profession and Provide Appropriate Incentives for Nigerian Teachers.

Policy Strategies:

1. The Federal and State Ministry of Education shall improve the quality of teachers education in Nigeria by providing adequate funding for teacher training, certification standards and welfare of teachers across the country.
2. The Federal and State Ministry of Education shall provide the necessary incentives to attract and retain qualified teachers in the system.
3. State Ministry of Education shall improve the quality of foundational education, pay and working conditions of teachers.
4. The Federal and State Ministry of Education shall provide ongoing professional development and on-the-job coaching to help teachers improve their skills.
5. Tertiary institutions of learning shall provide additional institutionalized guidance or counseling to assist young people into decent jobs in the labour market.

Policy objective 2: To align the education system and skills training with the demand of the labour market in Nigeria.

Policy Strategies:

1. The federal Ministry of Education (FMoE), NUC, NBTE, NCCE and NECA shall oversee the synchronization of all levels of the education system with the current and future labour demands.
2. The Federal Ministry of Education (FMoE) shall have the primary responsibility for the availability of data on the number of graduates produced each year for the labour market and their respective areas of discipline. This would provide a credible data source to LMIS and National Bureau of Statistics (NBS) for analytics, benchmark studies with peer group countries, projections to aid planning and general research. All of this would improve effective skills mapping and development to meet industry demands.
3. The FMoE shall conduct skill gap mapping on a regular basis in conjunction with key stakeholders such as FMLE, NUC, NISER, NECA, Trade Unions, and other professional bodies.
4. Federal and State Ministry of Education, FMLE, NBTE, NUC and NECA shall conduct skill gap studies every three (3) years to identify labour market demands and availability. Results of the studies shall be used to align training and education programs in tertiary institutions of learning with the demands of the labour market in Nigeria. These 3-year studies shall enable the NUC, NBTE, NCCE recommend courses that are in demand in different sectors.
5. Partnership between the organized private sector (OPS) in the educational system will design a demand driven skill training and educational programs in Nigeria. This will bridge the gap between skills businesses require and those created by the educational system in the country. The Federal government shall provide the necessary incentives to businesses to encourage them collaborate with universities, polytechnics and other technical institutions of learning to produce graduates with employable skills.
6. Nigerian universities shall review their curriculum to emphasize the integration of the various components of economic value chains with emphasis on job-rich sectors such as manufacturing, agriculture, and the emerging Industries without Smokestack (IWOSS) sectors.
7. Private industries should be incentivized to participate in the students' industrial work experience scheme (SIWES) for Nigerian undergraduates.

Policy objective 3: To develop a sustainable framework to stimulate an ICT-driven education sector to meet the needs of the digital economy.

Policy Strategies:

1. The Federal Government shall increase budgetary allocation for vocational education to invest in Information and Communication Technology (ICT) required to raise a generation of talented youth workforce ready for the changing dynamics of workspace, and digital economy in general;
2. The Federal Government shall create incentives to encourage young girls particularly, those in schools to embrace STEM (science, technology, engineering and, mathematics) and ICT.

Policy objective 4: To ensure the involvement of Industry in Education, Training and Skill Development.

Policy Strategies:

1. The Federal Ministry of Education (FMOE) shall seek active industry involvement in education and training, and this will begin early in a student's learning pathway. This type of collaborative partnership between the public and private sectors can be represented in the following areas:
 - Curricular design and alignment with labour market needs;
 - Industrial attachment;
 - Student career fairs and site visits;
 - Employer visits to schools;
 - Industry advisory councils;
 - Other active work-based learning experiences.
2. NUC, NBTE, NCCE shall establishment of a feedback mechanism from employers of labour on the training needs (e.g, special skills in new areas) of employees in order to assist education planners and curriculum review/development.

Policy objective 5: To provide adequate funding for the higher education system in Nigeria.

Policy Strategies:

1. The Federal Government shall consider innovative and fair methods of ensuring that higher institutions are sufficiently funded.
2. The Government and Higher Education administrators shall develop an effective strategy to ensure that other aspects of higher education such as research is adequately funded.
3. The private sector shall be encouraged to partner with the higher education system in various ways such as:

- Funding of research activities in specified fields of knowledge in Nigeria.
- Establishment of industrial-based technical academies, owned and operated by private manufacturers
- Development of curriculum, monitoring of courses and industrial training.

Policy Objective 6: To develop and enrich gender-inclusive formal technical and vocational education system in Nigeria.

Policy Strategies:

1. Government shall increase funding for existing Technical and Vocational Education Training (TVET) institutions in Nigeria to produce graduates with the technical and vocational skills required to exploit the value chains of employment intensive industries.
2. Governments at all levels shall invest in Technical Vocational Education and Training (TVET) to produce the desired workforce required by industries.
3. Government at all levels shall create special TVET programmes for girls that are technically oriented.

Policy objective 7: To promote the overall acquisition of knowledge, understanding and skills, which are relevant for employment or self-employment.

Policy Strategies:

1. Government at all levels shall encourage increased participation of women and people with disabilities in TVET.
2. TVET institutions shall be required to revise their curriculum in alignment with the skill demands of the labour market.
3. Federal and State Ministry of Education shall improve access to quality vocational education in formal and non-formal educational training institutions in Nigeria by providing appropriate learning and teaching equipment, furniture, computers and accessories, curriculum-related teaching and learning resources (including textbooks, guides, reference manuals etc.), and other essential resources to enhance teaching and learning of TVET for improved employability of youth trained in such schools.

Supporting and Enforcing Rights at Work Policies

Policy priorities under this section aim to enhance political, economic and administrative authority in the management of rights at work for Nigerian workers. The fundamental principles and rights at work are key aspects of international labour standards enshrined in the ILO's Declaration on Fundamental Principles and Rights at Work.

Priority 4.4.22: Enforcing Workplace Safety Health Regulations

This policy proposes the enforcement of compliance with relevant laws and rules as well as instructions issued by the authorities for ensuring hygiene and safety conditions in the workplace.

It is also important to note that women in Nigeria are disproportionately impacted by gender-based violence (GBV) at work including sexual harassment and assault at work. Therefore, the policy proposes the enhancement and enforcement of national laws against GBV and sexual harassment and assault at work. Fortunately, Nigeria has ratified the ILO Convention (C190) on Violence and Harassment. This convention is the first to set international legal standards for preventing and responding to violence and harassment in the world of work. Unfortunately, many Nigerian workers, especially women are still subjected to all forms of violence and intimidation at workplaces. In addition, the policy proposes the enforcement of existing regulations, which gives employers the responsibility for training and capacity building activities aimed at achieving better compliance with security, health and safety standards at the workplace. Under the Employees' Compensation Act (ECA) of 2010, the Nigeria Social Insurance Trust Fund (NSITF) provides compensation to employees who suffer occupational diseases and injuries. However, the best outcome is to have an injury-free workplace. Safe workplaces contribute to workers' productivity and economic growth.

Policy Objective 1: To enforce existing laws that mandate employers to promote health and safety in the workplace in Nigeria.

Policy Strategies:

1. Employers shall ensure that the workplace, the tools, products and work processes present no risk to the workers' safety and health.
2. Employers shall provide training for the workers about the functioning and maintenance of the equipment used in the execution of their activities.
3. Employers shall ensure the repair of malfunctioning appliances and equipment, especially those that constitute a risk to the safety and health of workers
4. Employers shall ensure that containers of hazardous products are properly identified, clearly state their levels of toxicity or capacity to cause injury, and present the necessary instructions for their proper use;
5. Employers shall where necessary provide clothing and suitable protective equipment in order to prevent as far as possible the risks of accidents and the adverse health effects on workers.
6. Employers shall ensure that all workers are trained on providing first aid treatment and shall hire the required people in order to achieve the necessary result.

Policy objective 2: To promote a safe workplace and minimize the rate of industrial accidents, eliminate gender-based violence (GBV) at work and other health risks in public and private sectors.

Policy Strategies:

1. To promote workplace safety and minimize industrial accidents, the FMLE in collaboration with the employers of labour in the private sector should take the following steps:
 - i. Conduct Periodic Audit of Occupational Safety and Health (OSH) infrastructure and structure in private companies in the six (6) geo-political zones.
 - ii. Ascertain the extent of compliance with existing rules, laws and standards on OSH.
 - iii. Encourage employers to improve the quality of health, safety and accident prevention infrastructure in private companies.
 - iv. Promote awareness on OSH, based on best practice and contemporary developments through capacity building programmes in work places on an on-going basis as part of the strategies designed to reduce workplace injuries.
2. The FMLE and NSITF shall institute a yearly Award Systems to companies adjudged best in compliance with OSH standard.
3. Public and private organizations shall have clear anti-harassment policies that define what sexual harassment, discrimination, and bullying means and set out a zero-tolerance culture towards such behaviours. These shall include confidential reporting system and swift investigation and sanction for perpetrators.

Priority 4.4.23: Elimination of Child Labour

This policy proposes strategies to eradicate incidents of child labour and protect children from poverty. The number of unprotected children in Nigeria and the increasing rate of child labour in the country constitute major decent work deficits. The rising level of joblessness, conflicts, and poverty coupled with some social norms in the country have rendered many children vulnerable. Unfortunately, many states in the country have not localized the Child Rights Act. According to UNICEF, Nigeria has 10.5 million out-of-school children, which is the highest in the world. Out-of-school children in Nigeria are compelled to work in hazardous and precarious environments such as bus conductors, illegal artisan mining operations and street trading. Others are recruited into gangs, banditry and insurgent activities. Such jobs not only threaten the health and education of children, but also deprive them of their childhood and opportunities for decent life as adults. The Childcare or “Nanny” industry in the Nigeria has equally been implicated in the violation of Child Rights Act. Tackling child labour in Nigeria will require a comprehensive strategy, which includes improving and implementing existing laws and regulations across states in the country.

Policy objective 1: To protect Children from exploitation and inhumane treatment.

Policy Strategies:

1. All levels of governments in Nigeria shall facilitate, monitor and enforce the provisions of the National Policy on Child Labour, 2021-2025 under the FMLE.
2. The FMLE shall be adequately funded to carry out the field operations needed to coordinate the National Program on the Elimination of Child Labour in Nigeria through a multi-sectoral approach.
3. The Government shall encourage states that are yet to domesticate the Child's Right Act to do so.
4. The Federal Ministry of Women Affairs in conjunction with the National Orientation Agency shall embark on a grass root awareness creation campaign on the rights of the child in all the 774 LGAs in the country.
5. The FMLE shall fully implement the “National Action Plan for the Elimination of Child Labour in Nigeria” through various implementation strategies.
6. Government at all levels shall provide scholarships and other incentives to encourage parents send their girls to school.
7. All the 774 LGAs in Nigeria shall develop a community support program to sensitize and encourage communities to support girl education.

Priority 4.4.24: Public Procurement, Investment and Employment Creation

As part of this policy, strategies are proposed to leverage the position of the Bureau of Public Procurement (BPP) and the National Council for Privatization (NCP) to implement the principle of domestic preference in critical parts of the NEP. Under this principle, the Public Procurement Act (2007) stipulates that, preference should be given to procurement bids from eligible domestic suppliers exclusively offering goods manufactured in Nigeria, if the eligible bidder establishes to the satisfaction of the Procuring Entity and BPP that: (1) labor, raw material and components from within the country of the Procuring Entity will account for 30 percent or more of the EXW (ex-factory or off-the-shelf) price of the product offered; and (2) the production facility, in which those goods will be manufactured or assembled, has been engaged in manufacturing/assembling such goods at least since the time of bid submission⁹⁵. The prioritization of local contents and the use of procurement procedures for employment generation have critical multiplier effects in the creation of decent jobs and poverty reduction. One of the strategic objectives of NEP is to create employment opportunities by purchasing locally made goods and services. It is therefore important that MDAs involved in making procurement, investment or divestment decisions are

⁹⁵ Federal Republic of Nigeria (2007) Public Procurement Act 2007 (Act No. 14 Of 2007). Official Gazette Public Procurement Regulations For Goods And Works.

committed to a *Nigerianization* policy in carrying out their activities with the sole objective of creating sufficient decent works in the economy.

Objective 1: To use gender-inclusive public procurement procedures as an instrument for employment generation through Public Contracts and public procurement of Goods and Works by indigenous businesses.

Policy Strategies:

1. Federal, state and LGAs in the country shall implement local content and public procurement policies, which prioritizes the procurement of Nigerian made goods and services.
2. The Bureau of Public Procurement (BPP) and the National Council for Privatization (NCP) (and their State equivalents) shall enforce the policy of purchasing made in Nigeria products. These agencies shall define specific goods and services that shall be purchased exclusively from Nigerian businesses as well as those for which foreign businesses may be considered, but Nigerians will be given priority.
3. The local procurement policy shall be enforced in a gender-responsive manner to promote employment creation in all sectors of the economy and in the procurement process.

Priority 4.4.25: Remote Working (Teleworking) Regime

The policy proposes strategies and rules to govern Remote Work⁹⁶ arrangements between employers and employees in Nigeria. With the rise of technology, work from home has been a steadily growing trend for many years. Nevertheless, there are other factors that contributed to the rise in remote and hybrid work besides the COVID-19 pandemic. However, the pandemic accelerated the pace of adopting ICTs in the workplace. Remote work has advanced since early 2020 with quarantines, workplace closures and lockdowns due to the COVID-19 pandemic, at least for jobs and industries that do not always require workers to be on-site. Studies show that remote work has the advantage of reducing conflict and improved cohesion in the workplace⁹⁷. Besides, this new model of work has created a more inclusive environment for diverse talent. To some extent, employment recovery in post-COVID-19 era has primarily been driven by the rise in remote jobs, which offer youths the opportunity to work for companies outside the shores of

⁹⁶ Remote work is the practice of employees doing their jobs from a location other than a central or traditional office environment operated by the employer. Such locations could include an employee's home, a co-working or other shared space, a private office, or any other place outside of the traditional corporate office building or campus.

⁹⁷ VM Ware (2021) The Virtual Floorplan: New Rules for A New Era of Work. https://www.vmware.com/content/dam/learn/en/amer/fy22/pdf/vmw-virtual-floorplan-exec-summary_r3v2-1162603.pdf

Nigeria and an increase in startups⁹⁸. The increasing number of tech startups and the proliferation of remote jobs are evidence of permanent changes to the employment terrain in Nigeria⁹⁹. This unprecedented worldwide shift to remote work has brought about new logistical and structural legal challenges, which calls for a remote work policy. While the precise details of a remote work policy will depend on each industry, there are some general considerations that apply to remote work within the NEP framework.

Policy Objective 1: To protect both the employer and employees from potential legal liabilities that arise from remote work, use it to maximize productivity, morale, and team cohesion.

Policy Strategies:

1. Employers shall respond within 5 days to employees' working from home written requests. Employees may carry out their work overseas if permission is given by their employer.
2. The modalities for remote work shall be worked out and agreed upon by the employer and the employee.
3. An electronic or digital signature shall suffice in any labour agreement between employer and employee.
4. Employers shall provide teleworkers with the necessary tools and equipment to carry out remote work. A monthly compensation for the use of work tools owned by the employee may be agreed upon by both the employer and the employee. Employers are required to reimburse employees for teleworking-related expenses which are not normally incurred by employees. Employers and employees may agree to a monthly allowance to compensate for internet, telephone, and energy costs.

Priority 4.4.26: Enforcing the Labour Inspection Regulations

This policy proposes providing adequate resources to reinforce the Labour Inspection unit of the FMLE to promote and enforce decent working conditions, safety and health standards, and respect for fundamental principles and rights at work. Under the ILO Convention on Labour Inspection (C081 –Labour Inspection Convention, 1947 (No. 81), the labour inspection systems is established to ensure among other things that labour legislation is respected in workplaces; employees' rights are respected and decent employment and working conditions are met. This is to ensure that modern and effective legal provisions govern conditions at work¹⁰⁰. However, due

⁹⁸ Lagos State Employment Trust Fund (2023) Inputs to the 2023 National Employment Policy Review for Nigeria.

⁹⁹ *ibid*

¹⁰⁰ ILO (n.d) ILO Curriculum on Building Modern and Effective Labour Inspection Systems: Module 2 An introduction to labour inspection. https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---lab_admin/documents/genericdocument/wcms_856562.pdf

to limited human, financial and material resources, the enforcement of this convention has been deeply impaired and weakened in Nigeria. Therefore, the Labour Inspection system should be strengthened to enforce existing labour laws and regulations. The system shall provide corrective, developmental and technical advice, guidance, prevention tools to promote workplace best practices.

Policy Objective 1: To promote compliance with labour laws and regulations in all sectors of the economy and protect the rights and interests of workers by ensuring a safe and healthy working environment.

Policy Strategies:

1. Government shall provide increased funding of Labour Inspection duties in public and private work workplaces across the country.
2. The FMLE shall be provided with adequate personnel in the Labour Inspection Department to effectively carry out labour inspections and supervise workplaces to ensure that they comply with labour laws in Nigeria.
3. FMLE shall provide on-gong training and professional development for labour inspectors to equip them with specialised skill with a view to improving the quality of labour inspection.

Priority 4.4.27: Improved Social Dialogue Mechanism

This policy proposes the continuous improvement of the social dialogue mechanism for effective labour administration in Nigeria. The primary goal of social dialogue mechanisms is to create an environment that fosters mutual understanding, cooperation, and trust between employers, workers, and their representatives. Nigeria has independent Central Labour organizations and Employers' organizations with technical capacity and access to relevant information to engage in collective bargaining¹⁰¹. There are provisions for arbitration and adjudication where there is disagreement over interpretation of collective agreement. However, in the informal sector where majority of employees are not unionized, workers do not have a voice in decisions affecting them¹⁰². Collective bargaining takes place at three levels in Nigeria: National, Sectorial and enterprise. At each level, the parties involved establish their independent mechanisms or procedures to foster wage and employment conditions negotiations¹⁰³. Nigeria's Labour Law

¹⁰¹ Federal Ministry of Labour and Employment (2023) Inputs to the 2023 National Employment Policy Review for Nigeria.

¹⁰² *ibid*

¹⁰³ NECA (2023) Inputs to the 2023 National Employment Policy Review for Nigeria.

(Act)¹⁰⁴, which regulates the relationship between the employee and employer, was enacted in 1971, and it is currently under review. The review of the labour laws has become necessary in view of the changes that are taking place in the labour market. These technological innovations are disrupting traditional industries, redefining the employee-employer relationship, the mix of skills required to succeed in the labour market, as well as the nature of work itself. The review of the labour laws needs to be expedited to align the country's labour laws with best practices and international standards.

Policy Objective 1: To promote social dialogue for an inclusive economic growth and sustainable job creation and expedite the review of the Nigerian Labour Laws

Policy Strategies:

1. Trade Unions shall put in place mechanism for association and collective bargaining in order to protect the right of workers empower their workers, defend their interests and articulate their concerns and priorities.
2. Social dialogues shall be based on the principles of democratic representation, accountability and autonomy.
3. The National Labour Advisory Council (NLAC) shall be strengthened to support social dialogue mechanisms.
4. Collective bargaining for Nigerian workers shall be part of the production process aimed at protecting the interest of workers, improving productivity of the workers and optimizing output.
5. The tripartite partners shall continue in training and retraining of its members to strengthen the capacity to engage in social dialogue.
6. Collective bargaining agreements shall be respected by all the parties.
7. The FMLE shall lobby the National Assembly to expedite the review of Labour laws.

Extending Social Protection Coverage

In general terms, Nigeria's social protection system lacks many of the core elements of the right to social security. For the most part, social protection programs in Nigeria have limited population coverage and narrowly focused on the formal sector workers leaving behind millions of workers in the informal sector. In addition, the social security system in Nigeria is weak, weak data framework and deficits in capacity and technology¹⁰⁵. However, the 2017 National Social Protection Policy in Nigeria recognized the importance of establishing social protection floors

¹⁰⁴ ILO (2014) NATLEX – Nigeria. The objective of Nigeria's labour law is to regulate the relationship between employers and employees, protect the rights of workers, and promote a safe and healthy work environment. https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=en&p_isn=42156.

¹⁰⁵ Nigeria Labour Congress (2023) Survey Response to the 2023 National Employment Policy Review

that provide a minimum protection level to all Nigerians. The policy's goal is to establish "a gender-sensitive and age-appropriate framework to ensure a minimum social protection for all Nigerian citizens for a life of dignity." Policies under this section seek to increase social protection programmes by increasing investments in social protection systems in order to achieve SDG Nos.1-5.

Priority 4.4.28: Expansion of the Social Protection System and Provision of Unemployment Insurance (UI) scheme in Nigeria.

This policy proposes the expansion of social protection coverage to all communities in rural and urban areas in the country. Nigeria's social protection system is underdeveloped, with limited social security coverage and is completely overwhelmed by economic shocks. It is mainly focused on the formal sector, excluding the informal sector. The implication is that majority of the working population in Nigeria are not covered. Only 2.6 million households benefited from the cash transfer program during the COVID-19 pandemic thereby leaving behind majority of the poor households¹⁰⁶. Approximately 11 per cent of Nigeria's population is covered by at least one social protection benefit (excluding health), and only 7 per cent of the unemployed population receive some type of social protection benefit¹⁰⁷. This policy also proposes the establishment of a national-level unemployment Insurance (UI) scheme for Nigerian workers. The UI is part of the social insurance infrastructure for those who lose their jobs through no fault of their own. UI provides a partial replacement of earnings for unemployed workers who will spend it and help speed economic recovery. It also has an important positive impact on the national economy during downturns and recessions.

Due to weak social infrastructure, limited funding, and manpower requirements, government social interventions do not cover most poor and vulnerable Nigerians¹⁰⁸. Consequently, and despite mounting economic hardship and adversity, most Nigerians, especially women are left without any form of social safety net. The expanded coverage of the social protection system for the millions of working poor who work in low-productivity jobs, and the establishment of UI will enable many Nigerians to access better economic opportunities and increase their earnings.

¹⁰⁶ Federal Ministry of Labour and Employment (2023) Inputs to the 2023 National Employment Policy Review for Nigeria.

¹⁰⁷ ILO. (2021) World Social Protection Report 2020-22: Social Protection at the crossroads - in pursuit of a better future. Geneva.

¹⁰⁸ NECA (2023) Inputs to the 2023 National Employment Policy Review for Nigeria.

Policy objective 1: To ensure the expansion of Social Insurance coverage and care policies that are inclusive, gender-responsive, and shock-responsive.

Policy Strategies:

1. Government shall support women and individuals and families in dealing with vulnerabilities throughout their lifecycle
2. Government at all levels shall put in place measures to assist the poor and vulnerable groups to become more resilient against crises and economic shocks.
3. The Federal Government shall implement the findings of the feasibility study, which recommends that the unemployment insurance scheme is viable in Nigeria.
4. Government shall extend the social security system to include all Persons with Disabilities in Nigeria.
5. Government shall promote social inclusion and support families, particularly the most vulnerable to poverty, in building up their human and social capital through income and consumption smoothing and ensuring their access to basic goods and services
6. Government in collaboration with relevant agencies shall stimulate productive inclusion through the development of capabilities, skills, rights and opportunities for the poor, marginalized and excluded groups.
7. The coverage of social protection shall extend beyond the workers and even their family members to embrace vulnerable and insecure persons outside paid employment and indeed the labour force.

Policy objective 2: To expand Non-Contributory Social Protection Programmes in Nigeria.

Policy Strategies:

1. Non-Contributory Social protection schemes in Nigeria shall target all vulnerable groups particularly women. Such protection services under this arrangement will include public welfare assistance scheme, social Cash Transfer Scheme, and the School-Feeding Programmes.
2. Social protection schemes such as maternal and child health; conditional cash transfer programs in several states; and various community-driven development programs, shall be scaled up. The scope and coverage of the above social protection framework shall be expanded and fully implemented in the 774 local government administration in Nigeria.
3. The FMLE shall create a functional database of Nigerian workforce population.

SECTION V: INSTITUTIONAL FRAMEWORK & NEP COORDINATION

The effective and efficient implementation of the policy strategies and actions articulated in the 2025 National Employment Policy demands that appropriate structures be put in place, accompanied by the human and financial resources to ensure that all stakeholders work together towards promoting productive employment. The implementation of the Policy requires a wide range of integrated and well-designed policy and programme interventions, cutting across macro and sectoral dimensions. Given the multi-faceted and multi-layered interventions and actors operating at the national, state, and sectoral levels, an effective institutional coordination framework is required if such interventions are to have the desired outcome.

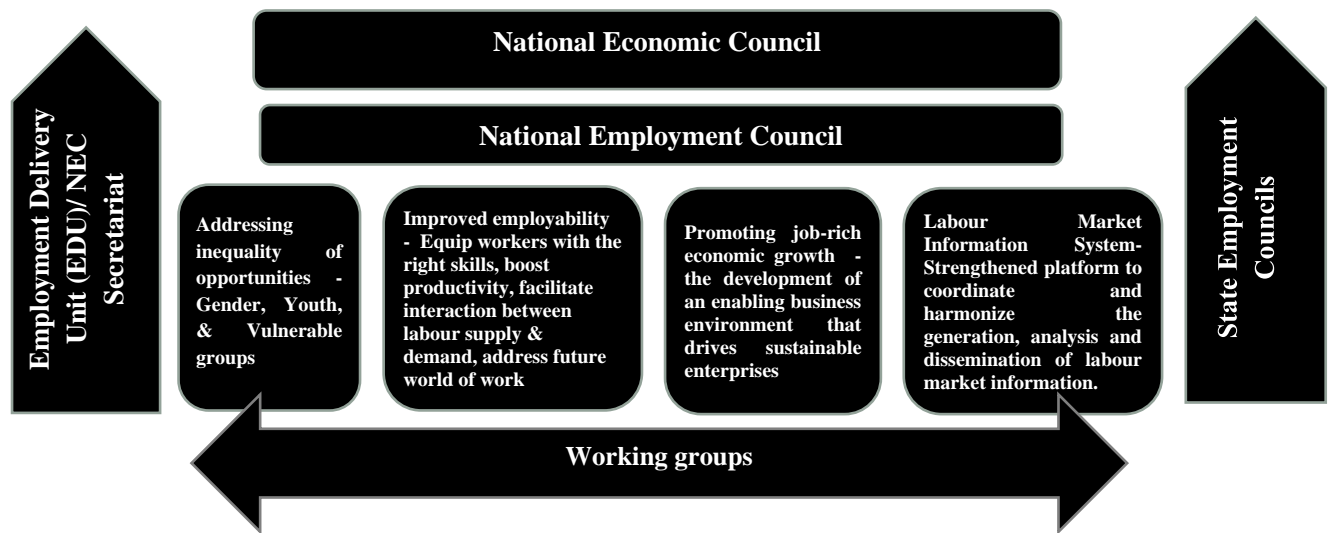
5.1 National Employment Council (NEC)

The National Employment Council (NEC), consisting of representatives of government, employers' organizations and trade unions, and chaired by the FMLE serves as the national co-ordination machinery to guide, streamline and coordinate national efforts towards full employment. The establishment of the NEC is predicated on the realization that no significant impact could be made on unemployment if job generation strategies are haphazardly implemented, with each MDA implementing its aspect without recourse to the activities of other institutions. The FMLE, as the secretariat to the NEC have the coordinating the implementation of the policy. The Council is vested with the following responsibilities amongst others:

- Examine employment situation in the country and make recommendations to government;
- Provide guidance for the implementation of the strategies and programmes of action of the National Employment Policy;
- Set broad policy guidelines to ensure that employment generation strategies conform to government priorities and programmes;
- Conduct studies on the mandates of employment generation and poverty reduction agencies with a view to streamlining their functions and removing duplication of efforts;
- Network, encourage and secure maximum cooperation of the social partners, donor agencies and other stakeholders including States and Local Governments in the implementation of the policy;
- Map out sustainable and long-term measures for funding of employment generation strategies in addition to the regular budgetary allocation and ensuring proper management of such funds.

The coordination structure for the 2025 NEP illustrated in 2 below.

Figure 2. Coordination structure for the 2025 NEP



The Council shall be chaired by the Honourable Minister of Labour and Employment. Other members of the National Employment Council shall be as follows:

- Federal Ministry of Labour and Employment
- Federal Ministry of Finance
- Federal Ministry of Budget and Economic Planning
- Federal Ministry of Youth Development
- Federal Ministry of Agriculture and Food Security
- Federal Ministry of Education
- Federal Ministry of Power
- Federal Ministry of Works
- Federal Ministry of Women Affairs
- Federal Ministry of Industry, Trade and Investment
- Federal Ministry of Humanitarian Affairs and Poverty Alleviation
- Federal Ministry of Environment
- Federal Ministry of Marine and Blue Economy
- Central Bank of Nigeria (CBN)
- National Bureau of Statistics (NBS)
- National Universities Commission (NUC)
- Nigerian Institute for Social and Economic Research (NISER)

- Industrial Training Fund (ITF)
- National Board for Technical Education (NBTE)
- National Directorate of Employment (NDE)
- Nigeria Social Insurance Trust Fund (NSITF)
- Small and Medium Enterprises Development Agency of Nigeria (SMEDAN)
- National Commission for Persons with Disability (NCPWD)
- Special Assistant to the President/Vice President on Job Creation
- Nigeria Labour Congress (NLC)
- Trade Union Congress (TUC)
- Nigeria Employers' Consultative Association (NECA)
- Federation of Informal Workers' Organizations of Nigeria (FIWON)
- Chartered Institute of Personnel Management of Nigeria (CIPM)
- Employers Association for Private Employment Agencies of Nigeria (EAPEAN)
- Nigerian Economic Summit Group
- The OSSAP/SDGs Office,

The Council shall have power to co-opt any person or institution it deems fit as member.

5.2 The NEC & NEP Implementation Process

The NEC shall be responsible for the coordination of NEP activities at the federal level. The NEC is also responsible for the inter-departmental coordination of the NEP implementation. These levels shall be interlinked and mutually supportive. The NEC shall coordinate the overall implementation and present regular progress reports to Government. The NEC shall work closely with the social partners and donors to harness funding and technical assistance programmes for MDAs involved in implementation of strategy. The responsibilities of key stakeholders and the social partners in the implementation of the Strategy are provided in the NEP Implementation framework.

The NEC shall ensure mainstreaming of the National Employment Policy into national development plans and strategies and contribute in the process of resource mobilization for the implementation of National Employment Policy.

To ensure effective coordination, a number of recommendations are made to enhance the functioning of the coordination structure, and these are as follows:

Mandate: The capacity of NEC Secretariat shall be strengthened to maintain a robust M&E framework to improve monitoring beyond quantitative employment indicators to other multidimensional qualitative measures of employment.

Stakeholder management and policy influence: Given that employment creation is not core to many of the implementing stakeholders, it is necessary for the secretariat and development partners to provide technical support to stakeholders in the planning and execution of employment initiatives. The secretariat shall appoint focal persons to obtain information on the implementation of NEP.

To ensure effective and efficient coordination, follow-up on the planning, implementation and reporting of the National Employment Policy interventions at the federal level, the NEC secretariat will undertake the following:

- Follow up implementation of specific interventions and strategies through monitoring mechanisms;
- Ensure coordination among different stakeholders (tripartite partners -NLC, TUC, NECA, and MDAs), and line ministries;
- Develop general report formats and templates for use in all sectors by all stakeholders to foster participatory M&E;
- Coordinate the division of labour between development partners intervening in implementing the National Employment Policy;

5.2.1 NEC Working Groups

To ensure adequate focus on both quantitative and qualitative employment outcomes, the NEC shall be divided into functional working groups around key thematic areas. The working groups shall be chaired and co-chaired by representatives of the public and private sectors respectively. The activities of the NEC working groups shall include:

- Ensuring that the objectives, strategies and employment programmes in the NEP are implemented by the MDAs under its purview.
- Ensuring that the outputs, targets, and other key performance indicators are achieved by the MDAs under its supervision.
- Ensuring that funds appropriated for employment programmes are strictly applied
- Developing clear institutional roles and responsibilities for the key actors involved
- Benchmarking priority areas that will enhance the programmes with the priorities of the National Development Plan, SDGs and social development programmes

5.3 SEC Structure

In collaboration with the State Governments and state actors, State Employment Councils (SEC) shall be constituted in all 36 states and the FCT. The Objective is to coordinate the implementation of the NEP at the sub-national level. The following guideline shall govern the establishment of SEC.

- A term of reference shall guide the constitution and activities of the SEC.
- Constitution and design shall secure support and buy-in from state level actors. All relevant institutions shall be included, with clear roles/responsibilities assigned to each stakeholder
- Development and implementation of structured and comprehensive SEC action plans alongside required resources and expected outcomes
- Development of a clear M&E mechanism to assess SEC performance and overall progress towards the NEP objectives
- Increased visibility and advocacy with the state government, state MDAs
- Development of a detailed public awareness strategy to create a clear understanding of the NEP objectives and particularly as it relates to the priority targets
- Advocacy for a sustainable funding strategy for the SEC to enable timely and effective program execution

The NEC shall introduce a SEC recognition system to incentivize and promote healthy competition amongst respective SECs

5.4 Monitoring & Evaluation (M&E) Mechanism of NEP

The National Employment Policy of Nigeria reflects the social and economic needs based on the employment situation in the country. Progress in the implementation of the NEP shall be tracked through an effective management and accountability framework that covers performance indicators and reporting schedules across all government ministries, departments and Agencies. The goal of the M&E framework is to monitor agreed performance targets of the NEP on a regular basis, measure the degree to which targets are being achieved, identify problem areas and define corrective measures.

To ensure effective implementation and objective impact assessment process on the basis of approved performance indicators, the NEC Secretariat shall oversee and supervise NEP monitoring and evaluation arrangements. However, given that job creation is a cross-sectoral issue, each government agency will be required to carry out their own M&E and periodically report to the NEC Secretariat using approved guidelines. The NEC Secretariat has the mandate to build the capacity of the respective implementing partners to carry out effective M&E. Continuous monitoring and evaluation of the impact of the implementation of the NEP in the real economy shall provide key inputs for periodic policy review. The design of M&E activities of the NEP should include the following:

- Definition of measurable key performance indicators and the specific period for the M&E exercise.
- Identification of persons agencies and stakeholders responsible

- Definition of the specific methods of reporting, channel of communication, and feedback system appropriate for the realisation of the fundamental goals of the NEP in Nigeria.
- Specific targets for the indicators.

M&E shall be based on measurable quantitative and qualitative indicators as outlined in section 5.4 below. Such indicators shall focus on the quantity, quality and sustainability of jobs created in the economy over a given period. The M&E shall adopt a rigorous and resource-intensive approach, which combines evaluation by external and independent institutions; multi-year assessment of the agreed indicators and outcomes; and quantitative and qualitative assessments.

5.5 Achieving Indicators and Outcomes of NEP

In addition to establishing performance indicators for each priority as specified in the implementation plan (see Annex 1), the NEP further stipulates the below specific performance indicators that should be used to measure the impact of the 2025 National Employment Policy. For effective measurements and monitoring, specific indicators have been stipulated in the log-frame (see Annex 2)

- Creation of new businesses and enterprises
- Creation of sustainable jobs
- Increase in ease of business registration and streamlining of business regulations, rates and taxes
- Appreciable reduction in the level of unemployment among graduates of higher institutions of learning, and technical colleges.
- Improved quality of technical and vocational education graduates
- Increased supply of the required skill set in the labour market
- Increase in wage employment
- Increase formalization of the informal sector
- Reduction in youth unemployment across Nigeria
- Increase employment and participation of women in the labour force
- Increase wage employment and accommodation of people with disabilities in public and private sectors
- Increase in the creation of Green and environmentally friendly Jobs
- Establishment and maintenance of a reliable labour market information system
- Availability of an effective (contributory and non-contributory) social protection scheme for workers
- Safe work environment for workers

- Regulation and reduction of casualization of labour
- Availability and stable electric power supply
- Access to Finance for MSMEs

5.6 Review of NEP

To ensure compliance with the set goals, the NEP shall be reviewed in two distinct stages. The first stage of review will be used to address minor issues that may arise during implementation of the policy, especially during its first year of operation. Different MDAs and stakeholders will provide inputs for the review of the NEP. This process may result in some amendments or clarifications in the policy document or related procedures. The NEC shall review amendments to the policy before it is submitted to the Honorable Minister of Labour and Employment.

The second stage of the National Employment Policy review shall take place every three to five years by external policy analysts similar to those appointed to develop the policy. The purpose of the second stage of review is to conduct a detailed examination of whether the policy has achieved its objectives, identify areas of challenge and recommend areas for revision and enhancement. This stage of the review shall reflect changes in the labour market as well as progress made in achieving stated objectives of the policy.

5.7 Funding the National Employment Policy

Implementation of the policy needs adequate resources and requires priority budgetary allocation both at the national, state and local government levels. Given that employment generation is a cross-cutting issue, the policy promotes a multi-sectoral approach and integration of employment issues at all levels of Government and private sector programmes. In line with the National Development Plan, MDA-specific budgetary allocations are provided for employment-related programmes. The NEC in partnership with the Federal Ministry of Budget and National Planning shall monitor these disbursements and hold the respective MDAs accountable for the employment related outcomes. In addition, the NEC shall also collaborate with Development Partners and the Private Sector to implement sections of the policy through the use of private and donor funds.

5.8 Communication Strategy

A critical requirement for the success of 2025 NEP is a communication strategy aimed at raising awareness amongst key stakeholders about their roles and responsibilities. This strategy will also emphasize the inter-relatedness of employment interventions, as well as the need for a strong coordination mechanism and regular reviews. Therefore, the communication strategy will assist in disseminating key information to stakeholders involved in promoting and implementing activities of the Policy at all levels. To this effect, multiple media of communication will be used to raise public awareness and education on the Policy with a view to mobilizing for support and ownership by all stakeholders at all levels.

The NEC in collaboration with relevant stakeholders shall commence the implementation of the NEP with a national sensitization campaign in all the States of the Federation and the FCT. The aim of the campaign is to educate the public, especially public and private sector employers on the rationale, objectives and quantifiable deliverables of the employment policy. The campaign will also outline the innovative strategies for employment generation by private and government establishments, particularly at the local government levels. Periodic awareness and communication shall be sustained through publications that inform stakeholders of ongoing employment creation activities at the sector and state level, outlining progress made, and impact on priority demographics. This will not only raise awareness but will also galvanize stakeholders to action. Formal reports to governance structures, from the SEC to the NEC including M&E progress reports will assist stakeholders take key decisions needed to accomplish the objectives of the NEP.

5.9 Risks to the implementation of the NEP

Economic Factors: Rising inflation rate, rising debt profile and slowing GDP and government revenues create conditions that are unfavorable for business expansion as well as limits government ability to intervene and pose risks to the success of the NEP.

Funding: Funding constitutes a major risk for the implementation of the NEP. Without a doubt, more funding is needed to drive employment and labour market outcomes, but resources for funding are limited. Innovative means must be designed to provide resources to fund employment programmes.

Insecurity: Increasing insecurity across all parts of Nigeria constitute a significant risk to the implementation of the NEP. Insecurity and the attendant displacement of people disrupts or hinders participation in economic activities and exposes those affected to indecent forms of work.

5.10 Strengthening Institutional Capacity for the NEP

Institutions are critical for the success of the accomplishment of the cardinal objectives of the NEP. Therefore, strengthening institutional capacities for effective implementation of employment policies involves several actions. First, it is important to conduct an assessment of the existing institutional capacity in terms of human, technical, and financial resources. A capacity assessment helps to identify any existing gaps and weaknesses that need to be addressed. The creation of strategic plans and policies will aid in enhancing institutional capacity for effective employment policy implementation. Such plans should define the priorities, goals, and objectives of the institution and provide clear guidance on how to achieve them. The availability of adequate resources such as funding, equipment, and other infrastructures are essential for effective employment policy implementation.

SECTION VI:

STAKEHOLDERS AND ACTORS IN THE NEP IMPLEMENTATION PROCESS

This section outlines the various actors and stakeholders who shall be responsible for implementation of the National Employment Policy in Nigeria. Employment is a cross-cutting issue, many stakeholders and actors shall be involved in the implementation of the policy to enable it attain achieve set objectives. Mainstream employment goals in macroeconomic growth strategies and sectoral policies, effective coordination is fundamental. Against this background, the roles of the following actors and stakeholders are outlined below:

6.1 The Federal Government

The Federal Government through the Federal Ministry of Labor and Employment and the Federal Ministry of Budget and Economic Planning shall oversee the implementation of the NEP in the country. These ministries shall:

- Create an enabling environment that attracts private sector investment in employment rich sectors
- Monitor and evaluate the employment outcomes of government policies.
- Implement programs geared towards employment creation.
- Coordinate the activities of the private sector aimed at employment creation.
- Collect, store and disseminate labour market information
- Ensure constant inter-ministerial and inter-governmental relations needed for a harmonized implementation strategy in cases such as social security administration.
- Actively engage, partner and collaborate with the Private Sector (including professionals and employer associations) for the implementation, monitoring and evaluation of NEP.
- Shall have representatives of the Private Sector in the various strategic committees to drive the implementation and delivery of the NEP, including the NEC.
- The Federal Government shall adopt investment-focused and development-oriented macroeconomic (i.e. monetary and fiscal policies) that support job creation.

6.2 States and Local Governments

The 36 States, the Federal Capital Territory (FCT), and 774 Local Government Areas (LGAs) in Nigeria are major actors and stakeholders in facilitating employment generation and the implementation of the NEP. State governments and the FCT shall establish State Employment Councils (SECs) under the office of the Governor to implement the NEP at the state level. The SECs shall be responsible for the implementation of employment policies and strategies at the state level, which are aligned to the NEP. States, FCT and LGAs shall adopt policies and practices that support job creation in both the public and private sectors.

6.3 The Private Sector

The successful implementation of the NEP strategy depends largely on the commitment and cooperation of entrepreneurs in the private sector. The private sector shall therefore:

- Adhere to the economic policies and guidelines aimed at creating decent and sustainable employment in the economy
- Invest in labour intensive sectors of the economy
- Promote social dialogue and ensure the welfare and improved productivity of workers
- Encourage the private enterprises (including cooperatives) and micro-entrepreneurs to participate in decent work practices and inclusive work environment procedures.

6.4 Employers' Organizations and Professional Groups in Nigeria

Employers group and professional associations such as the Nigeria Employers' Consultative Association (NECA), Employers Association of Private Employers Association of Nigeria (EAPEAN), Chartered Institute of Personnel Management of Nigeria (CIPM), Institute of Chartered Accountants of Nigeria (ICAN), Association of Professional Bodies of Nigeria (APBN), Federation of Informal Workers' Organizations of Nigeria (FIWON) shall promote the NEP by:

- Encouraging private employers to comply with the labour standards stipulated under relevant laws and guidelines in Nigeria.
- Promoting corporate governance and social dialogue at workplaces
- Promoting the mutual benefits of decent work (i.e., better employment and income security at work)
- Providing private sector employers with essential and updated information on issues affecting them such as taxation, environmental issues, social security, occupational health and safety, and management of HIV/AIDS.
- Assisting private sector employers to grow their businesses and employ more labour in the economy by providing them with enterprise development programs such as productivity improvement in line with the NEP.
- Promoting social dialogue strategies with private sector employers of labour
- Providing members with access to updated information on labour market trends under the new NEP regime.
- Establishing metrics and reporting standards for private sector employers, especially in the organized private sector, to report on their compliance with requirements for decent and sustainable work.

6.5 Labour Unions

The success of the National Employment Policy equally depends on the active participation of the NLC, TUC and other workers' organizations in the country. Therefore, workers' groups shall:

- Commit to social dialogue to ensure industrial peace and harmony.
- Promote a decent work environment for continuous production and employment
- Promote strategies for increased labour productivity
- Educate workers on their rights and obligations as stipulated in the Nigeria labour laws and instruments
- Commit to employee performance and productivity at the workplace

6.6 International Development Organizations

International donors and development organizations such as the ILO, IOM, GIZ, UNIDO, UNDP, AfDB, and the World Bank are key actors and stakeholders in the development of the National Employment Policy in Nigeria. Hence, their roles shall complement the government's efforts in the implementation of the policy in the country. Such roles shall be in the areas capacity building, poverty reduction programs, skill acquisition and program evaluation measures.

6.7 NGOs and Civil Society

The support of non-governmental organizations (NGOs) and Civil Society groups are required to realize the fundamental objectives of the NEP in Nigeria. Many NGOs have acquired rich experiences in development efforts in rural and urban communities in Nigeria. As watchdogs, NGOs are better placed to oversee a balanced implementation of the various strategies of the NEP across the country. Besides, NGOs and civil society organizations shall mobilize and sensitize families and small businesses operating in the informal economy. The NEP shall be made available to NGOs/CSOs to promote in sensitization of the NEP; as well as to enable them play their role as watchdogs over the implemented of the NEP. NGOs/CSOs involved in employment creation and empowerment shall also have the opportunity to bring to the attention of government observed lapses in the implementation of the policy.

ANNEXES

Annex 1. Implementation Plan for the National Employment Policy

EMPLOYMENT POLICY PRIORITY	POLICY OBJECTIVES	OUTPUTS	ACTION BY	COLLABORATORS	TIME FRAME	PERFORMANCE INDICATORS	MEANS OF VERIFICATION	EXPECTED IMPACTS
1. Support Employment for Women	1.1 To promote employability of Nigerian women seeking to return to the labour market.	Vocational training centres are established and equipped for women in all the 774 Local Government Areas in the country	- Ministry of Women Affairs	-SMEDAN -NDE	Annually	-Number of existing vocational training centers equipped and made functional -Number of women trained & equipped	Annual Report	Increase in self & productive employment of women. -Decrease in unemployment among women
2. Youth Employment and Empowerment	2.1 To increase employment opportunities for Nigerian youth to reduce NEET rate in the country	More vocational education training centers established in urban and rural communities.	-Ministry of Labour and Employment	-Ministry of Education -Federal Ministry of Youth -SMEDAN -NDE	Annually	-Number of young people trained in new vocational skills -Number of people who graduated from the training programs and establish a business.	Annual Report	The NEET rate in Nigeria is reduced, and more youth engaged in education or training programmes.
3. Support People with Disabilities to Access Decent Work	3.1 To promote equal opportunities, non-discrimination, and full participation of people with disabilities (PWDs) in the labour market.	Implementation of the Discrimination Against Persons with Disabilities (Prohibition) Act of 2018	- FMLE -Federal Ministry of Women Affairs & Social Development -Federal and State Civil Service Commission	-National Commission for PWDs	Annually	-Number of PWDs engaged in decent employment. -All PWDs are included in the social security system.	Annual Report	Reduction in number of employed among PWDs

EMPLOYMENT POLICY PRIORITY	POLICY OBJECTIVES	OUTPUTS	ACTION BY	COLLABORATORS	TIME FRAME	PERFORMANCE INDICATORS	MEANS OF VERIFICATION	EXPECTED IMPACTS
4. Agricultural Sector – Improving Sectoral Value Chains	4.1 To promote investment in modernized agriculture, livestock and fisheries as the sectors of economy that have the potential for job creation.	Agro-value chain processes for eight (8) major farming clusters in the country are established and equipped.	-Federal Ministry of Agriculture -NIRSAL	-NDE -SMEDAN	Annually	-Number of farmer clusters established -Number of jobs created in the value chains	Annual Report	Improved access to markets as more agricultural products is processed and more employment is generated in the value-chains.
	5.1 To enhance the capacity of businesses in the private sector to drive the economy and lead employment generation and labour absorption in the country.	MSMEs in urban and rural areas receive more capacity building training, and more functional cooperative associations are created.	- Federal Ministry of Industries, Trade and Investment	-NDE -SMEDAN - Federal Ministry of Labour and Employment	Annually	-Number of additional training programmes for MSMEs -Number of LGAs where SMEDAN programmes are offered	Annual report	MSMEs develop better and efficient processes to manage their businesses and generate employment
5. Sustainable and Gender- Responsive Business Environment for MSMEs and the Private Sector Growth	5.2 To Ensure Easier Access to Credit Facilities and Soft Loans for MSMEs.	More discount rate credit facilities are made available for MSMEs with minimal or no collateral requirements.	-Federal Ministry of Industry, Trade and Investment -Central Bank of Nigeria (CBN)	-Industrial Training Fund (ITF) -SMEDAN -Bank of Industry -Micro Finance Banks	Annually	Number of MSMEs that received soft loans	Annual report	MSEMs invest in new equipment, expand their operations and generate more employment opportunities.
	5.3 To encourage and facilitate the formation and Empowerment of Women-owned small business Organizations	More women-owned MSMEs cooperatives are formed in rural and urban areas.	Federal Ministry of Industry, Trade and Investment	-Central Bank of Nigeria (CBN) -Industrial Training Fund (ITF) -SMEDAN -NECA Network of Entrepreneurial Women	Annually	-Number of new women owned MSMEs established	Annual report	Newly women-owned established MSMEs create productive employment opportunities.

EMPLOYMENT POLICY PRIORITY	POLICY OBJECTIVES	OUTPUTS	ACTION BY	COLLABORATORS	TIME FRAME	PERFORMANCE INDICATORS	MEANS OF VERIFICATION	EXPECTED IMPACTS
6. Transforming the Mining and Solid Minerals Sector (Non-Oil)	5.4 To improve market access for MSMEs and protection from foreign competition.	Higher import duties are placed on goods that can be produced in Nigeria to protect local producers.	- Federal Ministry of Trade and Investment - Federal Ministry of Finance - SMEDAN	-Central Bank of Nigeria (CBN) -Nigerian Customs Service -Nigerian Immigration Service	Annually	The quantity of imported goods, which can be produced locally.	Annual report	Increased volume of business transactions for MSMEs and creation of more jobs.
	6.1 To generate decent job opportunities in the exploration and exploitation of the solid mineral resources in Nigeria for men and women through value chain development to contribute to the economic growth and development of the country	Training and support of small-scale and artisan miners in value-chain mineral production and marketing around seven strategic minerals (7SM) ¹⁰⁹ .	Federal Ministry of Solid Minerals Development	-Federal Ministry of Trade and Investment -Nigeria Investment Promotion Council	Annually	Number of small-scale and artisanal miners trained. Number of local mining clusters established.	Annual report	Mining and solid mineral value-chains are established, and decent employment opportunities created in the sector.
	6.2 To provide startup capital and credit facilities to women and private sector operators in the solid minerals sector.	Discounted interest rate loans are extended to women-owned & other small-scale miners.	Central Bank of Nigeria NEXIM Bank of Agriculture Bank of Industry	Federal Ministry of Solid Minerals Development	Annually	Number of small-scale miners that received loans	Annual report	Small-scale miners invest in new equipment, expand their operations and generate more employment opportunities

¹⁰⁹ According to the Nigerian Minerals and Mining Act, 2007, the Seven Strategic Minerals (7SM), Coal, Bitumen, Limestone, Iron Ore, Barytes, Gold and Lead/Zinc.

EMPLOYMENT POLICY PRIORITY	POLICY OBJECTIVES	OUTPUTS	ACTION BY	COLLABORATORS	TIME FRAME	PERFORMANCE INDICATORS	MEANS OF VERIFICATION	EXPECTED IMPACTS
7. Revitalizing Cooperative Enterprises for Employment Creation.	7.1 To enhance job creation potential of cooperative enterprises in Nigeria.	New Cooperative enterprises are registered. Cooperative Societies Fund is disbursed.	Federal Ministry of Labour and Employment.	-Federal Ministry of Agriculture and Food Security.	Annually	-Number of new cooperative enterprises registered -Number of members that received Cooperative Societies Funds	Annual report	Cooperative Enterprises grow in capacity and create decent work opportunities.
	8.1 To provide businesses in the informal sector with legal recognition and access to resources and support system to enable them increase their productivity, improve working conditions, and provide them with access to financial services.	Registration of most informal sector actors by Market Association.	Federal Ministry of Industry, Trade and Investment	Corporate Affairs Commission. National Association of Small-Scale Industrialists (NASSI)	Annually	Number of informal sector actors/groups registered.	Annual report	More informal sector actors are registered and empowered to expand their businesses.
8. Formalization of the Informal Economy	8.2 To bring the informal economy within the reach of Nigerian laws and regulatory framework and make them less vulnerable to various risks and contingencies.	More members of market Associations are registered.	Federal Ministry of Trade and Investment	Corporate Affairs Commission. National Association of Small-Scale Industrialists (NASSI)	Annually	Number of informal businesses registered and formalised.	Annual Report	Informal sector businesses are registered. Informal sector businesses receive loans.
	9.1 To provide essential physical infrastructure to enable the private sector reduce cost of production, enhance productivity and generate employment opportunities.	Additional investment in the production of electric energy. Construction of more functional road network	Federal Ministry of Power -Nigeria Electricity Regulatory Commission Federal ministry of Works and Housing	-Infrastructure Concession Regulatory Commission	Annually	- Additional Megawatts of electricity produced. -Additional Kilometers of roads constructed and maintained.	Annual Report	- Constant supply of electric energy - Improved road network.
9. Improved Physical Infrastructure								

EMPLOYMENT POLICY PRIORITY	POLICY OBJECTIVES	OUTPUTS	ACTION BY	COLLABORATORS	TIME FRAME	PERFORMANCE INDICATORS	MEANS OF VERIFICATION	EXPECTED IMPACTS
10. The Digital Economy and Employment Generation	10.1 To advance the technology start-up ecosystem and attract and grow digital jobs across all sectors of the economy.	Provision of broadband and high-speed internet services	Federal Ministry of Communication and Digital Economy	National Information Technology Development Agency	Annually	Broadband developed and deployed, leveraging on existing universal service frameworks	Annual Report	Internet infrastructure is improved, and more digital jobs are created.
	11.1 To increase environmentally friendly economic activities, which generate employment opportunities in different sectors and enable inclusive economic growth.	Increase government investments in different sources of renewable energy.	Federal Ministry of Environment - Federal Ministry of Power	-Federal Ministry of Science and Technology	Annually	Number of households and Business using off-grid renewable energy such as solar power.	Annual Report	Creation of environmentally friendly jobs.
11. Green Jobs	11.2 To encourage the involvement of the private sector in the creation of Green Jobs.	Scale up the various renewable energy projects	-Federal Ministry of Environment - Federal Ministry of Power	-Federal Ministry of Science and Technology	Annually	Development of biofuel production Complex at Ilemeso, Ekiti state	Annual Report	Renewable energy projects create decent employment opportunities.
	11.3 To provide sufficient funding for women and men entrepreneurs in the Green Economy through initial capital investment of the Federal and State governments.	Federal and State governments increase investment in green economy	Federal Ministry of Environment	-Bank of Industries (BoI)	Annually	Number of men and women in the green economy with access to credit.	Annual Report	Adequate funding of green energy infrastructure creates productive employment
	11.4 Promoting and advancing Climate-Smart Agriculture	Government funds the provision of drought-resistant and high-yielding crop varieties, and conservation agriculture techniques,	Federal Ministry of Agriculture and Food Security - Nigeria Institute for Oil Research	-Federal Ministry of Environment	Annually	Drought-resistant and high-yielding crop varieties are developed	Annual Report	Agricultural productivity is improved and resilience to climate change.

EMPLOYMENT POLICY PRIORITY	POLICY OBJECTIVES	OUTPUTS	ACTION BY	COLLABORATORS	TIME FRAME	PERFORMANCE INDICATORS	MEANS OF VERIFICATION	EXPECTED IMPACTS
12. Generating Decent Jobs in the Blue Economy	12.1 To generate decent job opportunities in the exploration and exploitation of the blue economy ecosystem in Nigeria for men and women through value chain development to contribute to the economic growth and development of the country.	Train & support women and youth to engage in aquaculture and fishery value chains	Federal Ministry of Marine and Blue Economy	Federal Ministry of Agriculture and Food Security Federal Ministry of Transportation Federal Ministry of Tourism	Annually	-Number of training centers established in the fishery value chain -Number of women trained & equipped	Annual Report	Decent employment opportunities are created through the Blue Economy
13. Exploiting Employment Potential of Tourism	13.1 To promote Tourism as a major employment-generating sector of the Nigerian economy, and Nigeria as a key tourist destination in Africa.	Tourist infrastructures such as accommodation facilities, transportation systems, and cultural centers are developed.	Federal Ministry of Arts, Culture & Tourism Nigeria Tourism Development Corporation	-Federal Ministry of Transportation -Federal Ministry of Aviation	Annually	Cultural sites are developed National security is improved, Provision of uninterrupted electric power supply.	Annual Report	Decent employment opportunities are created through creative industries.
14. Entertainment and Creative Industries	14.1 To exploit the full potential of the increasing visibility of the Creative Industries in Nigerian to generate productive employment and promote inclusive economic growth.	Training programmes are established in fashion, crafts, films, cultural heritage, video games, and music. Credit facility is established for entrepreneurs in the creative industries.	Federal Ministry of Arts, Culture & Tourism - Nigeria Film Corporation	-BOI -National Film and Censors Board - Association of Nigeria Movie Directors - Actors Guild Nigeria - Association of Movie Producers	Annually	The government funds the acquisition of major technologies for the creative Industries.	Annual Report	The creative industries generate decent employment opportunities.

EMPLOYMENT POLICY PRIORITY	POLICY OBJECTIVES	OUTPUTS	ACTION BY	COLLABORATORS	TIME FRAME	PERFORMANCE INDICATORS	MEANS OF VERIFICATION	EXPECTED IMPACTS
15. Enhancing the Effectiveness of Public Employment Services (PES)	15.1 To support public employment services to improve the delivery of quality services to job seekers and enterprises and to enable the creation of sufficient decent and productive employment opportunities in Nigeria.	Periodic dialogues with employers to present relevant information on trends in the labour market and results of employment services. Scale up outreach and awareness campaigns to reach out to marginalized and disadvantaged groups in Nigeria	Federal Ministry of Labour and Employment	- ILO - GIZ - IOM	Annually	-Number of job centers established -Number of employability trainings conducted -Number of unemployed graduates trained. --Number of intending migrants benefiting from per-departure orientation seminars -Number of job seekers provided with counselling and career guidance.	Annual Report	The PES increases employability of job seekers and reduce unemployment.
16. Promoting Active Labour Market Policies (ALMPs) in Nigeria.	16.1 To enhance the employability of the Nigerian workforce through skills development and training programs.	Scale up vocational entrepreneurship training and empowerment to create employment.	Federal Ministry of Labour and Employment	- ILO - GIZ - IOM	Annually	Number of persons trained on SIYB and GET AHEAD	Annual Report	Increased self employment
17. Labour Market Information System and Employment Services.	17.1 To establish and maintain functional and timely information about, job openings, sectoral changes, geographical imbalances and other labour and income trends.	Constant update of accurate and reliable data on Nigeria's LMIS platform (lmis.gov.ng)	Federal Ministry of Labour and Employment	NBS NISER NUC JAMB FME NPC STATE LMIS	Annually	Number of key indicators of the labour market.	Annual Report	LMIS provides reliable data of the Labour market for improved planning.

EMPLOYMENT POLICY PRIORITY	POLICY OBJECTIVES	OUTPUTS	ACTION BY	COLLABORATORS	TIME FRAME	PERFORMANCE INDICATORS	MEANS OF VERIFICATION	EXPECTED IMPACTS
18. Labour Migration and Employment Creation.	18.1 To integrate the benefits of labour migration into employment and economic growth and protect the welfare of migrant workers in Nigeria.	The legal protection and welfare of migrant workers are ensured in Nigeria.	Federal Ministry of Labour and Employment	-EAPEAN -ILO -IOM -GIZ	Annually	Nigeria's labour migration policy is enforced. Migrant workers are equipped with the right information about jobs opportunities.	Annual Report	Migrant workers have decent employment opportunities in Nigeria.
	18.2 To strengthen governance of labour migration within the ECOWAS sub-region.	Resettlement and rehabilitation of migrants and returnees.	Federal Ministry of Labour and Employment	-Federal Ministry of Foreign Affairs -National Commission for Refugees, Migrants and Internally Displaced Persons. -GIZ -IOM	Annually	-Number of migrants resettled -Number of IDPs resettled.	Annual Report	Migrants and IDP are resettled and productively employed.
	18.3 To enhance regional integration and inclusive development through the creation of decent work.	Recognition of education and training qualifications of international migrants.	Federal Ministry of Labour and Employment	National Commission for Refugees, Migrants and Internally Displaced Persons.	Annually	Number of migrants whose education & training qualifications are accredited.	Annual Report	Migrants have access to decent employment opportunities.
19. Functional Education and Skill Training System.	19.1 To Improve the Quality of Teaching Profession and Provide Appropriate Incentives for Nigerian Teachers.	MoE improves the pay and working conditions of teachers.	Federal and State Ministry of Education	-Teachers Registration Council of Nigeria -State Secondary and Primary Schools Education Board.	Annually	Teachers are paid adequately and regularly	Annual Report	Improved Outcomes for primary and secondary education system.
	19.2 To align education system and skills training with the demand of the labour market in Nigeria.	Skills gap mapping is conducted	Federal Ministry of Education	NUC NBTE NECA NEC	Annually	Skills in demand in the labour market are identified.	Annual Report	Labour market skill gap is addressed.

EMPLOYMENT POLICY PRIORITY	POLICY OBJECTIVES	OUTPUTS	ACTION BY	COLLABORATORS	TIME FRAME	PERFORMANCE INDICATORS	MEANS OF VERIFICATION	EXPECTED IMPACTS
	19.3 To develop a sustainable framework to stimulate an ICT-driven education sector to meet the needs of the digital economy.	Increased budgetary allocation for Information technology training	-Federal Ministry of Communication and Digital Economy -NITDA	Federal Ministry of Education	Annually	Students are IT-literate	Annual Report	Productive job opportunities are created in the digital economy.
	19.4 To ensure the involvement of Industry in Education, Training and Skill Development.	Industry is represented in the National Skills Development Board (NSCB)	Federal Ministry of Education	NECA NUC Federal Ministry of Labour and Employment	Annually	NECA is involved in developing education programmes in tertiary institutions of learning.	Annual Report	Skills and educational qualifications of Nigerian graduates are in demand in the labour market.
	19.5 To provide adequate funding for higher education system in Nigeria.	Higher education institutions are adequately funded Tertiary institutions of learning partners with the private sector.	Federal Ministry of Education	NUC	Annually	Academic and Non-academic are paid regularly. Academic Research are funded.	Annual Report	Stability in the higher education system, and the training of qualified graduates for the labour market.
	19.6 To develop and enrich gender-inclusive formal technical and vocational education system in Nigeria.	Government increased funding for TVET for men and women	Federal Ministry of Education	-National Board for Technical Education -NUC	Annually	Increased enrolment and training of TVET students	Annual Report	TVET graduates are employed in the labour market.

EMPLOYMENT POLICY PRIORITY	POLICY OBJECTIVES	OUTPUTS	ACTION BY	COLLABORATORS	TIME FRAME	PERFORMANCE INDICATORS	MEANS OF VERIFICATION	EXPECTED IMPACTS
	19.7 To promote the overall acquisition of knowledge, understanding and skills, which are relevant for employment or self-employment.	Increased enrolment and training of women and PWDs in TVET	Federal Ministry of Education	National Board for Technical Education NUC	Annually	Increased enrolment of women & PWD in TVET	Annual Report	Female and PWDs graduate from TVET institutions and gain employment
	20.1 To enforce existing laws that mandate employers to promote health and safety in the workplace in Nigeria.	Labour inspectors are regularly trained on labour inspection.	Federal Ministry of Labour and Employment	-NECA -EAPEAN	Annually	Number of OSH inspection conducted.	Annual Report	Nigerian workers are protected from Occupational hazards.
20. Enforcing Workplace Safety Health Regulations.	20.2 To promote a safe workplace and minimize the rate of industrial accidents, eliminate gender-based violence (GBV) at work and other health risks in public and private sectors.	Periodic Audit of Occupational Safety and Health (OSH) is conducted.	Federal Ministry of Labour and Employment	NECA -EAPEAN	Annually	Improved quality of health, safety and accident prevention infrastructure in private companies.	Annual Report	Workplace accident is minimized.
21. Elimination of Child Labour	21.1 To protect children from exploitation and inhumane treatment.	Child Rights Act are domesticated in all states of Nigeria on the minimum age for employment, and elimination of worst forms of child labour. Awareness campaign & mass mobilization	Federal Ministry of Labour and Employment	-Ministry of Education -Federal Ministry of Women Affairs - NPF -State Steering Committees on Child Labour -National Orientation Agency	Annually	Reduced number of children engaged in child labour	Child labour Report	All children in Nigeria are engaged in education and training in preparation for the labour market.

EMPLOYMENT POLICY PRIORITY	POLICY OBJECTIVES	OUTPUTS	ACTION BY	COLLABORATORS	TIME FRAME	PERFORMANCE INDICATORS	MEANS OF VERIFICATION	EXPECTED IMPACTS
22. Public Procurement, Investment and Employment Creation	22.1 To use gender-inclusive public procurement procedures as an instrument for employment generation through Public Contracts and to all public procurement of Goods and Works by indigenous businesses.	Enforcement of Executive order 5 on Planning, & Executive of Projects, Promotion of Nigerian Content in Contracts and Science, Engineering and Technology.	Procurement Department of MDAs		Annually	The proportion of Nigerian made/Assembled goods or serviced procured by the MDAs	Annual Report	More decent jobs are created by Nigerian entrepreneurs at different value chains.
23. Remote Working (Teleworking) Regime.	23.1 To protect both the employer and employees from potential legal liabilities that arise from remote work, use it to maximize productivity, morale, and team cohesion.	Modalities of remote work agreed upon by the employer and the employee.	Federal Ministry of Labour and Employment	NECA EAP/AN	Annually	Number of employees engaged in remote work.	Annual Report on Remote Work	Remote work is structured and embedded in employment relationship.
24. Enforcing the Labour Inspection Regulations.	24.1 To promote compliance with labour laws and regulations in all sectors of the economy and protect the rights and interests of workers by ensuring they are working in safe and healthy environments.	Sufficient number of labour inspectors are employed in the FMLE.	Federal Ministry of Labour and Employment	NECA EAP/AN	Annually	Number of labour inspectors in FMLE	Annual Report	More personnel are employed and trained on the Labour Inspection Unit of the FMLE

EMPLOYMENT POLICY PRIORITY	POLICY OBJECTIVES	OUTPUTS	ACTION BY	COLLABORATORS	TIME FRAME	PERFORMANCE INDICATORS	MEANS OF VERIFICATION	EXPECTED IMPACTS
25. Improved Social Dialogue Mechanism	25.1 To promote social dialogue for an inclusive economic growth and sustainable job creation and expedite the review of the Nigerian Labour Law (Act).	Representatives of Employers and workers association are trained on social dialogue.	Federal Ministry of Labour and Employment	NLC TUC NECA ILO	Annually	Number of NLC, TUC and NECA representatives trained.	Annual Report	Adequate representation of the interest of Nigerian workers and employers.
	26.1 To ensure the expansion of social protection programs	The Social protection policy is implemented	Federal Ministry of Budget and National planning, Federal Ministry of Humanitarian and Poverty Alleviation	FMLE, National Health Insurance Authority, NSITF	Annually	Number of informal sector workers covered by Health Insurance scheme.	Annual Report	Formal and informal sector workers are covered by the health insurance system.
26. Expansion of the Social Protection System	26.2 To expand Non-Contributory Social Protection Programs in Nigeria.	Public welfare assistance scheme, Social Cash Transfer Scheme, and the school-Feeding Programs are expanded.	Federal Ministry of Humanitarian and Poverty alleviation Federal Ministry of Education	National Social Insurance Trust Fund (NSITF) State Ministries of Education	Annually	Number of informal sector workers enrolled in non-contributory Social Protection Programs.	Annual Report	Social protection system is expanded to cover informal sector workers in Nigeria.
Development of a communication strategy								
Development of a funding strategy								

Annex 2. 2023 National Employment Policy Log frame

NLS = National Labour Survey, NDP = National Development Plan 2021-2025

Key indicators for measuring the impact of the NEP	Indicator	Source	Benchmark	Target	Justification
Creation of new businesses and enterprise	Number of newly registered businesses in Nigeria by Federal, State and LGA	CAC	3.1 million (2019)	4 million (2025)	NDP
	Percentage of new businesses still in operation after 5 years		45%	50%	NDP
Creation of sustainable jobs	Number of jobs created	NLS - NBS	469,000 (2020)	21 million	NDP
	Unemployment rate	NLS - NBS	33% (2020)	19.60%	NDP
	Productivity per capita	NLS - NBS	2100	3706	NDP
	Ease of doing business ranking	The World Bank doing business report	131	100	NDP
Increase in ease and streamlining of business regulations, rates and taxes	WEF global competitiveness ranking		116	100	NDP
	Unemployment among graduates	NLS - NBS	39%	TBD	TBD
Reduction in unemployment among graduates	Share of post-secondary educated working-age Nigerians that are not working and not in education	NLS - NBS	11% (Q1, 2023)	TBD	TBD
	percentage of TVET programme completers working in relevant occupations	NLS - NBS	Benchmark yet to be set	June 2025	TBD
	percentage of employees in a given sector who, within a period of 12 months of completing a TVET programme, consider that their training is relevant for their current occupation	NLS - NBS	Benchmark yet to be set	June 2025	TBD
	percentage of employers in a given sector who have been able to find TVET programme completers with relevant qualifications and competences required for the workplace	NLS - NBS	Benchmark yet to be set	June 2025	TBD

Key indicators for measuring the impact of the NEP	Indicator	Source	Benchmark	Target	Justification
Increased supply of required skill set in the labour market	percentage of employers in a given sector who are satisfied with programme completers	NLS - NBS	Benchmark yet to be set	June 2025	TBD
	Incidence of vacancies - The proportion of establishments reporting at least one vacancy	Employer Skills Survey	Benchmark yet to be set	June 2025	TBD
	Incidence of hard-to-fill vacancies - The proportion of establishments reporting at least one hard-to-fill vacancy	Employer Skills Survey	Benchmark yet to be set	June 2025	TBD
	Density of vacancies - The number of vacancies per 100 employees	Employer Skills Survey	Benchmark yet to be set	June 2025	TBD
	Density of hard-to-fill vacancies - Hard-to-fill vacancies as a proportion of all vacancies	Employer Skills Survey	Benchmark yet to be set	June 2025	TBD
Increase in wage employment	Percentage of employed Nigerians engaged as employees (being wage-employed) in their primary jobs	NLS - NBS	11.8% (Q1, 2023)	TBD	TBD
Increase formalization of the informal sector	“Proportion of informal employment in total employment, by sector and sex	NLS - NBS	Benchmark yet to be set		TBD
	Percentage of employees with a formal or informal main job that have effective access to employment benefits such as paid annual leave and paid sick leave or other relevant national employment benefits, in relation to total employees with formal or informal main jobs respectively	NLS - NBS	Benchmark yet to be set	June 2025	TBD
	Percentage of workers with an informal or a formal main job, who contribute on a voluntary or mandatory basis to job-related statutory pension/micropension scheme in relation to workers with informal or formal main jobs respectively	NLS - NBS	Benchmark yet to be set	June 2025	
Reduction of youth	youth unemployment	NLS - NBS	42.5	25	NDP

Key indicators for measuring the impact of the NEP	Indicator	Source	Benchmark	Target	Justification
unemployment across Nigeria	labour force participation (Ages 15-24)		29%	50%	NDP
	Number of young Nigerian youth (Ages 1524) not in education, employment or training (NEET)	NLS - NBS	20%	<10%	NDP
Reduction of women unemployment in the labour force	women unemployment in the labour force	NLS - NBS	35.2	June 2025	
	Female labour force participation	NLS - NBS	48.52%	70%	NDP
Increased employment of PWDs	Share of people with disabilities gainfully employed (Youth %)	NLS - NBS	23%	50%	NDP
	Share of people with disabilities gainfully employed (Adult %)	NLS - NBS	38%	50%	NDP
	Number of decent work	Employer Skills Survey	Benchmark yet to be set	June 2025	TBD
Increased creation of green & environmentally friendly jobs	Number of decent work that are performed in an environmentally friendly process and that contribute to the production of green goods and services		Benchmark yet to be set	June 2025	TBD
	Signed MoU between the NEC, MDAs and the subnational which enables data sharing				
Establishment and maintenance of the LMIS	Number of job seekers	NLS - NBS	Benchmark yet to be set	June 2025	TBD
	Active status of the LMIS portal (i.e. at least one posting in the last week)	NLS - NBS	Benchmark yet to be set	June 2025	TBD
Availability of an effective contributory and non-contributory social protection scheme for workers	Number of informal sector workers covered by Health Insurance scheme.	EFInA's A2F Survey	Benchmark yet to be set	June 2025	TBD
	Number of informal sector workers with a Micro pension plan.	EFInA's A2F Survey	Benchmark yet to be set	June 2025	TBD
	Unemployment Insurance legislation signed				

Key indicators for measuring the impact of the NEP	Indicator	Source	Benchmark	Target	Justification
Safe work environment for workers	Number of workplace accidents recorded	Employer Skills Survey	Benchmark yet to be set	June 2025	TBD
	Number of labour inspectors per 10'000 employed persons	Employer Skills Survey	Benchmark yet to be set	June 2025	TBD
Regulation and reduction of casualization of labour	“Proportion of casual employment in total employment, by sector and sex	Employer Skills Survey	Benchmark yet to be set	June 2025	TBD
Available and stable power supply	Amount of energy transmitted across the national grid	Fed. Ministry of Power	3,592 MW	10,000 MW	NDP
Access to finance for MSMEs	Percentage of MSMEs with credit from a formal financial service provider	SMEDAN MSME Survey	Benchmark yet to be set	June 2025	TBD
	Percentage of business owners with credit (for business) from a formal financial service provider	EFInA's A2F Survey	Benchmark yet to be set	June 2025	TBD

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