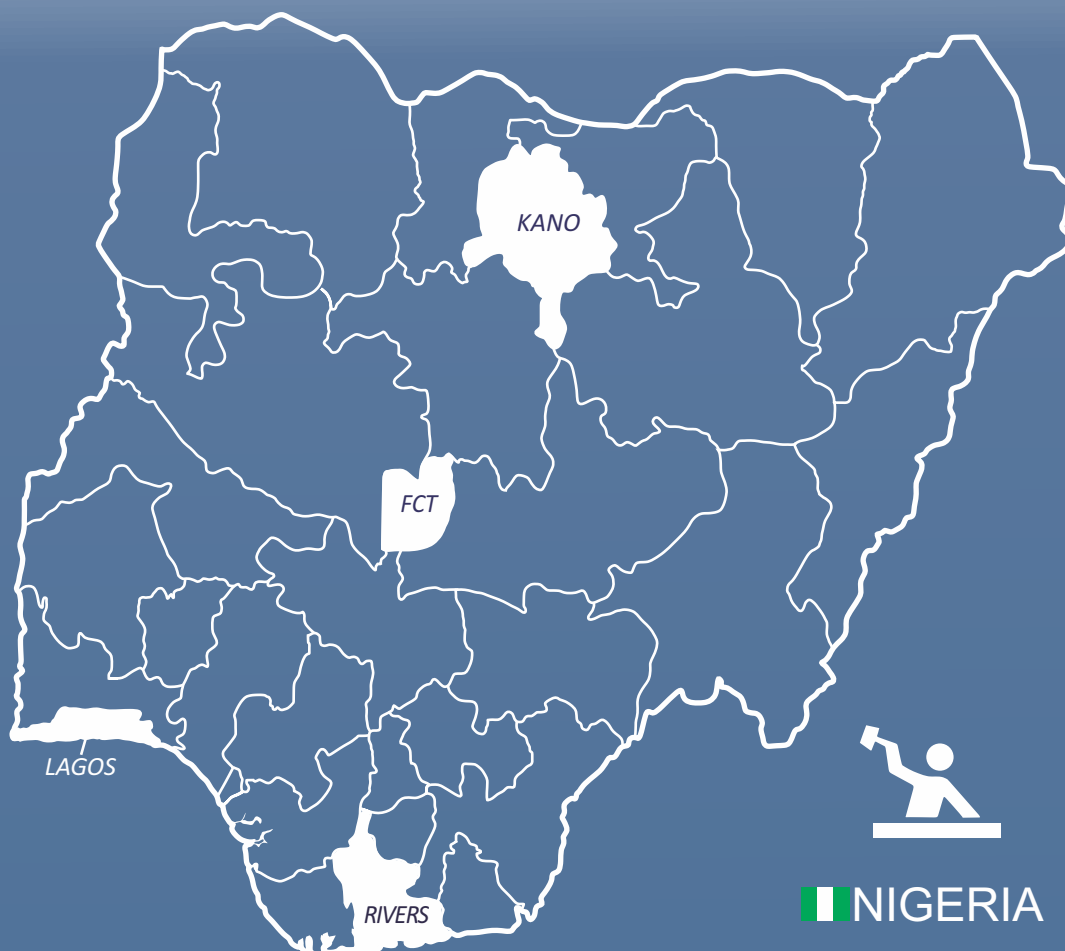


# REPORT OF THE EXTENSION OF LABOUR INSPECTION ACTIVITY AND LABOUR LAW ENFORCEMENT TO SECTORS AND WORKPLACES WHERE MIGRANT WORKERS MAY BE PRESENT



**REPORT OF THE EXTENSION OF LABOUR  
INSPECTION ACTIVITY AND LABOUR  
LAW ENFORCEMENT TO SECTORS AND  
WORKPLACES WHERE MIGRANT  
WORKERS MAY BE PRESENT**

This document was published by the International Organization for Migration (IOM), the UN Migration Agency with funding provided by the European Union (EU) within the framework of the “European Union (EU) and IOM Joint Initiative for Migrant Protection and Reintegration in Nigeria”. The Africa Youth Growth Foundation, one of the Beneficiaries of Grants issued under the project is entirely responsible for the contents of this publication. The contents herein can in no way be taken to reflect the opinions or views of the EU.

IOM is committed to the principle that humane and orderly migration benefits migrants and society. As a UN Agency, IOM acts with its partners in the international community to assist in meeting the operational challenges of migration; advance understanding of migrants’ issues; encourage social and economic development through migration; and uphold the human dignity and well-being of migrants.

Publisher: International Organization for Migration  
Mission in Nigeria  
55 Hassan Musa Katsina Road, Asokoro,  
Abuja, Nigeria  
Telephone: +234 090 38891136  
E-mail: [iomnigeria@iom.int](mailto:iomnigeria@iom.int)  
Internet: <http://www.iom.int>

---

© 2021 International Organization for Migration (IOM) All rights reserved.

---

## ACKNOWLEDGEMENT

An African adage says that an elephant can only be killed successfully with the combined forces and support of all the hunters! The same is true of this project. It has taken the combined support and goodwill of many actors and stakeholders to arrive at this point. Many sacrificed their time to contribute to this process for which we wish to recognise and acknowledge.

First and foremost, we appreciate the European Union (EU) and the International Organisation for Migration (IOM) for providing the funding support to implement the activities of this project under the EU-IOM Joint Initiative (EU-IOM JI) for Migrant Protection and Reintegration in Nigeria.

Secondly, we want to thank the Honourable Minister, the Permanent Secretary, Directors, particularly the Director of Employment and Wages, International Labour Migration Desk (ILMD) and the State Controllers (Lagos, Kano and Port Harcourt) and staff of the Federal Ministry of Labour and Employment for their dogged and undiluted support from the beginning of the project to the end.

We also want to thank the Comptroller General of the Nigeria Immigration Service (NIS), the management and officers of the service, particularly the Migration and CERPAC Directorates for their tireless support and positive disposition in providing us with relevant data. You have made the project and the report the success story it has become. We are thankful!

The President, General Secretary, the management and staff of the Nigeria Labour Congress, thank you for your audience, guide and support throughout this project.

Without the cooperation of the sectors and workplaces where migrant workers are employed in Nigeria and the migrant workers themselves, we would not have come this far. This is to acknowledge your cooperation.

Finally, we wish to thank the board, management and staff at the Africa Youth Growth Foundation (AYGF) for their loyalty, professionalism and discipline in delivering this project.



## EXECUTIVE SUMMARY

Labour inspection is one of the cardinal and key oversight activities by the government and other key stakeholders to monitor and supervise the work conditions, labour practices of employers with a view to protect the safety, welfare, dignity and rights of workers including migrant workers while at the same time assessing the regulatory and policy compliance of employers.

The extension of labour inspection specifically to sectors and workplaces where migrant workers may be present in Nigeria is therefore a remarkable and novel step taken by the government, donors and stakeholders of the sector to advance and improve migration governance in Nigeria-particularly the labour migration sub-sector. The introduction of the project from the National Policy on Labour Migration (NPLM) and its action plan demonstrates the high priority given to the welfare, safety and dignity of migrant workers in Nigeria.

In the project implementation phase, there were critical foundational activities and engagements building up to and culminating into the final result as contained in the report. These include desk-review and profiling of workplaces, stakeholder consultations, obtaining necessary government cooperation and approvals, designing, pre-testing and validation of questionnaires, engagement with migrant workers and their employers in target locations (inspection), administration and collation of the questionnaires, data entry, cleaning, processing, analysis and reporting.

As a pilot, the project captured sectors and workplaces where migrant workers may be present in four locations with high concentration of migrant workers in Nigeria; Lagos, Kano, Rivers and Abuja. Deliberate and significant efforts were made to capture and extend labour inspection to as many of the companies as possible with the tremendous support and cooperation of the Federal Ministry of Labour and Employment and its state offices in the locations.

The project report has monumental new findings and data that would aid and support future policy design and advocacy, programme/project planning and implementation by both the government and amongst the stakeholders in the sector.

The report has captured the processes leading to the implementation of the project and emergence of the key findings as contained in chapters one to five.

Chapter one highlights the objective and strategic approach and methodologies. Chapter two emphasises the review of existing literature and body of knowledge of the theme of the project. Chapter three presents the key findings on the population and distribution of migrant workers in Nigeria as obtained from secondary source(s), chapter four reveals and presents the key findings from the inspection exercise while chapter five deals with the recommendations.

It is worthy of note that the project report has significant new findings and revelations that would complement and consolidate the existing body of knowledge, information and data on labour migration sub-sector in Nigeria. Undoubtedly, as the report is made available to members of the public and the stakeholders in the migration and development sector, it is expected to contribute to the enhancement of better governance of labour migration in Nigeria.

The project has also underscored the need to consistently and continuously extend labour inspection to sectors and workplaces where migrant workers may be present in Nigeria as labour inspection remains the reliable window to unearth labour and migrant abuses and misconducts in workplaces.

This project is therefore a positive testament to the huge benefits of collaboration and synergy between government, CSO and donor partnership in the sector.

**Dr. Arome Salifu**  
**Executive Director, AYGf**

# TABLE OF CONTENTS

Acknowledgment .....	iii
Executive Summary .....	v
List of Tables & Figures .....	ix
List of Abbreviations .....	x
<b>I. Background .....</b>	<b>01</b>
1.1 Overall objective of the Inspection.....	02
1.2 Specific Project Objectives .....	02
1.3 Specific Project Activities.....	02
1.4 Methodology and Approach .....	03
1.5 Sample Size .....	03
1.6 Survey design (Questionnaire-Appendix 1) .....	03
1.7 Scope of Project .....	04
1.8 Justification for Sample Selection.....	04
1.9 Project Limitation .....	04
1.10 Data Collection .....	05
<b>2. The Nigerian Labour Inspection &amp; Labour Law Enforcement .....</b>	<b>05</b>
2.1 Why labour inspection?.....	06
2.2 Occupational Risks for Immigrant Workers .....	07
2.3 Migrant Workers in Nigeria .....	08
2.4 Expatriate Quota Administration .....	09
2.5 CERPAC NIGERIA .....	10
2.6 Migration Policy 2015 .....	12
2.7 National Policy on Labour Migration .....	13
2.8 Nigerian Labour Laws.....	14
2.9 Labour Inspections as a Protective Measure .....	15
2.10 Monitoring & Enforcement .....	16
2.11 Definition of a Migrant Worker.....	17
2.12 Non-Documented Migrant Worker.....	18
2.13 Regular/ Documented Migrant Worker .....	19
2.14 Data Analysis .....	19



2.142	Primary Date.....	24
2.13.3	Demographics of Migrant Workers in Nigeria.....	25
2.14.4	Sectors and Employment Specifics of Migrant workers in Nigeria.....	26
2.14.5	Work benefits of Migrant workers in Nigeria.....	28
<b>3.</b>	<b>The Nigerian Labour Inspection.....</b>	<b>29</b>
3.1	Sectors of the economy where migrant workers are present .....	30
3.2	Ownership of companies .....	31
3.3	Recruitment and Operational Policies .....	31
3.4	Safeguarding Policies .....	32
3.5	Diversity and Anti-Discrimination Policies in Companies with Migrant workers in Nigeria .....	33
3.6	Labour Inspection Visits .....	34
<b>4.</b>	<b>Key challenges &amp; Lessons Learned, Recommendations &amp; Conclusion .....</b>	<b>35</b>
4.1	Key Challenges and Lessons Learnt:.....	35
4.2	Recommendations.....	35
4.3	Conclusion .....	45
<b>5.</b>	<b>APPENDIX</b>	
Appendix I:	Questionnaire for Migrant Workers in Nigeria.....	47
Appendix II:	Questionnaire for Companies where migrant workers may be present .....	50
Appendix III:	List of Sample Companies where Migrant workers may be present .....	53
Appendix IV:	Database of registered immigrants from the Nigeria Immigration Service .....	55
Appendix V:	Frequency Tables of field visit: Migrant Workers in Nigeria .....	89
Appendix VI:	Frequency Tables: Employers of Migrant Workers in Nigeria .....	107
Appendix VII:	Legal & Statutory Protections for Migrants .....	119

## LIST OF TABLES & FIGURES

Fig 1: Gender of migrant workers from secondary data (NIS data).....	21
Fig 2: Distribution of Migrant workers across states (NIS data).....	21
Fig 3: Location of Migrant workers (NIS data).....	22
Table 1: Distribution of migrant workers by gender across sectors of the economy.....	22
Fig 4: Selected states for field review.....	24
Fig 5: Education and health support for migrant workers.....	25
Fig 6: Sectors with migrant workers.....	26
Fig 7: Work hours for migrant workers.....	27
Fig 8: Remuneration for migrant workers.....	29
Fig 9: Location of companies with migrant workers.....	30
Fig 10: Sectors of the economy with migrant workers.....	30
Fig 11: Number of employees in the company.....	31
Fig 12: Migrant workers in companies.....	32
Fig 13: Number of labour visits in a year.....	34

## LIST OF ABBREVIATIONS

AU	African Union
AYGF	Africa Youth Growth Foundation
CBN	Central Bank of Nigeria
CDR	Cartagena Declaration on Refugees
CERPAC	Combined Expatriate Residence Permit and Aliens Card
CoFRN	Constitution of the Federal Republic of Nigeria,
CSOs	Civil Society Organizations
ECHR	European Convention on Human Rights
ECOWAS	Economic Community of West African States
EU	European Union
FCT	Federal Capital Territory
FMLE	Federal Ministry of Labour and Employment
FMOJ	Federal Ministry of Justice
GFMD	Global Forum on Migration and Development
ICERD	International Convention on the Elimination of All Forms of Racial Discrimination
IDPs	Internally Displaced Persons
ILO	International Labour Organization
IOM	International Organization for Migration
IR	Immigration Responsibility
LGA	Local Government Area
LM	Labour Migration
MDA	Ministry, Department and Agency
MDG	Millennium Development Goal
MFA	Ministry of Foreign Affairs
NASS	National Assembly

NBS	National Bureau of Statistics
NCFRMI	National Commission for Refugees, Migrants and Internally Displaced Persons
NIS	Nigeria Immigration Service
NMA	Nigeria Migration Act
NMP	National Migration Policy
NPF	Nigeria Police Force
NPLM	National Policy on Labour Migration.
NPLMAP	National Policy on Labour Migration Action Plan.
NPM	National Policy on Migration
OECD	Organization for Economic Co-operation and Development
SOPs	Standard Operating Procedures
STR	Subject to Regularization
TWP	Temporary Work Permits



## BACKGROUND

The International Organization for Migration (IOM) has been supporting the efforts of the Government of Nigeria to manage migration through capacity-building, advisory services, and technical assistance on migration matters, including migration health and information, assisted voluntary returns, and counter-trafficking since the year 2002. Throughout this period, IOM has been working in collaboration with stakeholders with migration related mandate, to promote regular labour migration, effective border management, fight trafficking in persons, reduce irregular migration, as well as mainstream migration into the country's development plans amongst other things.

IOM is currently implementing the EU-IOM Joint Initiative (EU-IOM JI) for Migrant Protection and Reintegration in Nigeria. The project seeks to amongst other things support Nigeria to improve the governance of migration through the development of migration strategies and implementation of migration policies; improve the reintegration of returning migrants and to strengthen national structures and capabilities in terms of managing reintegration in a dignified and sustainable manner; to enable migrants and potential migrants to make informed decisions about their migratory journey and to sensitize communities on migration; and to strengthen migration data and communication on migratory flows, routes and trends, as well as on the needs and vulnerabilities of migrants in the targeted countries, in order to support evidence-based policies and programmes design.

In recognition of the increasingly influential role that Civil Society Organizations (CSOs) play in setting and implementing development agendas throughout the world, IOM is committed to sustained and mutually beneficial interaction with CSOs that work in policy and operational areas of labour migration. In this regard IOM expects CSOs to play a key role in supporting the Federal Ministry of Labour and Employment in the implementation of the National Policy on Labour Migration Action Plan and contribute to improving the overall labour migration governance.

AYGF was commissioned to implement this phase of the project which sought to conduct an extension of labour inspection activity and labour law enforcement to

sectors and workplaces where migrant workers may be present on sample states in the Federation.

## **1.1 Overall objective of the Inspection**

The overall objective of the inspection was to extend labour inspection activities and labour law enforcement to sectors and workplaces where migrant workers may be present in Nigeria.

## **1.2 Specific Project Objectives**

To assess the rights, safety and dignity of migrant workers in their sectors and work places and determine the level of compliance with labour migration policies, laws and protocol at national and international levels.

To carry out stakeholders' consultation and advocacy on the need to project, protect and uphold the rights, privileges and obligations of migrant workers in Nigeria in the context of and in conformity with existing national, international laws, policies and programs particularly the National Policy on Labour Migration.

To build the capacity and understanding of migrant working population in Nigeria to appreciate and leverage on the various national and international policies and legal provisions to project, defend and uphold their rights, privileges and obligations to guarantee their improved welfare, wellbeing, safety and security while working in Nigeria.

## **1.3 Specific Project Activities**

The following activities were carried out by the project implementors:

- An assessment of the extent of labour law compliance in the various sectors of the economy particularly as it affects the migrant worker in the workplace.
- An on-the-site assessment of physical conditions of the workplace where migrant workers are present which have implications on their health and human rights.
- Recommendations for enforcement and or improvement where applicable

The following results by the project shows how these contribute to meeting the project objectives:

- Labour inspection activity and labour law enforcement have been extended to sectors and workplaces where migrant workers may be present in Nigeria.
- A baseline overview of the current labour inspection system and labour law enforcement vis-à-vis migrant workers in Nigeria has been generated
- The number and spread of migrant workers' concentration in Nigeria have been identified through the secondary data assessment and can henceforth be updated progressively.
- Migrant workers in Nigeria have an improved understanding and appreciate their rights, privileges, obligations and responsibilities.

## **I.4 Methodology and Approach**

Migrant worker inspection is an activity that involves physical visit(s) to the place of work of migrant workers for the purpose of assessing both their physical and non-physical working conditions. Qualitative and quantitative data was therefore gathered for this report.

## **I.5 Sample Size**

A total of 626 migrant workers (565 males-**90.3%** and 61 females-**9.7%**) filled the questionnaires from 83 companies made up of sectors and workplaces where migrant workers are present in Kano, Port Harcourt, Lagos and Abuja. Random sampling method was used to select respondents and participants. Under the secondary data analysis, a total of 59,803 immigrants were reviewed and analysed from the data obtained from the Nigeria Immigration Service (NIS).

## **I.6 Survey design (Questionnaire-Appendix I)**

The instrument used to collate data under the assignment was two sets of questionnaires. First questionnaire was targeted at companies/organisations where migrant workers are present, and the second questionnaire was targeted at the migrant workers themselves. This was because the inspection was meant to generate direct and vital feedback from the migrant workers and also to extend



labour inspection to sectors and workplaces where migrant workers may be present in consonant with the objectives of the project.

Accordingly, a total of 35 questions were asked the employers of migrant workers ranging from company identity, location, area of business to details of working conditions, safety, health, welfare, dignity and protection of their migrant workers among others. The questionnaire for migrant workers had a total of 50 questions stratified into their personal profiling, family information (if any but without names), company of assignment, location, nature of job, position, country of origin, length of stay, dignity and protection, general working conditions, safety, health and welfare from the place of work etc.

## **1.7 Scope of Project**

The scope of the project is limited to some specific sectors and employers of migrant workers in Abuja, Lagos, Kano and Port-Harcourt. It is therefore not a national nor comprehensive inspection.

## **1.8 Justification for Sample Selection**

Given that the project is in its pilot stage, AYGf selected 4 key states (Abuja, Lagos, Rivers and Kano) representing major geo-political zones in Nigeria (the Federal Capital Territory/North Central; South West; North East and South South). These states also have the likelihood of high concentration of migrant workers due to the nature of activities in these states (Diplomatic, education, construction, engineering, oil and gas, etc)

A convenient sampling design scheme was adopted. This scheme was adopted because the inspection is a qualitative research, and the most appropriate sampling scheme is the non-probabilistic sampling scheme.

## **1.9 Project Limitation**

This project is considered a pilot one and therefore as stated above, was limited to only 4 key states of the federation. The scope of the project being therefore limited, will only provide data and feedback based on the four states only. While these findings have established a baseline for discussions and further analysis, it

will be safe not to use the information generated from this inspection to generalize indices for the entire country.

## **1.10 Data Collection**

### **a. Primary Data Collection**

For the purpose of primary data collection, two questionnaires were designed and administered. A Company questionnaire filled by employers was used to assess the work environment of the migrant workers while the migrant worker questionnaire was used to collect information from the migrant workers (employees).

The first questionnaire was administered directly to top company management or representative(s) and followed by a physical inspection where possible to extract and confirm working conditions of the migrant workers while the second questionnaire was administered to the migrant worker to fill if she/he was found to be available and has minimal language proficiency, otherwise was assisted by an interpreter to overcome the challenge of language barrier.

### **b. Secondary Data and Analysis:**

Raw and unprocessed CERPAC database was obtained from the Nigeria Immigration Service (NIS) as updated up until July, 2019 after due approval.

Data sets from the primary and secondary sources were processed through coding, entry and analysis using SPSS statistical software.

## **2. The Nigerian Labour Inspection & Labour Law Enforcement**

Labour inspection is a routine assessment visit to determine if employers are keeping to the laid down rules, expectations and standards as contained in local and international legal and policy frameworks. It is primarily designed to checkmate employers against abuse of employees and to improve and guarantee their safety and dignity. The enforcing authority for labour inspection in Nigeria is

solely the federal officers because labour is in the exclusive legislative list. The functions are carried out or enforced at all levels only by the Federal Authority. Enforcement can be carried out by authorities at the other level only by the ceding or conferring of the authority on State and Local government level officials by the Honourable Minister of Labour and Employment.

## 2.1 Why labour inspection?

Migrant workers have always existed among us regardless of location. This is because migration itself is an age-long phenomenon. Humans have migrated throughout history. There are several reasons why people migrate; ranging from economic, social, and political reasons. However, the economic and conflict-driven migration has been on the increase for many decades, as people seek destinations, they feel would offer them better security, safety, health, education, jobs and general opportunities for improved living standards.

Labour inspection is often limited to working citizens and their employers, barely has labour inspection been organized targeting migrant workers. In the context of the project, migrant workers globally are becoming increasingly subjected to abuses and dehumanizing working conditions against national and international legal and policy provisions on engagement, safety, protection and dignity of migrant workers.

Migrants should generally be entitled to the same human rights protections as all individuals, although states may limit migrants' rights in some ways, such as with regard to voting and political participation. Many human rights treaties explicitly prohibit discrimination on the basis of national origin and require states to ensure migrants' human rights are equally protected. Additionally, migrants have been given special protections under international law, to avoid situations where they become vulnerable and their lives are at risk in the workplace, detention or in transit. The protections availed to a migrant, such as access to social security, will also depend on which convention a country of destination has ratified. The International legal principles limit who they can expel and under what circumstances. According to the principle of *non-refoulement*, States must not deport a migrant to a country where he or she is likely to face torture or serious human rights violations.

## 2.2 Occupational Risks for Immigrant Workers

Migrant workers are recognized to be among the most vulnerable members of society. They are often engaged in what is known as the 3-D jobs—dirty, dangerous, and demanding (sometimes degrading or demeaning)—and these workers are often hidden from or invisible to the public eye and from public policy. They work for less pay, for longer hours, and in worse conditions than non-migrants and are often subjected to human rights violations, abuse, human trafficking, and violence.

These migrant workers may be made to work in precarious conditions, without adequate training or protective equipment, and do not have avenues to complain about unsafe working conditions. This situation is the most critical for migrant workers who lack work authorization and are at risk of losing their jobs or even being deported. These conditions put migrant workers at increased risk for occupational fatalities and injuries when compared with their counterparts who are nationals of the country where migrant workers are present.

Recent increases in incidents and costs of occupational injuries and fatalities have been recorded among immigrant workers, reflecting the increased burden of occupational injuries and fatalities shouldered by migrant workers. Worldwide, migrant workers have higher rates of negative occupational exposures, leading to poor health outcomes, workplace injuries, and occupational fatalities.

Globally, the ILO estimates that about 2.3 million women and men around the world succumb to work-related accidents every year; this corresponds to over 6,000 deaths every single day. The higher rates of occupational fatalities among migrant workers may be attributed to a variety of factors, including inherent risks in the jobs themselves and the lack of training and protection for migrant workers. In the United States, migrant workers are overwhelmingly employed in the service sector; natural resources, construction and maintenance, agriculture and production, transportation and material movement industries that report much higher rates of injury compared with other industries.

Using the European Working Conditions Survey, an analysis of nearly 30,000 workers in 31 European countries revealed higher rates of negative occupational

exposures among migrants when compared with native workers. Migrant workers were more likely than native workers to be exposed to high temperatures, loud noises, strong vibrations, fast work speeds and to stand for long periods of time. These individuals often worked without contracts and had unfavourable work schedules.

Many of the health risks for immigrant workers are due to environmental hazards inherent in the occupational setting. Migrant workers tend to be employed in jobs that carry increased exposure to environmental toxins (*Moyce and Schenker, 2019*).

### **2.3 Migrant Workers in Nigeria**

The rights of migrant workers and members of their families are mainly protected under the National Migration Policy 2015, National Policy on Labour Migration 2014, the Nigeria Immigration Act of 2015 regulated in 2017 and the Constitution of the Federal Republic of Nigeria. These regulations are strongly guided by basic international human rights instruments and influenced by the numerous ECOWAS Treaties, Protocols and decisions ratified by the Government of Nigeria. The Act, interpreted through various immigration regulations and operationalized through the ECOWAS Residence Manual, details the rights of entry and sojourn, rights of residence and establishment, economic as well as cultural rights of migrants generally.

The 2006 Population and Housing Census of Nigeria recorded close to 1 million (999,273) foreign nationals in the country. This indicates that Nigeria has continued to attract immigrants, much more than recorded in previous censuses. The total stock of immigrants increased over the census years – from 101,450 in 1963 to 477,135 in 1991. The estimated immigrant stock in the country in 2010 was 1.1 million people. (UN Population Division, 2009). Nationals of countries in the Economic Community of West African States (ECOWAS) region constitute the majority (51.4%) of recent (2006) immigrants in Nigeria. This, together with the nearly 16 per cent who were nationals of other African countries, indicate that more than two thirds of the immigrant population in Nigeria were of African origin. In 2006, only 32.7 per cent of migrants in Nigeria were non-Africans.

Data on the actual flow of migrant workers into Nigeria are scanty given the large numbers of non-Nigerians who enters the country through its many porous and unsecured border entry points. According to the Nigeria Immigration Service, (NIS) report, there were 1,497 illegal migration points for entry into the country; however, the government is investing millions to secure its borders.

Further records from the Nigeria Immigration Service (NIS), showed that the 2018 record of arrival of persons into Nigeria witnessed an increase of twenty two percent (22%) over the previous year's record of one million, eight hundred and two thousand, and ninety five (1,802,095) persons. There was an increase in the number of migrants seeking to reside in Nigeria as a result of employment, education, or marriage. For this purpose, a total of fourteen thousand, one hundred and forty-nine (14,149) Subject to Regularization (STR) Visas were issued. A total of fifteen thousand, three hundred and seventeen (15,317) Temporary Work Permits (TWP) Visas were issued to migrants for the purpose of carrying out temporary work such as installations, repairs, inspections, fulfilment of contractual obligations, etc.

Total Combined Expatriate Residence Permit and Aliens Cards (CERPAC) produced in 2018 stood at forty-two thousand, six hundred and seventy-four (42,674). Meanwhile, a total of eleven thousand, six hundred (11,600) applications were from expatriates seeking regularization of their Stay at various state commands, FCT and the Service Headquarters in that year. NIS processed a total of forty-nine thousand and nineteen (49,019) applications for renewal of residence permit at various state commands, FCT and the state headquarter in that year. The application for Renewal at the Service Headquarters alone was for thirty-three thousand, five hundred and thirteen (33,513). A total of fifteen thousand five hundred and six (15,506) applications were received from the 36 state commands and FCT, and another two hundred and seventy-one (271) at the FTZ making a total of forty-nine thousand two hundred and ninety (49,290) within the year under review.

## **2.4 Expatriate Quota Administration**

In 2018, Twenty-One Thousand, Two Hundred and Seventy-Two (21,272) expatriates were placed on quota throughout the country. The Quota activities in the year 2018 include number of companies that opened files for quota cards,

placement of expatriates for regularization, renewal of quota, re-designation, Change of Employment or status. On the other hand, a total of four hundred and two expatriates were deleted/relieved of Immigration responsibilities.

## **2.5 CERPAC NIGERIA**

The Combined Expatriate Residence Permit and Aliens Card (CERPAC) grants a foreigner the permission to live and work in Nigeria for up to two years, which is subject to renewal and validity of the expatriate quota. Therefore, the Nigerian CERPAC can simply be defined as work and resident permit required for any foreigner to reside in Nigeria for any lawful purposes.

The Nigeria Immigration Service (NIS) is the government agency in charge of issuing and renewing CERPAC in Nigeria. This function is carried out by NIS in collaboration with the Ministry of Interior as the Supervisory Ministry.

Essentially, there are different categories of resident permits & visas issued by the NIS. Also, there are two major types of CERPAC cards, which are CERPAC Green Card and the CERPAC Brown Card.

### **a. The CERPAC Green Card**

The CERPAC Green Card is a document that allows a non-Nigerian to reside in Nigeria and carry out an approved activity as specified in the permit, or to accompany a resident or citizen of Nigeria as a dependent.

### **b. The CERPAC Brown Card**

Every alien resident in Nigeria or visiting with the intention to remain in Nigeria in excess of 56 days and crew members leaving their ship and staying ashore in excess of 28 days are required by law to be registered using the CERPAC Brown Card. Unlike the CERPAC Green Card, the Brown Card is essentially a movement chart.

## Requirements to Obtain CERPAC In Nigeria

An application for the CERPAC in Nigeria must be accompanied by the following documents:

- Expatriate quota approval.
- International passport with STR visa endorsement.
- A duly completed CERPAC statutory form.
- An STR package containing STR documentation received from the Nigerian embassy/consulate.
- Company's board of directors' resolution confirming appointment as director (where applicable).
- Application letter from the employer requesting Regularization of stay and accepting Immigration Responsibility (IR) on behalf of the expatriate.
- Letter of Appointment/Employment.
- Acceptance of the offer of Appointment/Employment.
- Payment of prescribed fees.

By virtue of Section 18(2) of the Immigration Act 2015, a foreign national granted a residence permit does not require an entry visa. It provides thus: A resident or work permit granted to a foreign Immigrant shall be treated for purposes of entry into Nigeria as a multiple entry permit.

### Guidelines for CERPAC Application:

- Fees paid to obtain forms are not refundable.
- In the event of loss of form(s), a replacement will be treated as a new issue and will attract the original fees.
- Any erasures, cancellation, or defacement of any sort shall render the statutory form(s) void.
- Any form(s) voided as in (above) must be returned as a complete set to the bank of purchase for replacement.
- Such replacement will attract a service charge and pack cost of N2,500(Two Thousand, Five Hundred Naira) payable to the Bank.
- Three (3) Nos. 2 x 2 passport photographs on a white background should be submitted with the completed forms.



- One of the photographs should be attached to the bottom right-hand side of the CERPAC form titled Receipt and Temporary Card
- Applicant must append his or her signature beside the photograph attached on the form
- Applicant must enclose one (1) facial portrait measuring 4' x 3' (inch) with white background.

## **Exemptions**

The following categories of people are exempted and therefore qualify to be issued CERPAC as Gratis:

- Diplomats
- Government officials
- Niger-wives
- Non-Governmental Organizations

## **Renewal/Replacement of CERPAC**

- Application letter from the employer requesting for renewal/replacement of Residence Card and accepting immigration responsibility
- Quota approval
- The Expiring Resident Card (Original)
- Valid Passport and photocopies of relevant pages

In summary, any foreigner who desires to obtain CERPAC Nigeria needs to meet the above requirements. This CERPAC permits a foreigner to live and work in Nigeria for a maximum of two years. The application for CERPAC in Nigeria must be preceded by an application and approval of expatriate quota from a company employing the expatriates. The CERPAC or Nigeria resident permit is renewable every two years.

## **2.6 Migration Policy 2015**

The policy goal of the National Migration Policy (NMP) domiciled with the National Commission for Refugees, Migrants and Internally Displaced Persons

(NCFRMI), the agency that coordinates all issues relating to migration in Nigeria; is to establish and strengthen the structures that protect the human, civil and economic rights of its citizens at home and abroad, as well as the rights of aliens residing in Nigeria. This affirms the commitment of the Federal Government of Nigeria to all existing International and national instruments, principles and standards related to migrants.

## **2.7 National Policy on Labour Migration**

Protection of migrant workers and promotion of their welfare for those lawfully resident and those in irregular situations in line with the provisions of extant international legal instruments Nigeria has ratified, is a cardinal policy objective. The National Policy on Labour Migration (NPLM, 2014) is a national policy document with three main objectives: Promotion of good governance of labour migration; protection of the rights of migrant workers and promotion of their welfare and that of their families left behind and optimization of the benefits of labour on development, while mitigating its adverse impact. Existing international legal instruments, including the international conventions addressing migrant workers and international labour standards, provide the basic legal framework for the protection of migrant workers and the promotion of their welfare and that of their family members.

### **Key objectives of the National Policy on Labour Migration**

- To protect the rights of all migrant workers within and outside the country
- Develop more effective mechanisms to enforce the protection of migrant workers
- Regulate the employment environment to check unfair labour practices
- Enhance the orientation and knowledge of migrant workers and potential emigrants
- Ensure the portability of the social security benefits of migrant workers.
- Promotion of good governance of labour migration
- Promotion of their welfare and that of their families left behind and optimization of the benefits of labour on development, while mitigating its adverse impact

## 2.8 Nigerian Labour Laws

Nigerian labour laws look into the rights, working conditions, minimum wage, termination clauses, and many other rules set by the Government of Nigeria. Labour laws are very well developed in Nigeria; with laws defining the rights and obligations of labour and regulating most aspects of the relationship between the employer and worker.

The sources of labour laws in Nigeria are: The Constitution of the Federal Republic of Nigeria 1999 (as amended) (the “Constitution”), the Labour Act, Chapter L1, Laws of the Federation of Nigeria 2004 (“Labour Act”); and federal laws enacted by the National Assembly (Nigeria's national legislative houses) that relate to labour and employment, pension and workplace compensation. There are, from a legal perspective, two broad categories of employees in Nigeria: Please note that Labour Act does not only applies to workers, it regulates the relationship between employers and employees thus, providing the regulatory framework for labour administration in Nigeria. It also deals with the regulation of Private Employment Agencies (PEAs) in terms of recruiter's license and employment permits.

The following are some of the labour laws in Nigeria used by the Federal Ministry of Labour and Employment to advance its mandate;

- Labour Act Cap L1 LFN 2004
- Trade Disputes Act Cap T8 and T9 LFN 2004
- Trade Union Act Cap T14 and 15, LFN 2004
- Factories Act Cap F1, LFN, 2004
- Employee's Compensation Act, 2010

### Labour Law Enforcement in Nigeria

The Federal Ministry of Labour and Employment (FMLE) has the statutory mandate of creating the enabling environment for job creation through the services rendered by the various departments and agencies of the Ministry. The Ministry is generally responsible for labour administration in Nigeria. These include the preparation, formulation, coordination, monitoring, review, implementation and enforcement of all government policies relating to

employment generation, workers education, occupational safety and health, industrial peace and harmony, labour inspection of workplaces, productivity improvement, social security and cooperative, as well as the promotion of organized labour migration management in Nigeria.

Nigeria is a country of origin and destination of migrants, with significant migrant workers population, although irregular immigrants that are mostly not documented make this virtually challenging to appreciate. Over the years, negative experiences of migrant workers and their families in different parts of Africa, including Nigeria range from xenophobia, forms of subtle and overt racism, social exclusion, demonstrating marked threats to their fundamental rights and physical safety in employer countries in Africa.

Available data from national surveys and various other sources estimate that 0.5% of the total population of Nigeria consists of documented foreigners. Under the Nigeria Immigration Act of 1963 and the constitution of the Federal Republic of Nigeria, the rights of documented migrant workers and members of their families, are mainly protected. But then, Adedokun (2003), reported that the documentation of alien workers in Nigeria is admittedly poor (the rights of the undocumented migrant workers may not be fully and adequately protected).

## **2.9 Labour Inspections as a Protective Measure**

Regular labour inspection is usually carried out to ensure decent work and the protection of the rights of migrant workers. These rights include wages, pensions, leave, transportation, unionism, social rights, and termination. For example, under the legislation passed in 2004, each employee is entitled to twenty-one days' leave after twelve months of continuous service.

Human rights of migrant workers and their families include the right to work and receive wages, right to freedom from discrimination based on race, national or ethnic origin, sex, religion or any other status, in all aspects of work, including in hiring, conditions of work, and promotion, and in access to housing, health care and essential services.

The rights of migrant workers can be summarized as:

- The human right to equality before the law, right to equal pay for the same task,
- The human right to freedom from forced labour, among others.
- The human right to protection against arbitrary expulsion from the State of employment,
- The human right to return home if the migrant wishes,
- The human right to a standard of living adequate for the health and well-being of the migrant worker and his or her family
- The human right to safe working conditions and a clean and safe working environment.
- The human right to reasonable limitation of working hours, rest and leisure,
- The human right to freedom of association and to join a trade union.
- The human right to freedom from sexual harassment in the workplace,
- The human right of children of migrant workers to education
- The human right of migrants and their families to reunification.

## **2.10 Monitoring & Enforcement**

The main monitoring mechanism of compliance by States to the protection of migrant's right has been through periodic reviews by the Federal Ministry of Labour and Employment, publications and treaty bodies. The Committee on Migrant Workers, the treaty body that monitors compliance with the ICRMW, reviews States parties' reports on their implementation of the convention's provisions and identifies areas for improvement in its conclusion, observations and recommendations. The Committee on Migrant Workers also publishes general recommendations that interpret the convention's protections.

Individual complaints and resolution mechanism have the potentials to be effective monitoring tools. The Committee on Migrant Workers will be able to consider individual reports alleging violations of the ICRMW by States parties who have made the necessary declaration under Article 77 of the Convention. For the individual complaint mechanism to enter into force, 10 States parties must make the necessary declaration under Article 77; as of November 2015, only El Salvador, Mexico, Turkey, and Uruguay have made such a declaration.

The International Labor Organization (ILO) has a monitoring and supervisory duty to ensure the compliance of Member States with the standards it develops. There is also a complaint procedure under which parties may file complaints against States for failure to comply with ratified ILO standards.

The regional human rights commissions and courts, including the European Court of Human Rights, the Inter-American Court of Human Rights, the Inter-American Commission of Human Rights, and the 'African Court on Human and Peoples Rights, evaluate individual complaints alleging violations of the regional human rights treaties, which include provisions protecting the rights of migrants. In addition, dedicated experts within the African and Inter-American human rights systems specifically monitor migrants' human rights. The Inter-American Commission created a communique on the Rights of Migrants in 1996, and the African Commission on Human and Peoples' Rights created a Special Rapporteur on refugees, asylum seekers, migrants and internally displaced persons in 2004.

## **2.11 Definition of a Migrant Worker**

A migrant worker is one who moves from one country or region to another, especially to find work or better living condition. According to the International Organisation for Migration (IOM), migrant worker is a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national. The United Nations Convention on the Protection of the Rights of all Migrant Workers and Members of their Families defines a migrant worker as a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a state of which he or she is not a citizen. A migrant worker is defined in the International Labour Organization (ILO) instruments as a person who migrates from one country to another (or who has migrated from one country to another) with a view to being employed other than on his own account, and includes any person regularly admitted as a migrant for employment.

The International Organization for Migration (IOM) differentiates economic migrants from labour migrants. It defines several subgroups of migrant worker, including business travelers, contract migrant workers, established migrant workers, highly skilled migrant workers, immigrating investors, project-tied workers, seasonal migrant workers, and temporary migrant workers. Labour

migrants are defined as those who move for the purpose of employment while Economic migrants form a potentially broader group that includes people entering a state to perform economic activities, such as investors or business travelers, but can be understood also in a narrower sense similar to the category of labour migrants. IDPs, on the other hand, relates to forced migration and displacement and internal migration is the movement of people within a country either for political or socio-economic reasons.

Against this background, there are four classifications of migrants as agreed by international laws and treaties;

- Migrants who voluntarily move within states for the sake of improving their livelihood.
- Migrants who were forced to move within states due to unfavourable circumstances.
- Migrants who voluntarily move from across borders for the sake of improving their livelihood
- Migrants who were forced to move across border due to unfavourable circumstances

## **2.12 Non-Documented Migrant Worker**

A non-documented migrant worker is defined as a person who enters a country without authorization for the purpose of obtaining employment. International organizations have been careful to use the term “non-documented and irregular migrant workers” to avoid any form of stigmatization.

As stipulated in the International Convention on the Protection of the Rights of Migrant Workers and Members of their Families (ICRMW), non-documented/irregular workers possess the same rights and privileges as other regular migrant workers, and states cannot deprive an irregular migrant worker of any right as stipulated in the ICRMW. States are expected to state their obligations to irregular migrants as is the case of regular migrants. There also exist more conventions and instruments that protect migrant workers from exploitations, slavery and forced labor such as the ILO Forced Labour Convention, 1930 (No. 29) (adopted 28 June 1930, entry into force 1 May 1932), 39 UNTS 55; ILO Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) (adopted 24 June 1975,

entry into force 9 December 1978), 1120 UNTS 323 and the International Covenant on Civil and Political Rights (adopted 16 December 1966, entry into force 23 March 1976), 999 UNTS 171, art. 8.

### **2.13 Regular/ Documented Migrant Worker**

According to Article 1 of the International Convention on the Protection of the Rights of Migrant Workers and Members of their Families (ICRMW), a migrant worker is “a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national.” The ICRMW is the most elaborate instrument or convention that deals on the protection of Migrant worker's rights and their families. It elaborates on migrants' civil, political, social, economic and cultural rights, and these applies to both documented and non-documented (irregular) migrant workers alike. However, some provisions are specific to non-documented migrant workers.

There are also other international treaties that provide protections for all categories of workers, including migrant workers. Some include:

- Global human rights treaties and the fundamental ILO Conventions which equips workers with rights to favourable working conditions and equal pay, the freedom to engage in trade unions and associations and access to social security.
- The ILO Migration for Employment Convention (Revised), 1949 (No. 97) makes provision specifically to migrant workers, guaranteeing them access to basic rights such as non-discrimination, healthcare and favourable livelihood.
- The International Labour Organization Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) (adopted 9 July 1948, entry into force 4 July 1950), 68 UNTS 17; ILO Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

### **2.14 Data Analysis**

AYGF carried out an independent assessment of the protection of the rights of migrant workers in Nigeria and an extension of labour inspection activity and



labour law enforcement to sectors and workplaces where migrant workers may be present in Nigeria.

This grant with support from the European Union & the International Organization on Migration set out to deliver key results as follows:

- Labour inspection and labour enforcement activities would have been extended to sectors and workplaces where migrant workers might be present
- Migrant workers would have been aware of their rights and obligations in Nigeria.

This chapter presents the analysis of data gathered via a survey (Annex 1) filled by migrant workers in selected locations in Nigeria. The survey also doubled as an extension of labour inspection services to these migrant workers. Questionnaires were administered to employers where migrant workers may be present and to migrant workers. Responses from this survey have been analyzed and presented under specific subheadings.

AYGF was also given access to a set of secondary data from the Nigerian Immigration Service to provide a snapshot of demographics and basic details of registered migrant workers in Nigeria. We have included it in this report as a verifiable government database to corroborate some assertions/findings from the field study.

### **2.14.1 Secondary Data**

The secondary data made available to AYGF by the Nigerian Immigration Service is the database of immigrants who applied for work or residence permit in Nigeria collected as at July, 2019.

Of the 59,803 immigrants identified in the data provided, 72% are male while female made up the remaining 28%. The registered immigrants are from 180 nations.

## Gender of migrant workers in Nigeria

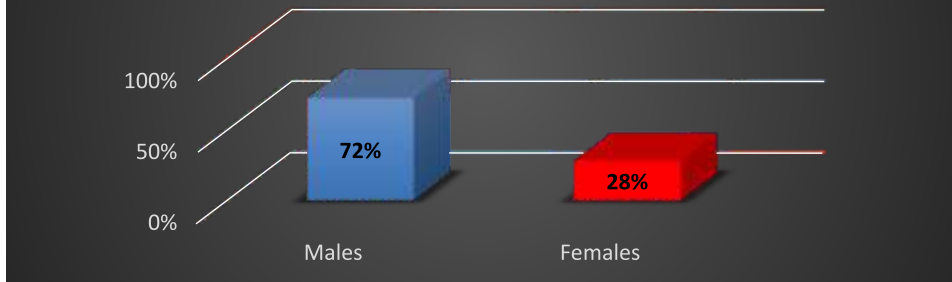


Fig 1: Gender of migrant workers from secondary data (NIS)

47,762 immigrants constituting 79.87% of the total population of registered migrant workers in Nigeria are in active workforce. 3% of the working population is in the public sector and 97% works in privately owned companies.

Almost half (51.5 per cent) of registered migrant workers in Nigeria are concentrated in two economic sectors – Manufacturing/Industry and Construction. The rest of the migrant workers are distributed in other sectors of the economy as shown in the figure below.

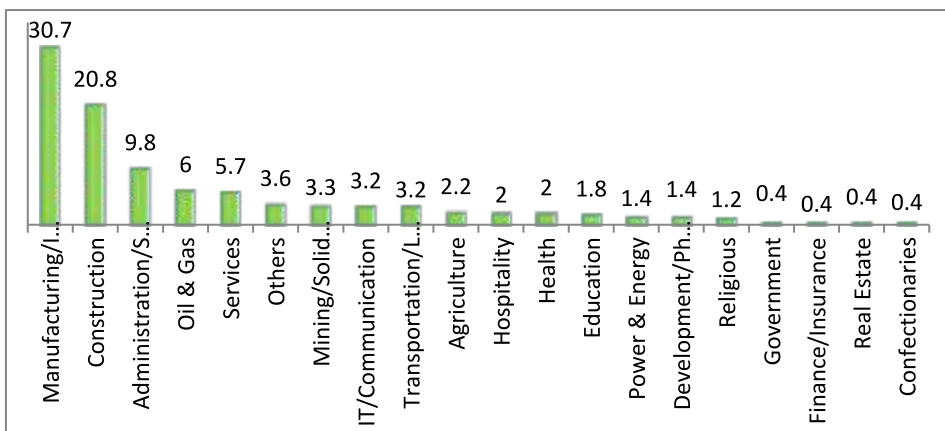


Fig 2: Distribution of migrant workers across sectors (NIS data)

Majority (48.78%) of the migrants in active workforce across all states in Nigeria are with companies in Lagos State, 17.83% of these migrant workers work in the FCT. Rivers state is home to 5.26%, while Kano and Ogun states have 3.95% and 3.11% respectively.

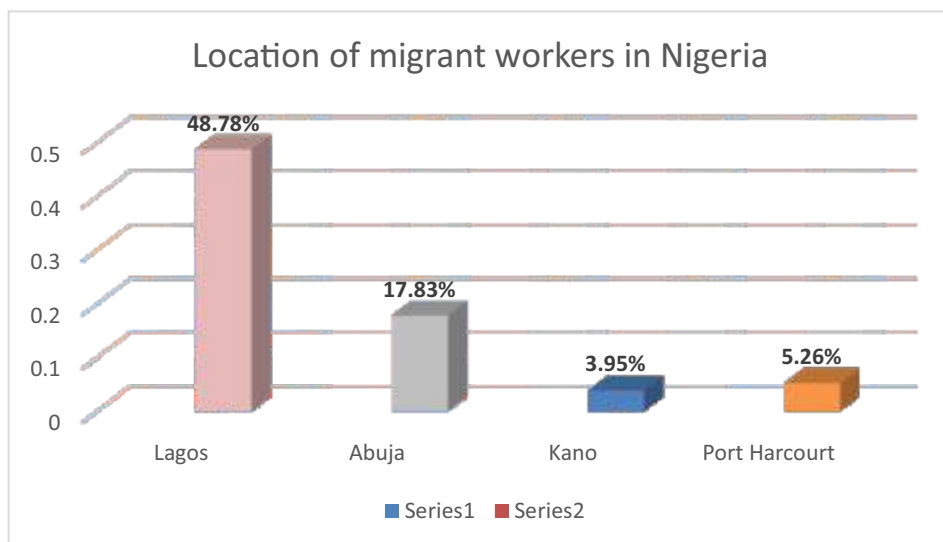


Fig 3: Location of migrant workers in Nigeria (NIS Data)

Among the top 200 companies with the highest number of migrant workers in Nigeria, Dangote Industries Limited have a total of 971 foreigners making it the number one on the list. This is followed closely by CCECC NIG. LTD, with 797 foreigners, while CGC Nig. Limited and Julius Berger Nig. Plc are hosts to 617 and 530 respectively. Other companies listed on the database include Saipem Contracting Nig. Ltd.; Chemie Tech. DMCC BR FZE.; Daewoo Nig. Ltd.; Edo Cement Co. Ltd.; Multipro Consumer Products Ltd.; African Foundaries Ltd.; Indorama Eleme Fertilizer & Chemicals Ltd.; Indorama Eleme Petrochemicals Ltd, etc.

There are about 8,380 organizations and subsidiaries associated with the 59,803 immigrants in this database. The dependency rate for all immigrants in the database is 16.78%. This implies that for every 6 migrant workers in Nigeria, there is one dependent (accompanied relatives). Of the 59,803 immigrants, 7944 (13.28 per cent) were recorded as dependents/accompanied relatives, 429 (0.72 per cent) students, 421 (0.70 per cent) special immigrants and 3,674 (6.14 per cent)

cent) as Niger Wife. Niger Wives Permit is a residence permit for wives of Nigerian Nationals while Special Immigrant Status Permit is a residence permit for husbands of Nigerian Nationals. 33% of these migrant workers occupy executive or managerial positions in their organizations. Engineering/Technical officers constitute 26.4% (15,788), while Business/Admin/Finance professionals and Industrial Experts represent 5.26% and 5.07% respectively.

The University of Ibadan in Oyo State has the highest number of foreign students in Nigeria, while Nile University in the Federal Capital Territory enrolled the second highest number of foreign students in the country.

The table below shows the distribution of migrant workers and dependents by gender, across sectors of the economy and the countries with the most nationals in the respective sectors.

Job Category	Gender		Total	Major countries
	F	M		
<b>AGRIC/FARMING EXPERTS</b>	2	145	147	India, China, Lebanon
<b>AVIATION EXPERTS</b>	9	339	348	South Africa, Britain, USA
<b>BUSINESS/ADMIN/FINANCE PROFESSIONALS</b>	206	2941	3147	India, China, Lebanon
<b>DEPENDENTS/ACCOMPANIED RELATIVES</b>	4918	3028	7946	India, Lebanon, China
<b>DIPLOMATS</b>	3	4	7	France, USA, Cameroon
<b>DOMESTIC/SUPPORT STAFF</b>	30	111	141	China, Philippines, Cameroon
<b>ENGINEERING/TECHNICAL OFFICERS</b>	248	15540	15788	India, China, Lebanon
<b>EXECUTIVES/MANAGERS</b>	733	18915	19648	India, China, Lebanon
<b>HEALTH PROFESSIONALS</b>	96	461	557	India, Korea (N), China/Filipino
<b>HOSPITALITY/CATERING/SERVICE WORKERS</b>	57	787	844	China, India, Lebanon
<b>ICT/SCIENCE/ASSOCIATE PROFESSIONALS</b>	70	1239	1309	India, China, Lebanon
<b>INDUSTRIAL EXPERTS</b>	57	2976	3033	India, China, Philippines
<b>LEGAL PRACTITIONERS</b>	3	13	16	USA, China, Cameroon
<b>MARINE EXPERTS</b>	3	358	361	India, South Africa, Ukraine
<b>MINING EXPERTS</b>	4	207	211	India, China, USA/France
<b>OTHERS</b>	41	175	216	China, India, USA
<b>RELIGIOUS WORKERS</b>	79	245	324	USA, Ireland, India

<b>SALES/MARKETING PROFESSIONALS</b>	30	348	378	India, China, Lebanon
<b>SPECIAL IMMIGRANT/NIGER WIFE</b>	2322	1773	4095	Britain, USA, Lebanon
<b>STUDENTS</b>	112	317	429	Cameroon, Ethiopia, Kenya
<b>TEACHING/EDUCATION PROFESSIONALS</b>	255	603	858	USA, Turkey, India
<b>Grand Total</b>	<b>9278</b>	<b>50525</b>	<b>59803</b>	

Table 1: Distribution of migrant workers by gender across sectors of the economy

Detailed frequency tables and charts from the analysis of the secondary data are attached in **Appendix I** of this report.

### 2.14.2 Primary data

To collect primary data from migrant workers in Nigeria, AYG conducted a survey of a cross section of migrant workers as well as employers with migrant workers in their companies in four major cities- Abuja, Lagos, Kano and Port Harcourt.

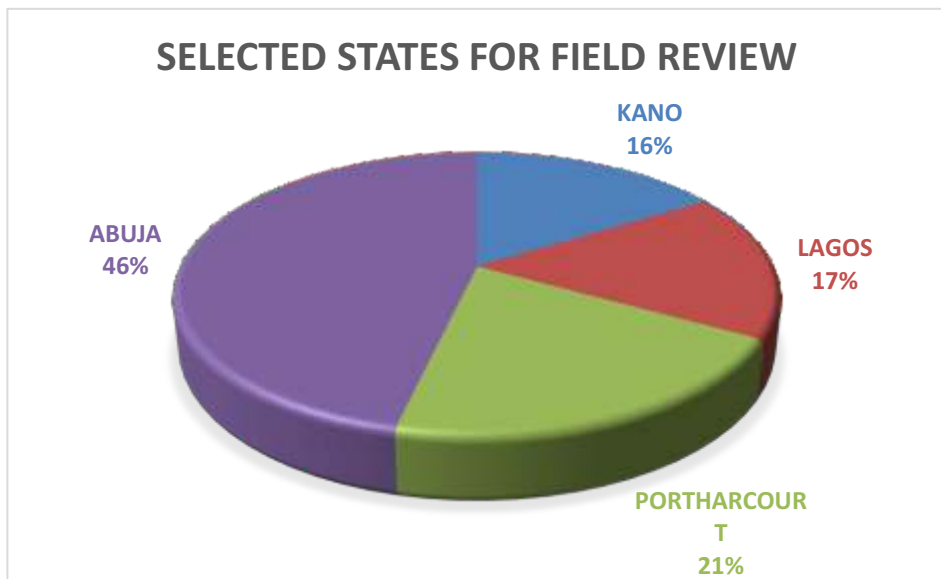


Fig 4: Selected states for field review

### 2.14.3 Demographics of Migrant workers in Nigeria

A total of 626 migrant workers filled the questionnaires with 565 (90.3%) of these males and only 61 females (9.7%). 83 employers were also interviewed.

Of the 44 countries represented in the sample, Chinese nationals constituted 40.9% of the population, followed by India, Philippines, Lebanon and Egypt with 8.9%, 8.3%, 7.7% and 6.1% respectively.

62.8% of migrant workers in Nigeria, are mostly young:- over 26 years and below 45 years old. 67.4% of the respondents are married, 30% are single and 1.9 % declared they are either divorced or separated. 386 respondents representing 62% are parents with children while 217 representing 33% do not have children.

51.4% of children of migrant workers in Nigeria have access to education facilities while 39.3% of them do not. 62% of migrant workers have access to health facilities provided by their employers while 29.2% of them claimed they have no form of health insurance or coverage from their employers.

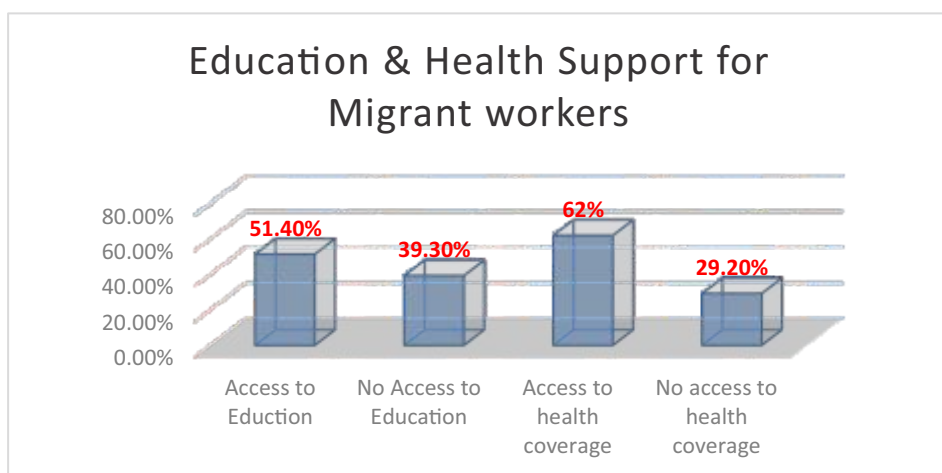


Fig 5: Education and health support for migrant workers

## 2.14.4 Sectors and Employment Specifics of Migrant workers in Nigeria

89% of the migrant workers are from private employers, 7% from diplomatic employers and only 2.2% are in public employ. While 47% of the respondents are senior and executive staff, 35.3% are mid-level staff and only 11% of those questioned occupy junior positions in their organizations. Of these positions most migrant workers (49%) are technical staff while 25% are administrative and 20% operations.

Construction and Manufacturing topped the chart for sectors with migrant workers in Nigeria (57.8% and 9% respectively). Other sectors where migrant workers are present in Nigeria include the oil and gas, telecom, mining, health and education. There is a considerable population of migrant workers in the hospitality and informal sectors, but this latter group was not the focus of this current assessment.

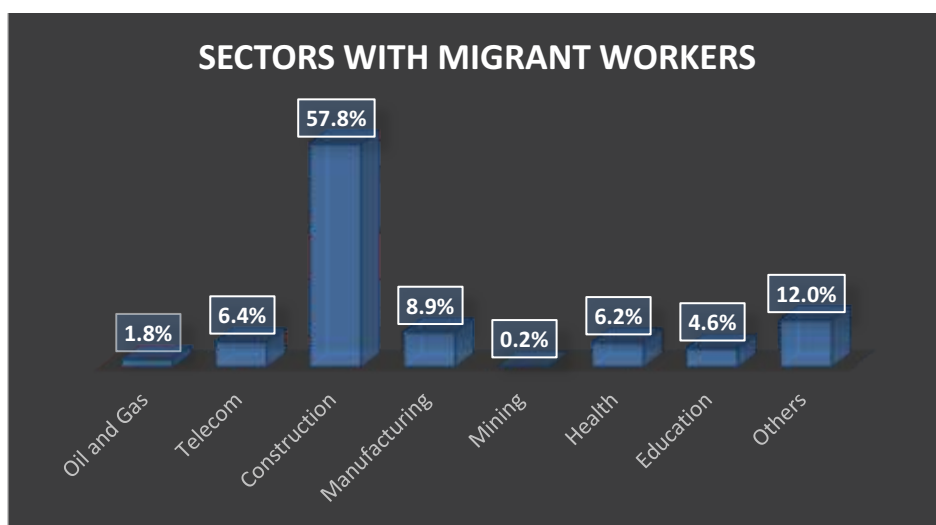


Fig 6: Sectors with migrant workers

Most of the respondents (90.9%) are not members of any professional association as only a meagre 7.4% affirmed they belong to one while 1.7% did not

provide an answer. The associations listed by respondents include ASSOCHAM, COPEN, COHEN, COREN, MAN, SPA, etc

93% of respondents are not members of any migrant association while only 4.5% said they belonged to one and 2.5% did not respond. Those listed by the respondents include associations linked to their countries of origin like FILIPINO, INDIA CU, INTERNAT, PHILIHQ, TERRE DE, etc. These data reveal the poor awareness of the existence of associations for migrant workers in Nigeria. The reluctance by respondents to join one (78.3% said No) may be due to the poor awareness and understanding of the role and benefits of such organizations.

95.8% of the respondents at the time of collating this data, had active work permits from the Nigerian Immigration Service, while 2.6% said they were processing theirs; and 1.6% did not provide a response.

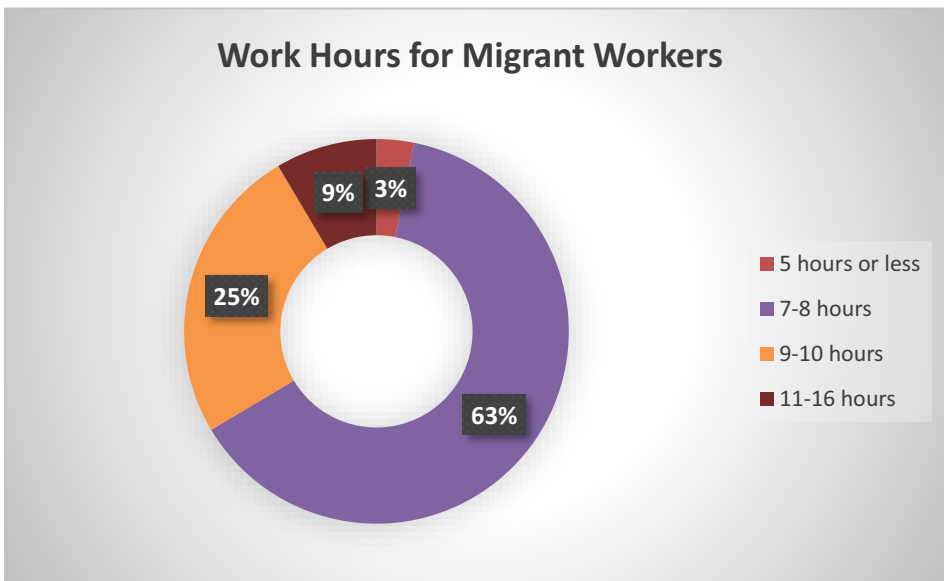


Fig 7: Work hours for migrant workers

From the pie chart above, 63% of respondents work for 7-8 hours while 25% put in more hours (9 to 10 hours). 9% of the migrants who participated in the survey reported spending between 11 to 16 hours in a day at work. A very small proportion of the sample population (3%) stated they work for 5 hours or less in a day.



98.7% of these workers said they are entitled to leave but only 78.4% said they were entitled to paid leave. Their employers affirmed most of the migrant workers were entitled to a leave (97.6%) but claimed more than half of these workers (67.5%) were entitled to a paid leave.

Employers when asked the same question, showed that 78.3% of their employees worked 8 hours a day, 14.5% worked for 9 to 10 hours and a small proportion (6%) worked between 12 to 18 hours a day.

### **2.14.5 Work benefits of Migrant workers in Nigeria**

95% of respondents affirmed that they were provided with staff accommodation by their respective companies, 94.1% said they had access to company transportation and majority noted that there was some form of health insurance (96.3%) and occupational/accident insurance (94.6%) provided by their companies.

Employers corroborated the responses from their employees that companies make adequate provision for accommodation, staff buses, health insurance, accident/occupational insurance. The employers stated that only 37.3% of their staff had access to housing loans while they provided pension plans for 78.3% of migrant workers in their companies.

Respondents also reported having housing loans (53.7%), a pension plan (71.7%) and access to financial/banking support services (89%). These were confirmed by the employer respondents.

About 7.8% of respondents were not comfortable revealing their remuneration to the data collectors. Majority of migrant workers however ticked the One hundred thousand and above category as salary. This is expected considering that the bulk of sample population fall between the middle and senior level categories.

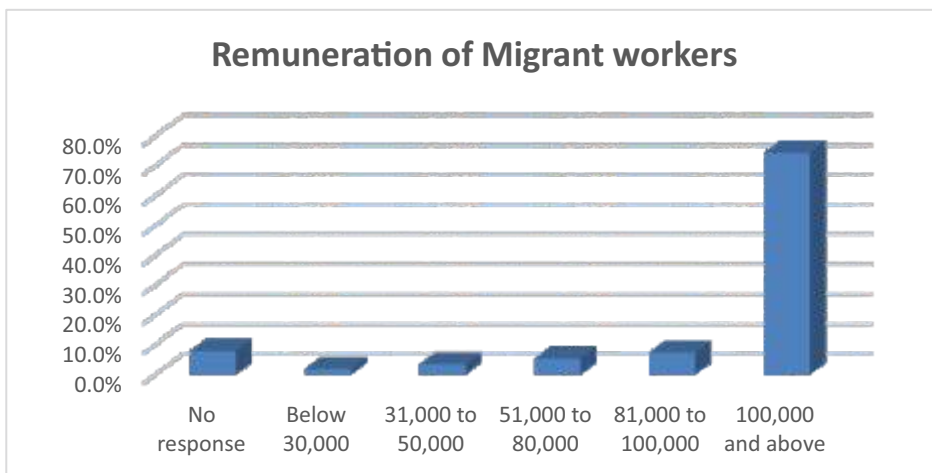


Fig 8: Remuneration of migrant workers

Detailed frequency tables of migrant workers in Nigeria are contained in **Appendix II** of this report.

### 3. The Nigerian Labour Inspection

Regular labour inspection is expected to be carried out by the relevant Ministry, department and agencies (MDAs) to ensure that the rights of these migrant workers, just like every other worker, is protected. These rights include wages, pensions, leave, transportation, national housing fund, social rights, and termination.

83 companies (*List of Companies on Annex II*) provided data for this section of the report, and similar questions were included in the questionnaire for migrant workers as a verification tool.

51 of these companies are based in Abuja, 15 in Rivers State, 9 in Lagos and 8 in Kano. Of the 83 companies, just 2 of them were public sector organizations while the remaining 81 were privately owned.

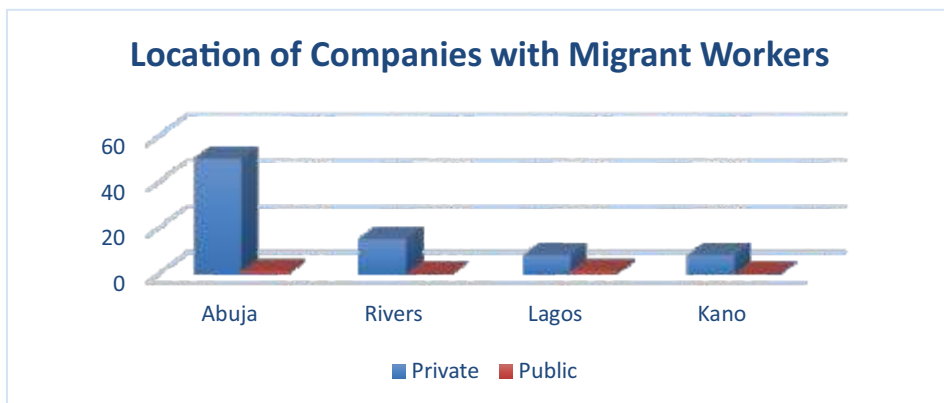


Fig 9: Location of companies with migrant workers

### 3.1 Sectors of the economy where migrant workers are present

As stated earlier in the report, construction and manufacturing companies topped the list (66.2%) while the other sectors made up the remaining of the sample population (oil and gas, telecommunication, Health, Education and others).

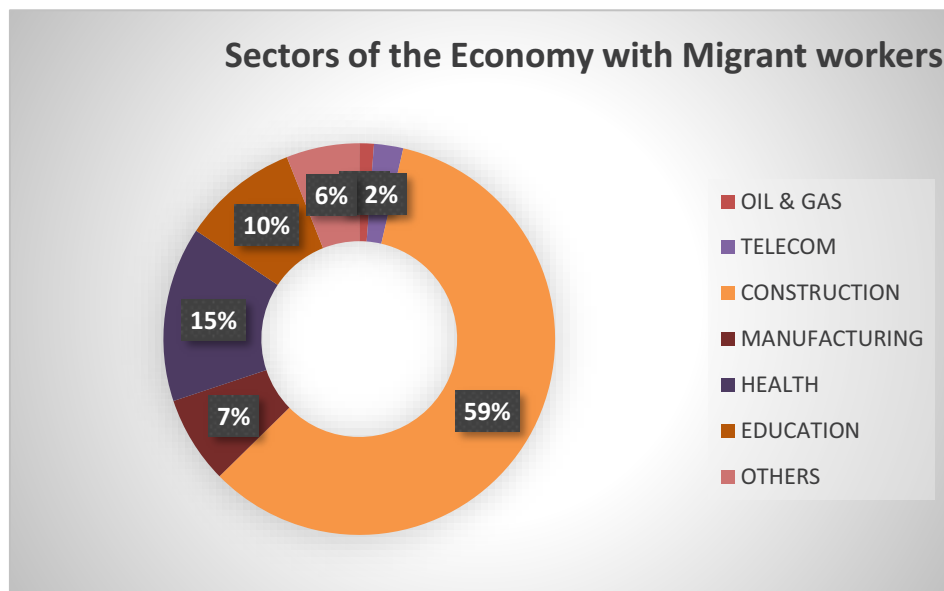


Fig 10: Sectors of the economy with migrant workers

### 3.2 Ownership of companies

85.5% of companies stated that their companies were not fully owned by foreign investors while only 14.5% admitted the company was fully owned by foreign investors. Of the group that said their companies were not fully owned by foreign investors, more than 60% of the companies admitted having between 0 to 70% ownership by the foreign investors.

Most companies interviewed have between 51 to 100 and above workers (67.5%) while the rest have smaller work forces.

### 3.3 Recruitment and Operational Policies

90.4% of the companies reported having recruitment and operational policies. Unfortunately, the data collectors only reported they sighted these documents in 9 of these companies (10.8%) as against 74 companies who were not forthcoming with showing these documents (89.2%).

Very few of the companies interviewed said they were fully operated and managed by migrant workers (9.6%). The rest of the companies (90.4%) reported being managed by non-migrant workers.

Most of the companies interviewed 63.9% had during the labour inspection had more than 100 staff and above (both migrant and non-migrant workers). The rest had smaller staff strengths ranging from below 100 to as low as 5 staff.

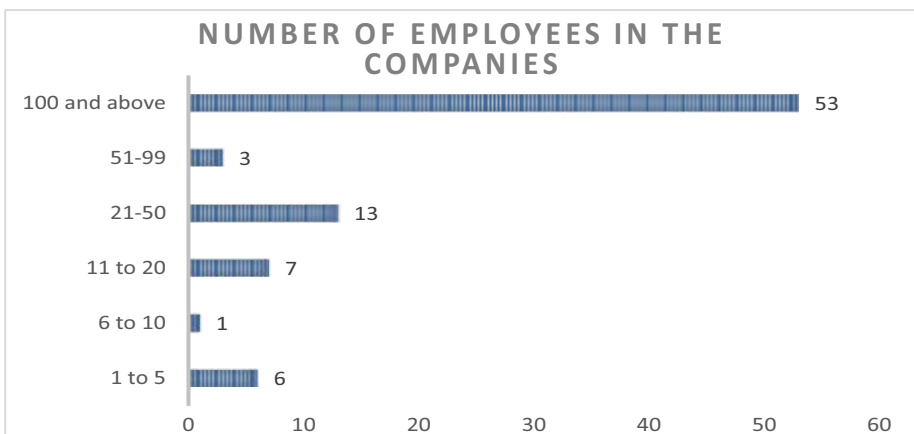


Fig 11: Number of employees in the companies

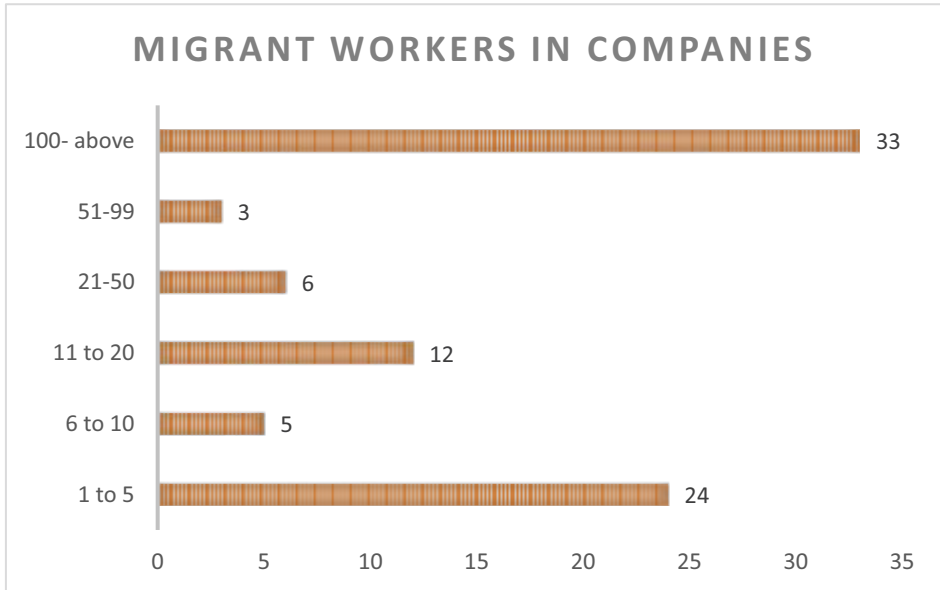


Fig 12: Migrant workers in companies

The table above shows the spread of migrant workers in the companies under review.

### 3.4 Safeguarding Policies

95% and 98% of employee respondents said there were safeguarding and safety policies respectively in the organizations they worked for. Almost all respondents agreed there were safety personnel in the organizations (98%), the work environment was clean and well-ventilated (99.5%), there are first aid boxes (99.2%) and have up to date fire extinguishers on the premises of the companies they work for (99.7%). 92.8% of employers affirmed that they had safeguarding policies but only 10.8% were sighted by the data collectors.

Employers largely corroborated information provided by their employees, which affirmed that there are safety and emergency measures in place in the companies, have safety personnel on ground, clean and well-ventilated work-spaces as well as availability of first aid boxes.

It is expected that whether these policies truly exist or not, whether these policies (where they exist) are implemented or not, migrant workers for the fear of losing their jobs will not be forthcoming with the truth.

Only 10% of respondents produced the above documents for the data collectors to see. The low response on this may not also be unconnected with the fact that the “inspectors” were from an independent entity and not government officials. Employers therefore did not feel obligated to produce the document (even if they do not adhere to them).

### **3.5 Diversity and Anti-Discrimination Policies in Companies with Migrant workers in Nigeria**

The principle of equality and non-discrimination guarantees that those in equal circumstances are dealt with equality in law. A violation of the principle of non-discrimination arises if:

- a) Equal cases are treated in different manner
- b) A difference in treatment does not have an objective and reasonable justification; or
- c) If there is no proportionality between the aim sought and the means employed.

Majority of employers (85.5%) stated that they had a diversity policy in their companies to protect migrant workers in Nigeria from discrimination.

89.9% of migrant workers also reported that there were rules and regulations that protected from discrimination in the workplace. 8.5% said there was none or were not aware of the existence of such policies.

Employers also unanimously claimed that there were no instances of discrimination towards migrant workers or any reported case of molestation or abuse in their companies.

96.4% of employers claimed that none of the migrant workers in their employ had ever been wrongfully accused of a crime, involved in any law enforcement or police case and none has had a court case.

While designing the instrument for the field inspection, the team predicted that migrant workers would likely not report if they have been victims of discrimination in their work-places, probably for fear of retribution from the company or even loss of job as a result.

Expectedly, 99.4% of respondents said they have never experienced any form of discrimination in Nigeria and the 0.5% of those who said they have, did not provide any detail in the follow up question, 0.1% did not provide any response. Respondents were almost unanimous in their responses that they have never been abused or molested at work (99.7%), 92.8% said they have never had a court case, while the 0.5% who said they have had one, affirmed they received justice in court.

### 3.6 Labour Inspection Visits

75.1% of employee respondents, stated that there were labour inspection visits to their organization. This claim was verified when 75.9% of employers reported that they had labour inspection visits and only 24.1% answered in the negative.



Fig 13: Number of Labour visits in a year

The above table shows the frequency of labour inspection visits to the companies involved in this assessment over a 12-month period. The majority reported labour visits happening 5 times and above (36.1%), while 25.3% of the respondents provided no response to this question.

Detailed frequency tables are contained in **Appendix III** of this report.

## **4. Key challenges & Lessons Learned, Recommendations & Conclusion**

### **4.1 Key Challenges and Lessons Learnt:**

Majority of migrant employers showed a high degree of indifference and poor cooperation during the inspection. This is suggestive of lack of trust, transparency and openness with regards to their true operational and ethical status on migrant workers.

Lack of central association or labour union for migrant workers in Nigeria leads to difficulties in accessing, consulting and networking on relevant projects and issues while in the country. This also limits programming and intervention for migrant workers particularly on issues of rights and obligations.

There is inadequate dependable public records, literature and reports on activities of migrant workers and migrant employers in Nigeria.

Irregular migrants who mostly work in the informal sector often view every formal engagement with suspicion, thereby increasing their exposures and vulnerability to abuses and escalating their exclusion from possible social protection and support.

### **4.2 Recommendations**

The following are some of the recommendations the authors of the report would like to proffer:

- i. Cooperation should be sought from foreign governments (embassies) in



Nigeria to enhance support for and protection of migrant workers within Nigeria, including assisting their nationals in situations of distress.

- ii. Trades unions, CSOs and employers' organizations in Nigeria should be encouraged to play a more active role in the protection of migrant workers and their families.
- iii. To help protect migrant workers, unions and employers' organizations in Nigeria should be encouraged to build solidarity and alliances with their counterparts in other destinations and countries of origin to facilitate joint application of labour laws and other social protection policies in their countries. They should encourage the enforcement of international framework agreements to regulate conditions of work in line with international best practices.
- iv. The treatment of all migrant workers should be based on the four pillars of the ILO's Decent Work Agenda and align with its international labour standards. There should be no forced labour, and all migrant workers must have rights to freedom of association and access to engage in collective bargaining. Special attention should be given to certain vulnerable categories, such as women, domestic workers, temporary migrants, and migrant workers with irregular status.
- v. Support should be provided for the empowerment of migrant workers, especially through the formation of national or community-based migrant associations/organizations to enable their voice to be clearly heard and taken into account in policy development in the country and community life.
- vi. The following labour rights should be extended to migrant workers in Nigeria without any restrictions;
  - Belonging voluntarily to unions of their choice
  - Negotiating by collective bargaining
  - Freedom of movement
  - Freedom to earn, spend and remit their incomes
  - Formal contracts and conditions of service, written in a language

- the migrant worker understands
- Uphold equality of treatment and non-discrimination as universal human and labour rights principles, applicable to migrant workers and national workers alike
  - Uphold the labour rights and benefits derived from engagement in an employment relationship for all migrants working in the country (as also for nationals).
- vii. Existing inequalities and discrimination based on sex, race, ethnic origin, nationality or other grounds have been found to be important underlying factors contributing to or increasing the vulnerability of certain groups to being abused, exploited and/or trafficked. This should be thoroughly discouraged.
- viii. All employment activities involving migrant workers should be subjected to the Labour Act, Chapter L1, Laws of the Federation of Nigeria 2004 and subsequent revisions.
- ix. Labour inspection activity and labour law enforcement should be extended to sectors and workplaces where migrant workers may be present across the country beyond the pilot. Practical steps should be made to ensure that Labour Inspection and Labour Laws enforcement are extended to the informal sector of the economy.
- x. It is highly recommended for stakeholders to carry out consultation and advocacy on the need to project, protect and uphold the rights, privileges and obligations of migrant workers in Nigeria in the context of and in conformity with existing national, international laws, policies and programme particularly national policy on Labour migration.
- xi. Awareness, capacity and understanding of migrant working population in Nigeria should be further improved and strengthened to appreciate and leverage on the various national and international policy and legal provisions to project, defend and uphold their rights, privileges and obligations to guarantee their improved welfare, wellbeing, safety and security while working in Nigeria.

- xii. Companies and work-places that failed to respect and comply with the directive of the government on labour inspection and oversight should be profiled and be made to face the consequences as provided for in relevant legal and administrative provisions under the labour laws. Worthy of note is that there are sanctions in the law for non-compliance. The problem is that the sanctions are not stringent enough. There is therefore a need to review the laws, particularly the sanctions as they relate to fines to make them commensurate with the present economic realities in the country.

At a validation session held in Abuja, participants suggested the following additional recommendations:

- Labour Inspection should capture the activities of seasonal labour migration.
- A mechanism should be adopted to capture and regulate irregular migrants especially ECOWAS citizens and their mode of migration
- Inspection should also capture “children on the move” as these children might be irregular migrants and domestic workers.
- Existing labour laws should be actionable and include sanctions that can deter offenders
- Awareness creation and available redress mechanisms should be put in place to address abuses and labour offences
- Periodic publication of reports on inspection to publicise outcome of inspections and highlight areas for advocacy
- Inclusion of stakeholder from the grassroots level to help identify irregular migrants
- Critical stakeholders should be included at the project implementation level
- Ratification of relevant conventions on labour migration should be prioritized i.e 143, 181 and 189
- Adequate funding to carry out inspection activities
- Training and retraining of inspection officers should be prioritized.
- Political Interference and conflict of interest should be checked to allow for effective inspection.

## Labour Law Enforcement in Nigeria

Labour law inspection enforcement is being carried out in Nigeria by labour officers as one of the mandates of the Ministry of Labour with the support of the Nigerian Police Force, when and where necessary especially where the occupier (owner/management) are not cooperative to ensure enforcement of extant Labour Laws and certify compliance.

- The Nigerian Government should ratify and domesticate the ILO conventions that support decent work for migrant workers i.e. C181, C143, C189.
- Trade union movements in Nigeria should sensitize workers on migrants' rights in the workplace.
- The Government should carry out regular review on labour laws to suit emerging challenges.
- The Human Right commission should collaborate with the Federal Ministry of Labour and Employment and other stakeholders to ensure compliance of extant labour laws.
- The Human Right Commission and relevant stakeholders should ensure the provision of toll-free lines/ reporting channel in case of violations of rights.
- The Federal Government should encourage frequent monitoring to ensure proper protection of migrant workers' rights.

Employers organisations (NECA) should ensure that its members and employers generally provide safe working conditions and enabling environment for workers.



# **LABOUR INSPECTION: CHALLENGES AND OPPORTUNITIES FOR IMPROVED AND DIGNIFIED WORKFORCE IN NIGERIA**

***Presentation by Mr. Emeka Melifonwu, Inspectorate Department, Federal Ministry of Labour and Employment, Abuja***

The Federal Ministry of Labour and Employment (FMLE) operates within the statutory mandate of creating the enabling environment for job creation through the services rendered by the various departments and agencies of the Ministry. The Ministry is generally responsible for labour administration in Nigeria. These include the preparation, formulation, coordination, monitoring, review, implementation and enforcement of all government policies relating to employment generation, workers education, occupational safety and health, industrial peace and harmony, labour inspection of workplaces, productivity improvement, social security and cooperative, as well as the promotion of organized labour migration management in Nigeria.

## **Empowering Legislations Used by The Ministry of Labour and Employment In Labour Administration In Nigeria**

- Labour Act Cap L1 LFN 2004
- Trade Disputes Act Cap T8 and T9 LFN 2004
- Trade Union Act Cap T14 and 15, LFN 2004
- Factories Act Cap F1, LFN, 2004
- Employee's Compensation Act, 2010

Labour Inspection as provided for by the ILO Convention 81 (1947) came into force on 7th April, 1950 and ratified by Nigeria on 16th October, 1960.

Labour Inspection is a public function of labour administration that ensures the application of labour legislation in the workplaces.

Its main role is to convince the social partners of the need to observe the law at the workplaces and their mutual interest in this regard, through preventive, educational and where necessary, enforcement measures.

The purpose of Labour Inspection is to enforce Labour Laws and compliance in workplaces in order to achieve social justice for all.

### **Primary Functions of Labour Inspection**

- To secure the enforcement of the extant labour laws relating to conditions of work and the protection of workers while engaged in their work
- To supply technical information and advice to employers and workers concerning the most effective means of complying with the labour laws and regulations.
- To bring to the notice of the competent authority defects or abuse not specifically covered by existing labour laws.

### **Scope of Labour Inspection**

- Protection of income e.g. minimum wages (where applicable) including wages/salaries records, overtime payments, etc.
- Employment matters (terms and conditions of employment), hours of work and overtime, holidays and rest periods including sick and maternity leave.
- Fundamental labour rights and discrimination
- Health and safety conditions and welfare facilities
- Accident investigation and work injury compensation
- Social dialogue and industrial relations issues, and monitoring of collective agreements.

### **Types of Labour Inspection**

- Integrated Inspection by Generalist/Specialist inspectors to promote social relations between workers and management.
- Labour Inspection by Labour Inspectors to ensure compliance with terms and conditions of employment.
- Factory Inspection by factory inspectors to ensure safety and health at work.
- Special Inspection by specialist inspectors to correct defects in instruments and proper usage of such instruments/equipment.

## **How Do Labour Inspection Services Ensure Decent Working Conditions?**

Labour Inspection can achieve decent working conditions through:

- Enforcement of labour laws, which is traditionally perceived as control or supervision, and prevention of poor working conditions existing in the workplaces.
- Labour Inspection as a preventive effort to avoid or eliminate the risk of accidents and diseases, labour disputes, conflicts, unfair treatment of workers, etc. by ensuring compliance with existing labours and regulations.
- Supplying information and advice and providing relevant education and training to employers and workers that are directed towards peaceful working relationship in the workplaces.

### **Importance of Labour Inspection**

- To ensure compliance with the extant labour Laws.
- To promote industrial peace and harmony by providing professional advice.
- To ensure occupational safety and health in the workplace and prevent industrial hazard
- To prevent and nip in the bud any industrial disputes
- To educate employers, employees and other stakeholders on the essence and relevance of labour legislations.
- To check unfair labour practices and to promote decent work.

### **Labour Inspection and Stakeholders**

- Labour Inspectors (Government)
- Employers (Nigeria Employers Consultative Association, NECA)
- Workers - Labour Unions (Nigeria Labour Congress (NLC), Trade Union Congress (TUC)
- Law enforcement agencies (Police).

### **Government**

Regulation, licensing of Private Employment Agencies (PEAs), inspection and monitoring of PEAs, penalties for non-compliance with labour laws or



regulations, administration of a complain procedure for workers to ensure social justice, and information reporting to responsible authorities.

## **Employers**

Protection of the interests of their members, training and education of members on fair labour practices, negotiation and collective bargaining for members, conducting research and awareness raising on labour matters on behalf of members.

## **Workers/Labour Unions**

Training and education of workers on labour matters, negotiation and collective bargaining on behalf of workers, protection of the interests of workers and ensuring the implementation of collective agreements.

## **Law Enforcement (Police)**

Maintenance of law and order and ensuring that Labour Inspection is carried out by the FMLE.

## **LABOUR INSPECTION: Challenges and the Way Forward**

### **Challenges**

- Insufficient inspectors.
- Inadequate funding.
- Lack of adequate training and re-training.
- Ignorance of the Labour laws and regulations on the part of employers and workers.
- Employer are averse to providing reasonable working conditions and hostile to inspectors.
- Lack of political will by government to enthrone and enforce labour standards.
- Changes in technology and the nature of work.
- Changes in the working relationships

### **Improving Labour Inspection: The Way Forward**

- Ratification and domestication of relevant ILO Conventions on Labour Migration: e.g. C181 – Private Employment Agencies Convention, 1997 (No.181), C143 –Migrant Workers (Supplementary Provisions)

Convention, 1975 (No. 143) and C189 –Domestic Workers Convention, (No. 189) 2011.

- Promotion of social dialogue and tripartite consultations in the labour sector of the economy
- Strengthening the labour inspectorate department for smooth implementation of labour inspection services.
- Promotion of fair labour practices through intervention and handling of labour complaints.
- Frequent collation and analysis of information for preventive mediation in the workplace.
- Adequate budgetary allocation for labour inspection services.
- Training and re-training of labour inspectors

### **4.3 Conclusion**

In conclusion, it is critical for government stakeholders to have better and improved synergy particularly on data sourcing and sharing, oversight and inspection to ensure that employers of migrant workers adhere strictly to the legal and policy provisions of migrant workers in Nigeria.

## Key Findings

Of the 59,803 immigrants identified in the data provided, 72% are males while females made up the remaining 28%. The registered immigrants are from 180 nations. 47,762 immigrants constituting 79.87% of the total population of registered migrant workers in Nigeria are in active workforce. 3% of the working population is in the public sector and 97% works in privately owned companies. Almost half (51.5 per cent) of registered migrant workers in Nigeria are concentrated in two economic sectors – Manufacturing/Industry and Construction.

There are about 8,380 organizations and subsidiaries associated with the 59,803 immigrants in Nigeria. The dependency rate for all immigrants in the database is 16.78%. This implies that for every 6 migrant workers in Nigeria, there is one dependent (accompanied relatives). Of the 59,803 immigrants, 7944 (13.28 per cent) were recorded as dependents/accompanied relatives, 429 (0.72 per cent) students, 421 (0.70 per cent) special immigrants and 3,674 (6.14 per cent) as Niger Wife. Niger Wives Permit is a residence permit for wives of Nigerian Nationals while Special Immigrant Status Permit is a residence permit for husbands of Nigerian Nationals.

33% of these migrant workers occupy executive or managerial positions in their organizations. Engineering/Technical officers constitute 26.4% (15,788), while Business/Admin/Finance professionals and Industrial Experts represent 5.26% and 5.07% respectively.

A total of 626 migrant workers filled the questionnaires with 565 (90.3%) of these males and only 61 females (9.7%). 83 employers were also interviewed. Of the 48 countries represented in the sample, Chinese nationals constituted 40.9% of the population, followed by India, Philippines, Lebanon and Egypt with 8.9%, 8.3%, 7.7% and 6.1% respectively. 62.8% of migrant workers in Nigeria, are mostly young- over 26 years and below 45 years old. 67.4% of the respondents are married, 30% are single and 1.9 % declared they are either divorced or separated. 386 respondents representing 62% are parents with children while 217 representing 33% do not have children.

## 5. APPENDIX

### Appendix I: Questionnaire for Migrant Workers in Nigeria on Extension of Labour Inspection Activity and Labour Law Enforcement to Sectors and Work Places where Migrant Workers may be Present

(Sample Survey)

**Please Note:** This survey is meant to capture data for planning purpose particularly towards protecting the rights and privileges of migrant workers in Nigeria through confidential feedback. Information supplied is confidential and anonymous.

#### Personal Information

- 1) Gender (kindly specify) .....
- 2) Country of Origin..... Country of Birth.....
- 3) Age: A. below 18. B. 18-25. C. 26 -35. D. 36 – 45. E. 46 – 55. F. 56- 60. G. 61 and above.
- 4) Marital Status: A. Married. B. Single C. Divorced. D. Separated.
- 5) Do you have children? Yes/No if yes, how many? .....
- 6) Is your family with you in Nigeria? A. Yes B. No.
- 7) Do your children have access to education facilities? A. Yes. B. No.
- 8) Does your family have access to health facilities? A. Yes. B. No.

#### Work information

- 9) Name of Institution/Company.....
- 10) Public B. Private C Diplomatic E. Others.....
- 11) Address.....
- 12) City/Town..... State.....  
LGA.....Public or Private:
- 13) Sector: A. Oil & Gas. B. Telecom C. Construction D. Manufacturing. E. Mining F. Health. G. Education. H. Others (Specify).....
- 14) How many migrant workers are present in your company? A. (1-5) B. (6-10). C. (11-20) D. (21-50). E. (51-100) F (100- above)

- 15) Has your company ever had a labour inspection visit? Yes/No. If yes, how many times in a year? A. 1. B. 2. C. 3. D. 4 E. 5 and above
- 16) State inspectorate the authority A. Federal B. State. C. LGA.
- 17) Name of authority .....
- 18) Nature of your work: A. Technical B. Administrative C. Operational
- 19) Title of job .....
- 20) Position/Grade level at work: A. Junior B. Mid-level C. Senior D. Executive. E. Others.....
- 21) How long have you spent in Nigeria: A. 0-1 year. B 2-3 years. C. 3-5 years D. 6-10 years. E. 11 years and above
- 22) How long have you spent at the company/organization: A. 0-1 year. B 2-3 years. C. 3-5 years D. 6-10 years. E. 11 23. years and above
- 23) Migrant status: A. work permit B. processing work permit
- 24) Are you a member of any professional Association in Nigeria? A. Yes B. No. If Yes, state the name.....
- 25) Are you a member of any Migrant Association in Nigeria? A. Yes B. No. If Yes, state the name.....
- 26) If no, are you willing to join one? A. Yes. B. No.
- 27) If yes, kindly provide email:.....
- 28) Contact No.....

## **Working Conditions; Safety, Health and Welfare**

- a) Is there an existing safeguarding policy in your company? A. Yes. B. No.  
*(A safeguarding policy refers to rules and regulations that ensure employees are safe from abuse, harassment and discrimination)*
- b) Are there safety/emergency exits in your organization/company? A. Yes. B. No.
- c) Do you have a safety personnel? A. Yes. B. No.
- d) Is the environment clean and well ventilated? A. Yes. B. No
- e) Is there a First Aid box available in your company? A. Yes. B. No.
- f) Are there fire extinguishers available in your company? A. Yes. B. No.
- g) On an average, how many hours do you work per day?  
.....
- h) Are you permitted to go on leave? A. Yes. B. No. if yes, are you entitled to paid leave? Yes/No

- i) Is staff accommodation available at your company? A. Yes. B. No.
- j) Are there staff buses in the company? A. Yes. B. No.
- k) Do you have access to personal and family health insurance? A. Yes. B. No
- l) Are you covered by industrial/occupational accident insurance? A. Yes. B. No.
- m) Do you have access to housing loan? A. Yes. B. No.
- n) Do you have access to a pension plan? A. Yes B. No.
- o) What range does your salary fall under? A. below 30,000 B. 31,000 – 50,000 C. 51,000– 80,000 D. 81,000– 100,000 E. 100,000 and above
- p) Do you have access to financial or banking services? A. Yes. B. No.

**Dignity and Protection:**

- a) Are there rules and regulations that protect you from discrimination in the work place? A. Yes. B. No.
- b) Have you ever experienced any form of discrimination in Nigeria? A. Yes. B. No. if yes, state the nature.

.....  
 .....  
 .....  
 .....

- c) Ever been abused or molested in at work? A. Yes. B. No. If yes, state the nature, where and when?.....

.....  
 .....  
 .....  
 .....

- d) Did you report to any Law Enforcement Officer? A. Yes. B. No. If yes, did you get justice? A. Yes. B. No.

- e) Have you ever had a Court Case? A. Yes. B. No. yes, state the nature, where and when?

.....  
 .....  
 .....  
 .....  
 .....

- f) Did you get justice in Court? A. Yes. B. No.

Thank you for your time. **EU/IOM/AYGF**

## Appendix II: Questionnaire for Companies where migrant workers may be present

### Extension of Labour Inspection Activity and Labour Law Enforcement to Sectors and Work Places where Migrant Workers may be Present

(Sample Survey)

**Please Note: This survey is meant for data and planning on protecting the rights and privileges of migrant workers in Nigeria through confidential feedback. Information supplied is confidential and anonymous.**

- 14) Name of Institution/ company.....
- 15) Address.....
- 16) City/Town.....State.....LGA.....
- 17) Public or Private company: A. Public B. Private C. Diplomatic E. Others.....
- 18) Sector: A. Oil & Gas. B. Telecom C. Construction D. Manufacturing. E. Mining F. Health. G. Education. H. Others (Specify).....  
.....
- 19) Is the company fully owned by Foreign Investor(s)? A. Yes. B. No. If no, what percentage of the company is owned by foreign investor(s)?  
.....
- 20) Does the company have an existing recruitment and operation policy? A. Yes. B. No.
- 21) Document sighted  not sighted  (for official use only)
- 22) Is the company fully operated or managed by Migrant worker(s)? A. Yes. B. No.
- 23) How many workers do you have? A. (1-5) B. (6-10). C. (11-20) D. (21-50). E. (51-100) F (100- above)
- 24) How many migrant workers do you have? A. (1-5) B. (6-10). C. (1-20) D. (21-50). E. (51-100) F (100- above). Specify the exact number if sure  
.....
- 25) Number of **male** migrant workers in your company .....  
Number of **female** migrant workers in your company .....

- 26) Has your company ever had a labour inspection visit? Yes or No
- 27) If yes, how many times in a year? (A) Once (B) twice (C) 3 times (D) 4 times (E) 5 times and above
- 28) State the inspectorate authority A. Federal B. State. C. LGA.
- 29) Name of authority.....

## Working Conditions; Safety, Health and Welfare

- q) Is there an existing safeguarding policy in your company? A. Yes. B. No.  
(A safeguarding policy refers to rules and regulations that ensure employees are safe from harm and abuse, harassment and discrimination)  
Document sighted  not sighted  (for official use only)
- r) Are there safety/emergency exits in your organization/company? A. Yes. B. No.
- s) Do you have a safety personnel? A. Yes. B. No.
- t) Is the environment clean and well ventilated? A. Yes. B. No
- u) Is there a First Aid box available in your company? A. Yes. B. No.
- v) Are there fire extinguishers available in your company? A. Yes. B. No.
- w) How many hours do your employees work daily? .....
- x) Are employees entitled to leave? A. Yes. B. No. If yes, are they entitled to paid leave? A. Yes B. No
- y) Is accommodation provided for employees? A. Yes. B. No.
- z) Are staff busses made available for employees? A. Yes. B. No.
- aa) Do employees and their families have access to health insurance? A. Yes. B. No
- bb) Are employees covered by industrial/occupational accident insurance? A. Yes. B. No.
- cc) Do employees have access to housing loans? A. Yes. B. No.
- dd) Do employees have access to pension plans? A. Yes B. No.
- ee) Are there any employees paid below the minimum wage *i.e.* 30,000 A. Yes B. No
- ff) Do employees have access to financial or banking services? A. Yes. B. No.

## Dignity and Protection:

- a) Does the company have a diversity policy? A. Yes. B. No.



b) Has a migrant worker ever experienced discrimination in your company?

A. Yes. B. No.

If yes, state the nature, where and when.....

.....  
.....  
.....

c) Has a migrant worker ever been abused or molested at your company? A. Yes. B. No.

Yes. B. No.

If yes, state the nature, where and when.....

.....  
.....  
.....  
.....  
.....  
.....

d) Has a migrant worker ever been wrongfully accused of a crime or has been involved in any law enforcement or police case? A. Yes. B. No. If yes, was justice served? A. Yes. B. No.

e) Has a migrant worker ever had a Court case? A. Yes. B. No.

If yes, state the nature, where and when.....

.....  
.....  
.....  
.....

f) Was justice served in Court? A. Yes. B. No.

Thanks for your time.

**EU/IOM/AYGF**

### Appendix III: List of Sample Companies where Migrant workers may be present

SN		LOCATION
	Abuja Electricity Distribution Company	FCT
	ACE Footwear Manufacturing Company Ltd	Rivers
	AK-AY Energy and Construction	FCT
	Alcon Nigeria Limited	Rivers
	Angel Spinning and Dyeing Limited	Kano
	Arab Contractors Nig Limited	Lagos
	Aveon Offshore Ltd	Rivers
	B. Stabilini & Co LTD	FCT
	Baker Hughes Company Limited	Rivers
	British International School	Lagos
	CCC Construction Nigeria Ltd	Delta
	CCECC Nigeria Limited	FCT
	CGN Nigeria Limited	FCT
	China Railway Construction Corporation	FCT
	Crescent International School	Kano
	Dantata & Sawoe Construction Co Ltd	FCT
	Darycet International Limited	Rivers
	Dr. Hassan's Hospital & Diagnostic Centre	FCT
	DUO Restaurant	FCT
	Eastern Enamelware Factory Limited	Rivers
	Edmark Direct Marketing Limited	Lagos
	Enerio Nig Limited	FCT
	Graceland International School	Rivers State
	Grange School	Lagos
	Greenock International School	Rivers
	GS Institution	Lagos
	Gynescop Specialist Hospital	Rivers
	Indorama Eleme Petrochemicals Ltd	Rivers
	Lagoon Hospital	Lagos
	Lufaley Group of Schools	Kano
	Mamuda Ind (Nig) Limited	Kano
	Mekkah Specialist Hospital	Kano
	MTN Nigeria Communications Plc	Lagos
	Multipro Consumer Products Limited	Rivers
	Mutual Commitment Company Ltd	FCT
	Norwegian International School	Rivers
	NTA-STAR TV Network Limited	FCT
	Ponticelli Nigeria Limited	Rivers
	Prime Specialist Clinic	Kano
	Reddington Hospital	Lagos
	St Louis Secondary School	Kano
	Sterling Specialist Hospital	Rivers State
	The Wells Carlton Hotel & Apartments	FCT
	Transcorp Hilton Abuja	FCT
	Triacta Nig Limited	FCT
	UMC Zahir Hospital	Kano
	Verdic Lifecare Hospital	Lagos



## Appendix IV: Database of registered immigrants from the Nigeria Immigration Service

### Population Distribution of Immigrants by Sex

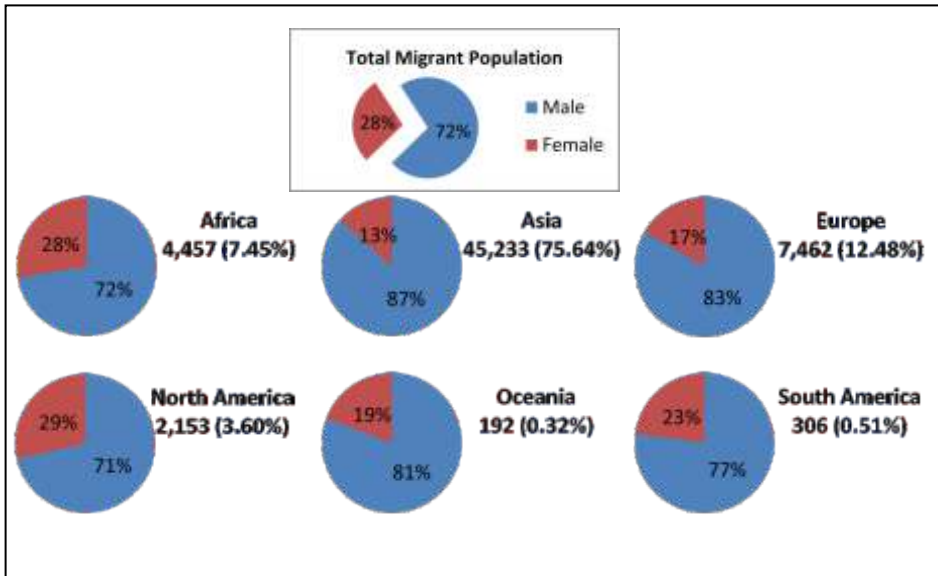


Fig. 1: Distribution of immigrants by sex composition

Based on the available data, the total sampled population is 59803. The analyses reveal that the vast majority of the immigrants are males (72 per cent) while females make up 28 per cent. Also, Asians make up about 76 per cent of the total migrant population in Nigeria followed by Europeans with 12 per cent, while South Americans and Australians are the least represented, constituting only 0.51 per cent and 0.32 per cent respectively. Meanwhile, none of the sampled migrants is from Antarctica.

## 2. Population Distribution of Immigrants by Continent

Figure 2 below further presents the total number of immigrants per continent

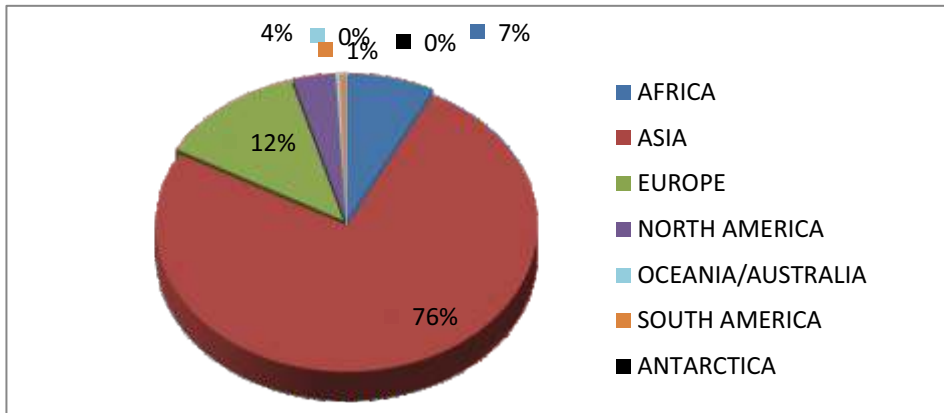


Table 1: Population of immigrants by continent and gender

Continent	Female	Male	Total	%
AFRICA	1229	3228	4457	7.45%
ASIA	6001	39232	45233	75.64%
EUROPE	1325	6137	7462	12.48%
NORTH AMERICA	616	1537	2153	3.60%
OCEANIA/AUSTRALIA	37	155	192	0.32%
SOUTH AMERICA	70	236	306	0.51%
ANTARCTICA	0	0	0	0.00%
<b>Grand Total</b>	<b>9278</b>	<b>50525</b>	<b>59803</b>	<b>100.00%</b>

### 3. Population Distribution of Immigrants by Nationality

Figure 3 below displays the top twenty (20) countries with the highest number of immigrants in Nigeria. It can be observed that Indians are the majority. Chinese and Lebanese took the second and third positions respectively. Other nationals in this top category include British, Americans, Filipinos, South Africans, Syrians, etc.

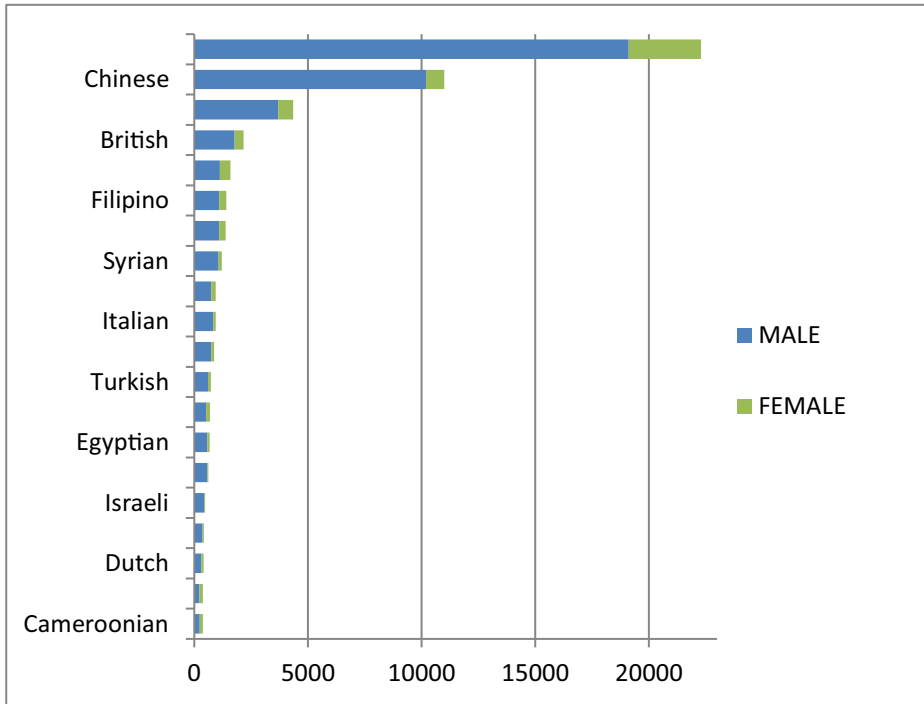


Fig. 3: Population of immigrants by nationality (top 20)

### Top 50 Nations

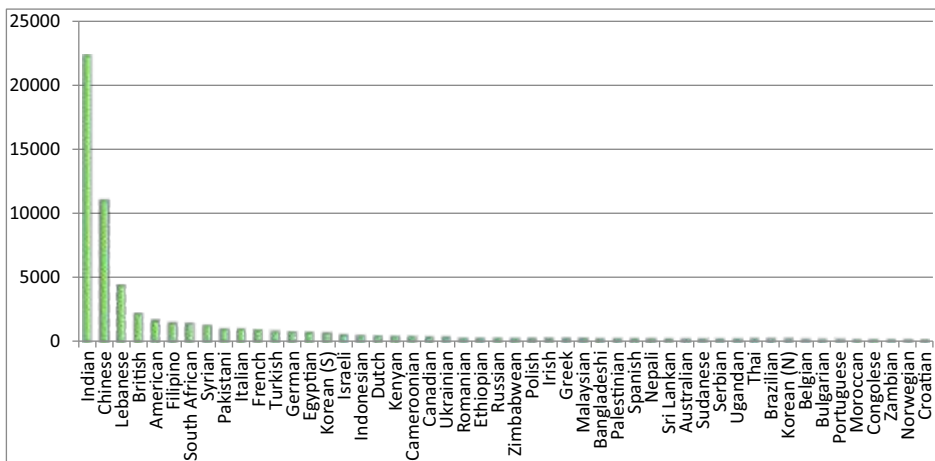


Fig. 4: Population of immigrants by nationality (top 50)

Table 2 below displays the 180 nations and the number of their citizens in Nigeria. It can be observed that Indians top the list having 22,290 citizens which constitutes 37.3 per cent of the total migrant population. Though with a large gap, Chinese occupies the second position with a total number of 10,994 (18.4 per cent), while Lebanese and British citizens followed at 4349 (7.3 per cent) and 2167 (3.6 per cent) respectively.

Conversely, 18 countries are at the bottom of the list with only one citizen each in Nigeria. These countries include Paraguay, Brunei, Nicaragua, Yugoslavia, Cape Verde Islands, Costa Rica, Oman, Wales, etc.

Similarly, table 3 further reveals the validity period of stay of all immigrants and the top twenty countries present in Nigeria. 53 per cent of all sampled foreigners have their validity terminated or due for renewal by the end of 2019, 41 per cent permits are still valid till the end of 2020. Hence, percentage validity keeps declining drastically as only 6 per cent of the immigrants have valid permit from 2021 to 2029.

S/N	Nationality	F	M	Total	%	S/N	Nationality	F	M	Total	%	S/N	Nationality	F	M	Total	%
1	Indian	3175	19115	22290	37.3	61	Danish	10	42	52	0.1	121	Equatoguinean	3	4	7	0
2	Chinese	798	10196	10994	18.4	62	Cypriot	5	46	51	0.1	122	Estonian	2	5	7	0
3	Lebanese	662	3687	4349	7.3	63	Venezuelan	14	35	49	0.1	123	Uzbek	3	4	7	0
4	British	399	1768	2167	3.6	64	Vietnamese	7	41	48	0.1	124	Mauritanian	5	2	7	0
5	American	467	1130	1597	2.7	65	Swedish	16	30	46	0.1	125	Ecuadorian	3	4	7	0
6	Filipino	317	1093	1410	2.4	66	Congolese (DROC)	5	41	46	0.1	126	Kyrgyzstani	4	3	7	0
7	South African	292	1091	1383	2.3	67	Singaporean	5	34	39	0.1	127	Saudi Arabian	2	4	6	0
8	Syrian	141	1073	1214	2	68	Jamaican	25	14	39	0.1	128	Taiwanese	1	5	6	0
9	Pakistani	196	749	945	1.6	69	Algerian	3	34	37	0.1	129	Mosotho	1	5	6	0
10	Italian	114	825	939	1.6	70	New Zealander	7	29	36	0.1	130	Cambodian	4	2	6	0
11	French	127	742	869	1.5	71	Angolan	17	16	33	0.1	131	Saint Lucian	2	3	5	0
12	Turkish	129	598	727	1.2	72	Hungarian	13	20	33	0.1	132	Nigerien	3	2	5	0
13	German	164	525	689	1.2	73	Trinidadian	5	28	33	0.1	133	Sierra Leonean	2	3	5	0
14	Egyptian	100	572	672	1.1	74	Montenegrin	1	31	32	0.1	134	Seychellois	2	3	5	0
15	Korean (S)	46	575	621	1	75	Chadian	9	19	28	0	135	Liberian	2	3	5	0
16	Israeli	43	434	477	0.8	76	Malawian	10	17	27	0	136	Guyanese	2	3	5	0



17	Indonesian	64	364	428	0.7	77	Czech	5	22	27	0	137	Haitian	1	4	5	0
18	Dutch	90	315	405	0.7	78	Argentinian	10	17	27	0	138	Bolivian		4	4	0
19	Kenyan	161	225	386	0.6	79	Madagascan	4	22	26	0	139	Afghan		4	4	0
20	Cameroonian	140	241	381	0.6	80	Botswanan	18	7	25	0	140	Macedonian		4	4	0
21	Canadian	74	243	317	0.5	81	Burundian	5	17	22	0	141	Grenadian	3	1	4	0
22	Ukrainian	59	250	309	0.5	82	Yemeni	7	15	22	0	142	Icelandic	2	2	4	0
23	Romanian	20	205	225	0.4	83	Lithuanian	22	22	0	0	143	Mongolian	2	2	4	0
24	Ethiopian	60	164	224	0.4	84	Gabonese	9	11	20	0	144	Albanian		4	4	0
25	Russian	104	109	213	0.4	85	Belarusian	12	8	20	0	145	Antiguan		4	4	0
26	Zimbabwean	74	130	204	0.3	86	Slovakian	6	13	19	0	146	Vincenitian	1	2	3	0
27	Polish	29	163	192	0.3	87	Mauritian	5	14	19	0	147	Nevisian		3	3	0
28	Irish	40	143	183	0.3	88	Iraqi	3	15	18	0	148	Salvadorean	1	2	3	0
29	Greek	24	154	178	0.3	89	Burmese	1	16	17	0	149	Libyan		3	3	0
30	Malaysian	51	125	176	0.3	90	Latvian	3	13	16	0	150	Central African		3	3	0
31	Bangladeshi	31	143	174	0.3	91	Finnish	8	8	16	0	151	Gambian	2	1	3	0
32	Palestinian	22	147	169	0.3	92	Ghanian	2	13	15	0	152	Laotian	2	1	3	0
33	Spanish	52	113	165	0.3	93	Namibian	3	12	15	0	153	Surinamese		2	2	0
34	Nepali	17	141	158	0.3	94	Honduran	1	13	14	0	154	Uruguayan	1	1	2	0

35	Sri Lankan	31	122	153	0.3	95	Somali	2	12	14	0	155	Djiboutian	1	1	2	0
36	Australian	28	125	153	0.3	96	Eritrean	2	11	13	0	156	Togolese	2	2	2	0
37	Sudanese	50	98	148	0.2	97	Bosnian	4	9	13	0	157	Maldivian	1	1	2	0
38	Serbian	18	128	146	0.2	98	Peruvian	2	11	13	0	158	Panamanian	2	2	2	0
39	Ugandan	45	97	142	0.2	99	Cuban	7	6	13	0	159	East Timoran	2	2	2	0
40	Thai	58	71	129	0.2	100	Georgian	4	8	12	0	160	Sao Tomean	2	2	2	0
41	Brazilian	31	96	127	0.2	101	Armenian	2	9	11	0	161	Tajik	1	1	2	0
42	Korean (N)	19	100	119	0.2	102	Malian	2	9	11	0	162	Nicaraguan	1	1	1	0
43	Belgian	24	93	117	0.2	103	Swazi	2	8	10	0	163	Burkinabe	1	1	1	0
44	Bulgarian	16	94	110	0.2	104	Belizean	5	5	10	0	164	Bruneian	1	1	1	0
45	Portuguese	11	93	104	0.2	105	Chinese (HK)	10	10	10	0	165	Paraguayan	1	1	1	0
46	Moroccan	50	48	98	0.2	106	Turkmen	3	7	10	0	166	Yugoslav	1	1	1	0
47	Congolese	29	59	88	0.1	107	Kazakh	5	5	10	0	167	Cape Verdean	1	1	1	0
48	Zambian	33	52	85	0.1	108	Maltese	2	8	10	0	168	Bahamian	1	1	1	0
49	Norwegian	11	73	84	0.1	109	Sudanese (S)	2	8	10	0	169	Omani	1	1	1	0
50	Croatian	5	74	79	0.1	110	Chilean	10	10	10	0	170	Liechtensteiner	1	1	1	0
51	Austrian	12	66	78	0.1	111	Senegalese	2	7	9	0	171	Sammarinese	1	1	1	0
52	Swiss	20	54	74	0.1	112	Mozambican	4	5	9	0	172	Fijian	1	1	1	0

53	Mexican	11	63	74	0.1	113	Slovenian	1	8	9	0	173	Samoa	1	1	0
54	Tanzanian	28	42	70	0.1	114	Moldovan	2	6	8	0	174	Welsh		1	0
55	Jordanian	11	56	67	0.1	115	Barbadian	6	2	8	0	175	Micronesian	1	1	0
56	Rwandan	20	41	61	0.1	116	Dominican	4	4	8	0	176	Costa Rican	1	1	0
57	Japanese	16	43	59	0.1	117	Azerbaijani	2	6	8	0	177	Luxembourger	1	1	0
58	Colombian	7	52	59	0.1	118	Guinean	2	5	7	0	178	Andorran	1	1	0
59	Tunisian	13	42	55	0.1	119	Guatemalan	2	5	7	0	179	Saint Kitts and Nevis	1	1	0
60	Iranian	6	48	54	0.1	120	Beninese	2	5	7	0	180	French Guianese	1	1	0
												<b>Grand Total</b>		<b>9278</b>	<b>50525</b>	<b>100</b>

Table 2: List of nations and the number of their migrants who entered Nigeria by sex based on CERPAC Data as at July 2019.

Country	2019	%	2020	%	2021	%	2022	%	2023	%	2024	%	2025	%	2026	%	2027	%	2028	%	2029	%	Grand Total
<b>Grand Total</b>	<b>31730</b>	<b>53.1</b>	<b>24409</b>	<b>40.8</b>	<b>1105</b>	<b>1.8</b>	<b>563</b>	<b>0.9</b>	<b>454</b>	<b>0.8</b>	<b>348</b>	<b>0.6</b>	<b>344</b>	<b>0.6</b>	<b>323</b>	<b>0.5</b>	<b>243</b>	<b>0.4</b>	<b>253</b>	<b>0.4</b>	<b>31</b>	<b>0.1</b>	<b>59803</b>
Indian	12481	56	9530	43	176	1	11	0	23	0	12	0	20	0	15	0	14	0	8	0	4	0	22290
Chinese	6235	57	4516	41	73	1	38	0	28	0	19	0	22	0	19	0	18	0	22	0	4	0	10994
Lebanese	2076	48	2044	47	112	3	79	2	28	1	1	0			1	0			4	0	4	0	4349
British	994	46	778	36	96	4	49	2	50	2	60	3	41	2	48	2	32	1	16	1	3	0	2167
American	695	44	534	33	79	5	32	2	42	3	45	3	47	3	51	3	40	3	30	2	2	0	1597
Filipino	669	47	584	41	38	3	53	4	1	0					1	0	1	0	56	4	7	0	1410
South African	670	48	460	33	29	2	27	2	27	2	34	2	45	3	48	3	23	2	19	1	1	0	1383
Syrian	657	54	525	43	9	1	6	0	6	0	10	1	1	0									1214
Pakistani	480	51	422	45	29	3	1	0	3	0			1	0	4	0	1	0	4	0			945
Italian	477	51	392	42	19	2	10	1	12	1	7	1	6	1	4	0	7	1	3	0	2	0	939
French	450	52	352	41	27	3	6	1	7	1	8	1	6	1	4	0	4	0	4	0	1	0	869
Turkish	438	60	262	36	3	0	5	1	8	1	5	1	2	0			1	0	3	0			727
German	263	38	319	46	30	4	14	2	12	2	7	1	12	2	8	1	12	2	11	2	1	0	689
Egyptian	364	54	241	36	28	4	14	2	13	2	8	1	3	0	1	0							672
Korean (S)	402	65	208	33	7	1	2	0					1	0					1	0			621
Israeli	219	46	244	51	9	2	1	0	1	0	1	0	1	0	1	0							477
Indonesian	280	65	133	31	5	1	2	0	7	2	1	0											428
Dutch	179	44	141	35	10	2	7	2	3	1	21	5	14	3	9	2	14	3	6	1	1	0	405
Kenyan	178	46	118	31	28	7	6	2	15	4	16	4	7	2	4	1	5	1	9	2			386
Cameroonian	195	51	125	33	37	10	16	4	8	2													381

Table 3: Permit validity period by state and year

#### 4. Population Distribution of Immigrants by their Associated Organization in Nigeria

Table 4: Top two-hundred (200) Companies with the highest number of immigrants in Nigeria.

S/N	Company Name	No. of Foreigners	S/N	Company Name	No. of Foreigners	S/N	Company Name	No. of Foreigners
1	DANGOTE INDUSTRIES LTD	971	68	WATCH TOWER SOCIETY OF JEHOVAHS WITNESSES LTD/GTE	78	135	ETCO ENGG. & Tech. CO. (NIG) LTD.	51
2	CCECC NIG. LTD.	797	69	SPECIALITY PULP AND PAPER LIMITED	77	136	AARTI STEEL (NIG.) LTD.	51
3	C G C NIG. LTD.	617	70	SCC NIG. LTD.	77	317	AHMADIYYA MUSLIM JAMA'AT NIG.	51
4	JULIUS BERGER NIG. PLC	530	71	ECWA/SIM	77	138	METAL RECYCLING IND. LTD.	50
5	ONSHORE CONSTRUCTION FZE	453	72	QUANTUM PACKAGING NIGERIA LIMITED	76	139	TEC ENGG. CO. (NIG) LTD.	50
6	HUAWEI TECHNOLOGIES CO. (NIG.) LTD.	429	73	DEPASA MARINE INTL (NIG.) LTD.	76	140	P W NIGERIA LTD	50
7	SAIPEM CONTRACTING NIG LTD	355	74	VEE VEE PAPER PRODUCTS LTD.	76	141	HILONG OIL SERVICE AND ENGG. NIG. LTD.	50

8	CHEMIE TECH DMCC BR FZE	305	75	GEEPEE IND. (NIG.) LTD.	75	142	VINYLO FOOTWEAR INDUSTRY LTD.	50
9	DAEWOO NIG. LTD	289	76	GLOBAL TOP IND. NIG. LTD.	75	143	SVCS. LTD.	50
10	EDO CEMENT Co. LTD.	271	77	MIKANO INTL LTD.	75	144	JUBAILI AGROTEC LTD.	50
11	MULTIPRO CONSUMER PRODUCTS LIMITED	248	78	EASTERN METALS LTD.	74	145	TEMPO PAPER PULP AND PACKAGING LTD.	49
12	AFRICAN FOUNDARIES LTD.	244	79	GILMOR ENGG. (NIG.) LTD.	73	146	PACIFIC INTL DRILLING WA. LTD.	49
13	INDORAMA ELEM FERTILIZER & CHEMICALS LTD.	238	80	SUPERIOR EVA FOOTWEAR NIG. LTD.	73	147	GROUPE ALDELIA LTD.	49
14	INDORAMA ELEM PETROCHEMICALS LTD.	233	81	AMERICAN INTL SCHOOL OF LAGOS	71	148	SUPER ENGG. CO. LTD.	49
15	REAL INFRASTRUCTURE NIG. LTD.	229	82	ABTI-AMERICAN UNIVERSITY OF NIG..	71	149	USAID/NPC	48
16	SHI IMCI FZE	220	83	ABUJA STEEL MILLS LTD.	71	150	AFRICAN FERTILIZER AND CHEMICALS (NIG.) LTD.	48
17	CHINA HARBOUR ENGG. CO. NIG. LTD.	215	84	FLOUR MILLS OF NIG. PLC	71	151	CGGC GLOBAL PROJECTS NIG. LTD.	48

18	GLOBACOM LTD.	203	85	FAREAST MERCHANTILE CO. LTD.	70	152	ZARTECH LTD.	48
19	UNIVERSITY OF IBADAN	173	86	MINL LTD.	69	153	SWEET NUTRITION LIMITED	47
20	FOJANI NIG. LTD.	170	87	NIGERIAN BOTTLING Co. LTD.	69	154	TOLARAM AFRICA ENTERPRISES LTD	47
21	CROWN FLOUR MILLS LTD.	167	88	TELESUPRECON NIG LTD.	67	155	ABVEE IND. LTD.	47
22	CEMENT Co. OF NORTHERN NIG. PLC	167	89	GUANLING TRAVEL AGENCY NIG LTD	67	156	LIGHTNING NETWORKS LTD.	47
23	TOP STEEL NIG. LTD.	158	90	ARTEE IND. LTD.	66	157	SAGAMU STEEL NIG. LTD.	46
24	SETRACO NIGERIA LTD	145	91	WORLD WIDE COMMERCIAL VENTURES LTD.	66	158	GMT LOGISTICS NIG LTD.	46
25	AFRICAN STEEL MILLS (NIG.) LTD.	139	92	YALE FOODS LTD	65	519	VIU IND. NIG. LTD.	46
26	CHINA ZHONGHAO NIG. LTD.	136	93	CAPPA & D ALBERTO PLC.	64	160	FAR EAST CHEMICAL IND. (NIG.) LTD.	46
27	TRIACTA (NIG.) LTD.	133	94	BGI AVIATION Tech. SVCS. NIG. LTD.	64	161	GENTINPER XL CONSTRUCTION CO LTD	46

28	SUNFLAG (NIG.) LTD.	131	95	IHS NIGERIA LTD	64	162	CWAY FOOD & BEVERAGES NIG. CO. LTD.	46
29	PULKIT ALLOY AND STEEL LTD.	128	96	ARAB CONTRACTORS (OSMAN AHMED OSMAN) NIG. LTD	64	163	AMERICAN INTL SCHOOL OF ABUJA	46
30	NILE UNIVERSITY OF NIGERIA	128	97	MOTHERCAT LTD.	63	164	MBH POWER LTD.	46
31	LTD	125	98	AVEON OFFSHORE LTD.	63	165	REBECCA FASHION LTD.	45
32	SAMSUNG HEAVY IND. NIG. LTD.	125	99	VISTA INTL LTD.	63	166	ELPER OILFIELD ENGG. (NIG.) LTD.	45
33	STANDARD METALLURGICAL Co. LTD	125	100	CHI LTD.	63	167	EKO HOTELS LTD.	45
34	REYNOLDS CONST. CO. LTD	102	101	JUBAILI BROS ENGG. LTD.	62	168	DAHUA PAPER COMPANY NIG LTD	45
35	OLAM NIG. LTD.	120	102	CELPAS IND. NIG. LTD.	61	169	BIRATEEL LTD	45
36	LAND CRAFT IND. LTD.	110	103	NIZC INTL CONSTR NIG LTD	61	170	CNG GLASS NIG. FZE	45
37	EIGHTEENTH ENGG. CO. INTL LTD.	109	104	JAD CONST. LTD.	59	171	TOTAL UPSTREAM NIG LTD.	44
38	WALVIS NIG. LTD	109	105	BHOJSONS PLC	58	172	CHINA NATIONAL CHEMICAL	44



39	NIGERIAN TURKISH INTL COLLEGE LTD.	106	106	FMC TECHNOLOGIES LTD.	58	173	ENGINEERING NO 7 CONSTR NIG FZE	44
40	ITB NIG. LTD	104	107	WANDEL INTL (NIG.) LTD.	58	174	BW OFFSHORE NIG. LTD.	44
41	OCEAN DEEP DRILLING ESV NIG. LTD	104	108	BIASE PLANTATIONS LTD	57	175	WEST AFRICAN RUBBER PRODUCT LTD.	44
42	PHOENIX STEEL MILLS LTD.	104	109	ASIA PLASTICS INDUSTRY (NIG.) LTD.	57	176	SUMO STEELS LTD.	43
43	HITECH CONST. Co. LTD.	103	110	VKS NIGERIA CONSTRUCTION LTD.	57	177	A AND K CONSTRUCTION LTD	43
44	MOBIL PRODUCING NIG UNLTD	103	111	SPIE NIG. LTD.	57	178	SINOHYDRO ZUNGERU HYDROELECTRIC POWER PROJECT LIMU	43
45	THE SHELL PETROLEUM DEV. CO. NIG. LTD	102	112	GMT ENERGY RESOURCES LTD.	57	179	DELPH RESOURCE CONCEPT NIG. LTD	43
46	PURECHEM IND. LTD	102	113	BGP/CNPC INTL NIG LTD.	56	180	BHOJRAJ IND. PLC	42
47	ROYAL SALT LTD.	101	114	ENERGO NIG. LTD.	56	181	INNOPLAS Co. LTD	42

48	CAVERTON HELICOPTERS LTD.	100	115	PURE FLOUR MILLS LTD.	56	182	CWAY NIG. DRINKING WATER SCI & TECH CO. LTD.	42
49	SINOPEC OIL & GAS SERVICE CO. NIG. LTD.	100	116	SAMSTAR LTD.	56	183	DARYCET INTL LTD.	42
50	WEST AFRICAN CERAMICS LTD	98	117	FIRST PATRIOT LTD	55	184	FINE CHEMICALS NIG. LTD.	42
51	TOTAL E & P NIG. LTD.	98	118	TOMBA RESOURCES NIG. LTD.	55	185	ATRON PIGASUS NIGERIA LIMITED	42
52	CHEVRON NIG. LTD.	98	119	DUFIL PRIMA FOODS PLC	55	186	MARINE PLATFORMS LTD.	42
53	SEVEN UP BOTTLING COMPANY LTD.	96	120	VEEPEE IND. LTD.	55	187	PRIORITY ALUMINIUM LTD.	42
54	IFE IRON & STEEL NIG. LTD.	96	121	DAG MOTORCYCLE IND. NIG. LTD.	55	188	SASOL CHEVRON NIG. LTD.	41
55	AIR PEACE LTD	94	122	INTELS NIG. LTD.	55	189	ALUCAN PACKAGING LTD.	41
56	DE UNITED FOODS IND. LTD.	93	123	BROAD GLOBAL INVESTMENT LTD.	55	190	KRISHAT PHARMA IND. LTD.	41
57	NIG AGIP OIL CO. LTD.	92	124	NORTHERN NOODLES LTD.	54	191	CARLCARE DEVELOPMENT NIGERIA LTD	41
58	CHI LTD.	92	125	POSITIVE PACKAGING IND. NIG. LTD.	54	192	NIPCO PLC	41

59	WACOT RICE LTD	89	126	DECENT BAG INDUSTREIS LTD.	54	193	DARAJU IND. LTD.	40
60	GIZ	87	127	GREENVILLE OIL AND GAS Co. LTD.	54	194	TULSI CHANRAI FOUNDATION	40
61	DANTATA AND SAWOE CONST. CO. LTD.	86	128	LTD.	53	195	SAYED FARMS LTD.	40
62	JMG LTD.	84	129	EL ALAN CONSTRUCTION CO. NIG LTD	53	196	HARTLAND NIG. LTD.	40
63	MAMUDA AGRO AND ALLIED PRODUCTS NIG. LTD.	84	130	NIGERIAN TULIP INTL COLLEGE	53	197	PRIMA CORPORATION LTD	40
64	VITA CONST. LTD.	82	131	ISPAT STEEL NIG. LTD.	52	198	LUCKY FIBRES LTD	40
65	MONARCH STEEL MILLS LTD.	80	132	NAIRDA LTD	52	199	ABALONE FIGURES CONSULTANCY SVCS LTD	40
66	IOTA NIG. LTD.	80	133	SEADRILL MOBILE UNITS (NIG.) LTD.	51	200	CDK INTEGRATED IND. LTD.	40
67	ZTE NIG. LTD.	79	134	BATHIA PIA LIMITED	51	<b>Total</b>		<b>19477</b>

Table 5: Range of number of immigrants per company

Range of migrants per company	No. of companies	Average no. of Workers
≤ 10	7349	3
11 – 20	530	14
21 – 30	202	25
31 – 40	108	35
41 – 50	55	45
51 – 100	89	69
101 – 200	29	127
201 – 500	14	280
501 – 1000	4	729

## 5. Workforce

This section excludes dependents, accompanied relatives, students, as well as individuals with special immigrants and Niger wife status whose job designations were not captured. Hence, out of the total 59803 immigrants under study, there are 7944 (13.28 per cent) dependents/accompanied relatives, 429 (0.72 per cent) students, 421 (0.70 per cent) special immigrants and 3674 (6.14 per cent) people with Niger Wife status who did not report their work status. The result further reveals that only 6 people are self-employed while others work in affiliation with some organizations or companies. This implies that 47,334 immigrants representing 79.15 per cent are in active workforce in Nigeria.

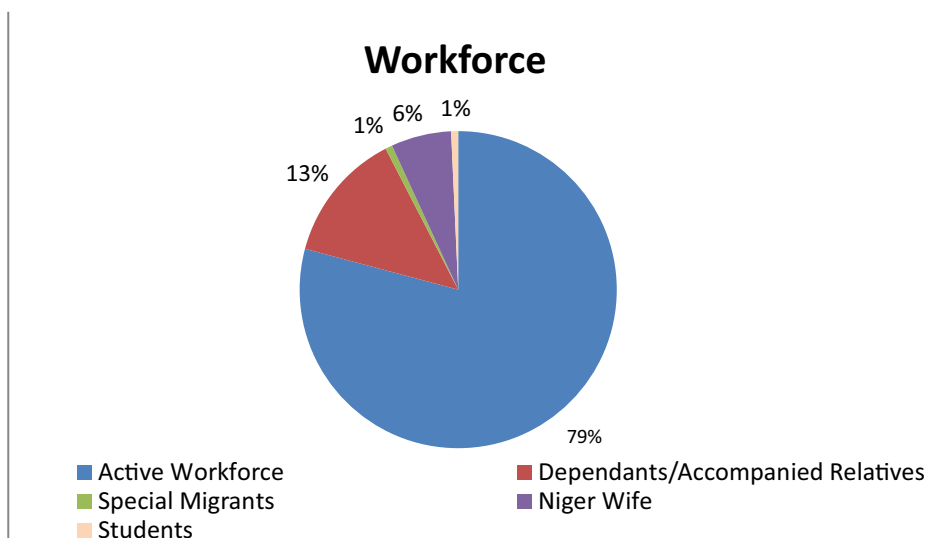


Fig. 5: Workforce

## 5.1 Distribution of Migrant Workers by Sector of Economic Activity

A good number (51.5 per cent) of migrant workers are concentrated in two economic sectors – Manufacturing/Industry and Construction. Approximately 10 per cent are in the Administration/support sector, followed by Oil & Gas at 6 per cent. Figure 6 below indicates the individual composition of migrant workers in all sectors of the economy.

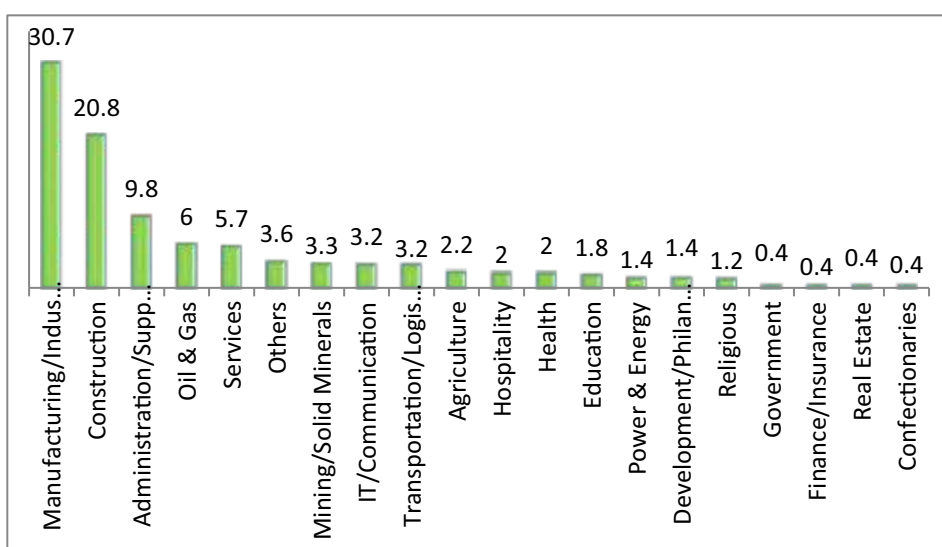


Fig. 6 Distribution of Migrant Workers by Sector of Economic Activity

## 5.2 Distribution of Migrant Workers by Sector of Economic Activity and Sex

Figure below compares the number of male and female migrant workers in a scale of 100. It further reveals that for each economic sector, number of males is enormously greater than the number of females. Some sectors like religious, development/philanthropy and education seem to have a significant number of females up to 30 per cent.

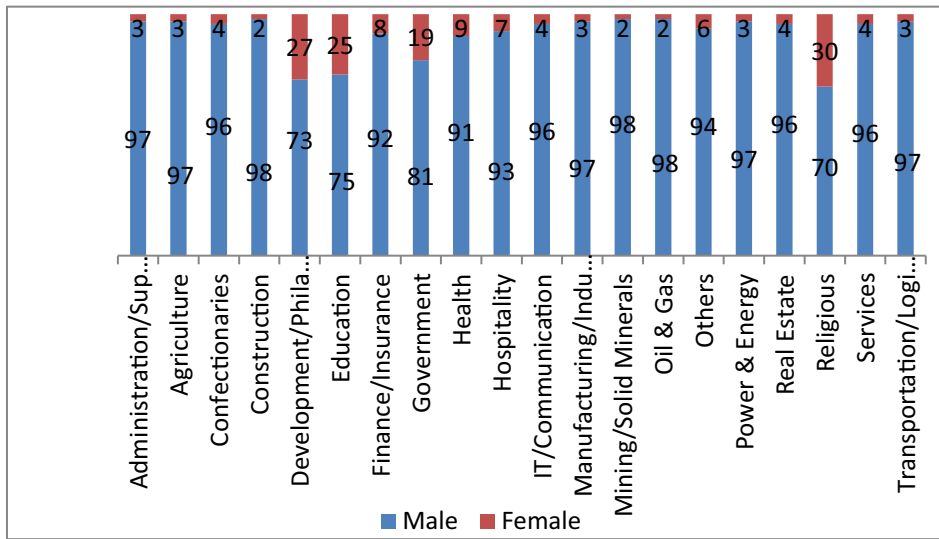


Fig. 7 Percentage Distribution of Migrant Workers by Sector of Economic Activity and Sex

### 5.3 Distribution of Migrant Workers by Economic Sector and Country of Origin

Indians recorded the highest employment figure in almost all economic sectors, except in education and construction that they are second highest. Turkey had the highest migrant workers (295) in the education sector while Chinese are the highest in construction and confectionaries having a total of 3003 and 97 migrant workers in each sector respectively. The development and philanthropy as well as the religious sector are predominantly Americans with 90 and 154 workers in each of the two sectors.

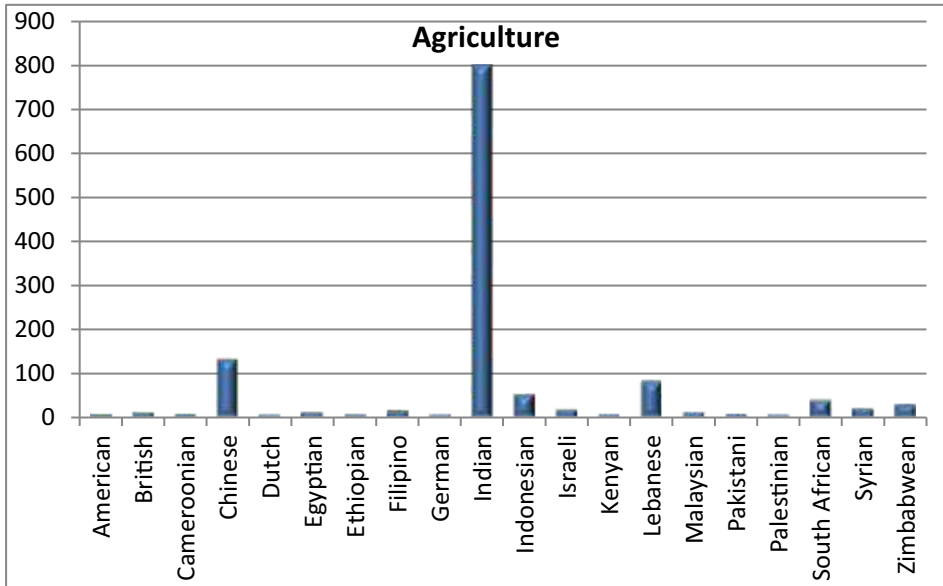


Fig. 8: Distribution of Migrant Workers by Agriculture and by nationality

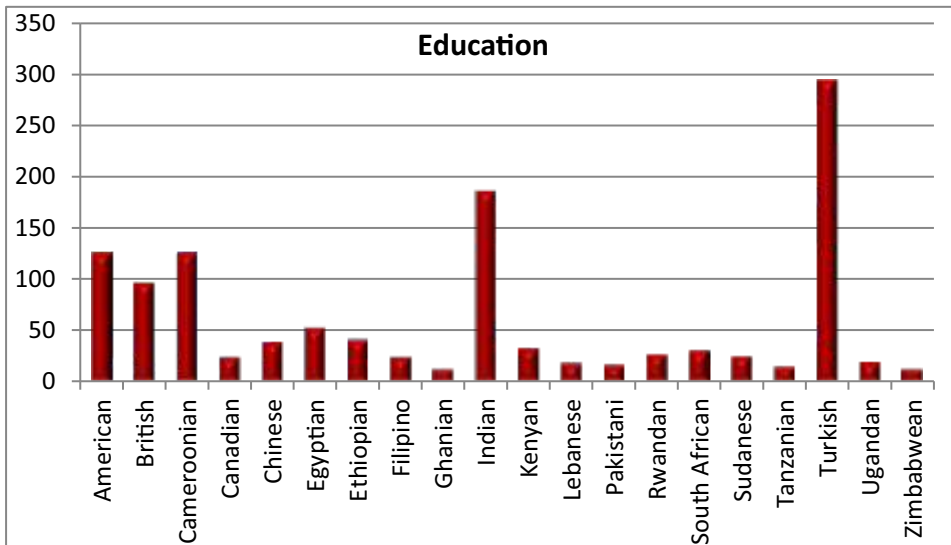


Fig. 9: Distribution of Migrant Workers by Education and by nationality

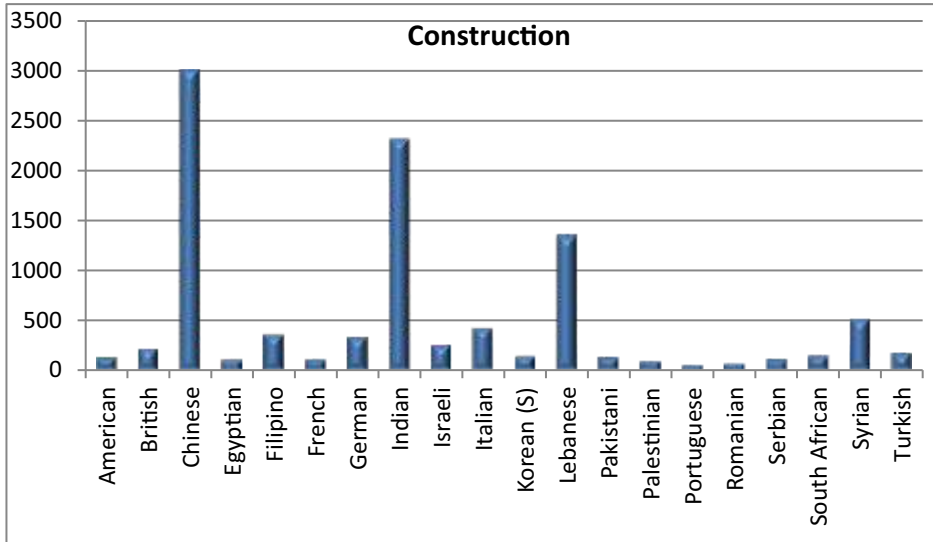


Fig. 10: Distribution of Migrant Workers by construction and nationality

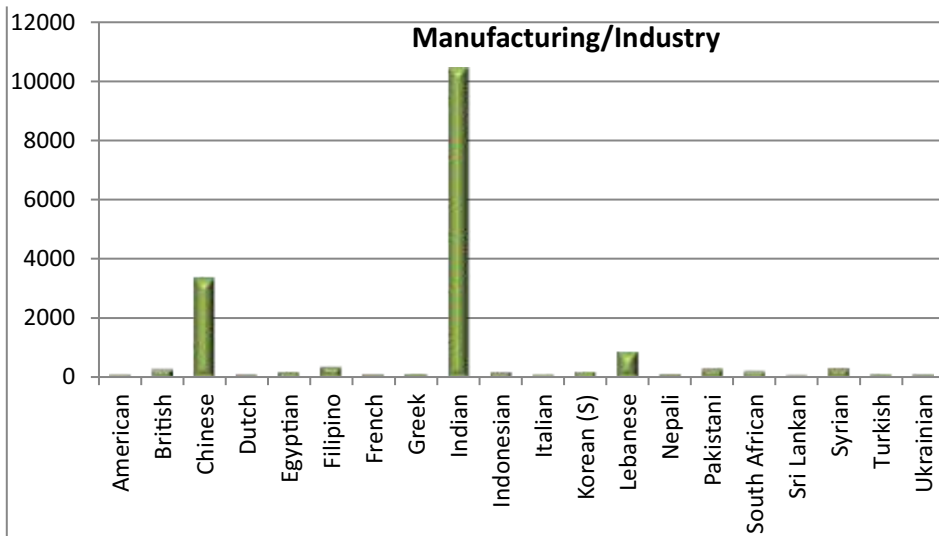


Fig. 11: Distribution of Migrant Workers by Manufacturing/Industry and nationality



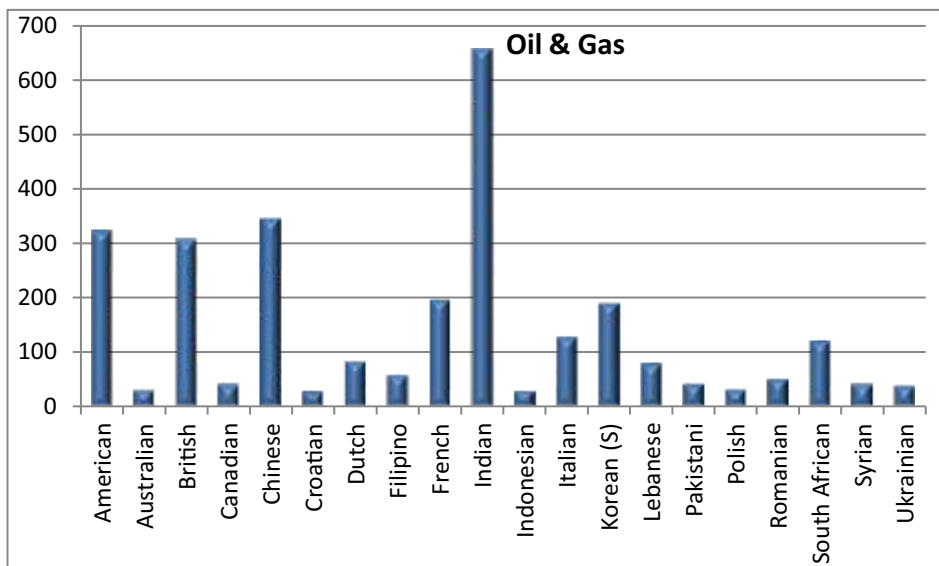


Fig. 12: Distribution of Migrant Workers by oil & gas and nationality

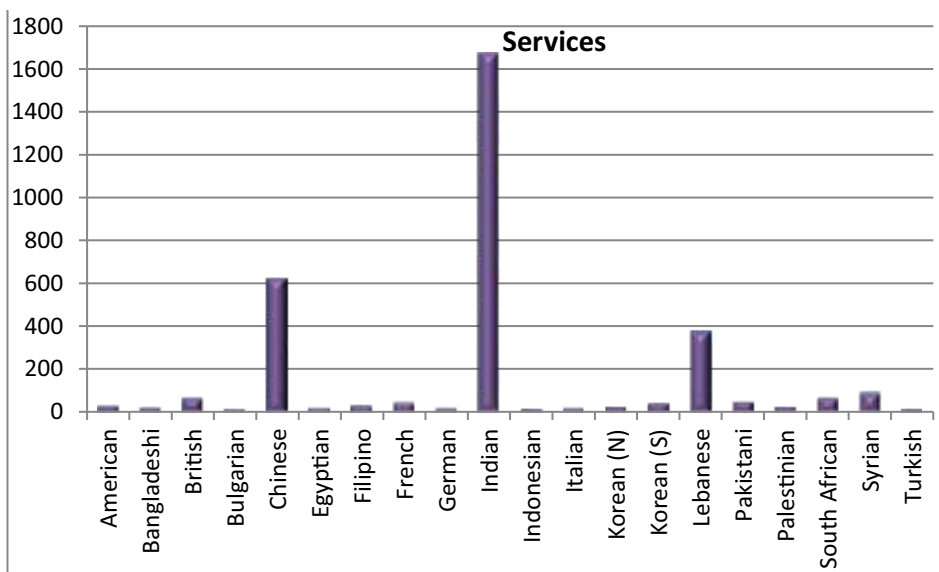


Fig. 13: Distribution of Migrant Workers by services and by nationality

Table 6: Distribution of Migrant Workers by Sector of Economic Activity and Sex

<b>SECTOR</b>	<b>F</b>	<b>%</b>	<b>M</b>	<b>%</b>	<b>Total</b>	<b>%</b>
Manufacturing/Industry	372	3.5	14140	96.5	14512	30.7
Construction	186	2.6	9648	97.4	9834	20.8
Administration/Support	161	4.5	4471	95.5	4632	9.8
Oil & Gas	54	1.9	2769	98.1	2823	6.0
Services	102	27.3	2617	72.7	2719	5.7
Others	100	24.6	1625	75.4	1725	3.6
Mining/Solid Minerals	27	7.9	1550	92.1	1577	3.3
IT/Communication	56	18.8	1474	81.2	1530	3.2
Transportation/Logistics	41	9.2	1458	90.8	1499	3.2
Agriculture	27	6.8	1010	93.2	1037	2.2
Hospitality	66	3.7	902	96.3	968	2.0
Health	86	2.6	853	97.4	939	2.0
Education	210	1.7	645	98.3	855	1.8
Power & Energy	18	1.9	665	98.1	683	1.4
Development/Philanthropy	178	5.8	474	94.2	652	1.4
Religious	171	2.6	405	97.4	576	1.2
Government	40	4.2	173	95.8	213	0.4
Finance/Insurance	15	29.7	176	70.3	191	0.4
Real Estate	8	3.8	183	96.2	191	0.4
Confectionaries	8	2.7	170	97.3	178	0.4
<b>Total</b>	<b>1926</b>	<b>4.1</b>	<b>45408</b>	<b>95.9</b>	<b>47334</b>	<b>100.0</b>

## 5.4 Distribution of Migrant Workers by Job Category and Sex

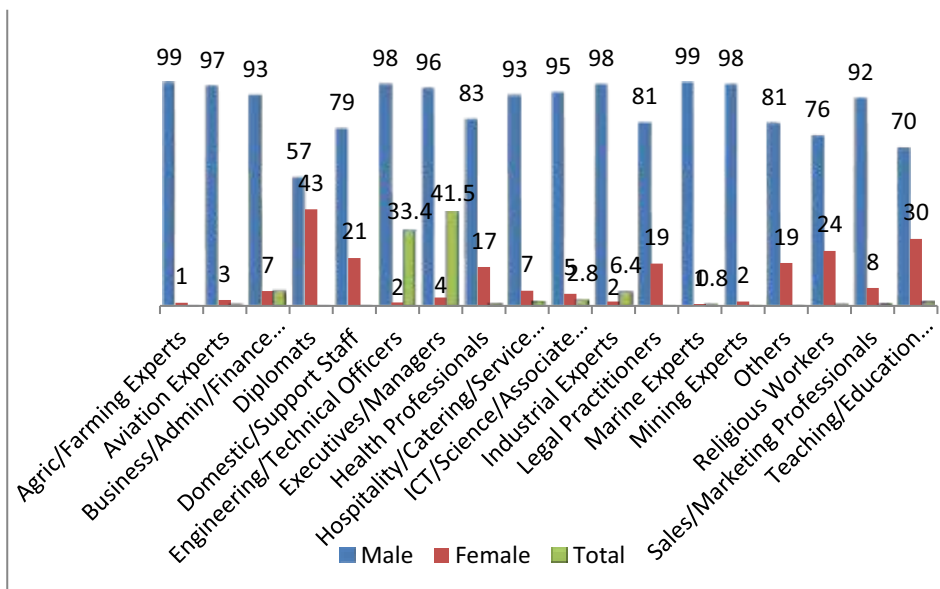


Fig. 14: Percentage Distribution of Active Migrant Workers by job category and sex

The chart above shows the number of migrant workers according to job category and their sex. It can be observed that the majority of these foreigners work as Executive/Managers in their organizations which represents 19648 (41.5 per cent) of the total sample. Engineering/Technical officers is the second highest at 15788 (33.4 per cent), followed by Business/Admin/finance professionals and Industrial Experts categories at 3147 (6.6 per cent) and 3033 (6.4 per cent) respectively.

Furthermore, on a gender basis, the majority of workers across all job categories are males. Other categories like Dependents & Accompanied Relatives and Special Immigrants & Niger Wife are predominantly females.

Table 7: Distribution of Immigrants by Job Category and Sex

Job Category	Gender		Total	%	Major countries
	F	M			
AGRIC/FARMING EXPERTS	2	145	147	0.25	India, China, Lebanon
AVIATION EXPERTS		339	348	0.58	South Africa, Britain, USA
BUSINESS/ADMIN/FINANCE PROFESSIONALS	206	2941	3147	5.26	India, China, Lebanon
DEPENDENTS/ACCOMPANIED RELATIVES	4918	3028	7946	13.29	India, Lebanon, China
DIPLOMATS	3	4	7	0.01	France, USA, Cameroon
DOMESTIC/SUPPORT STAFF		111	141	0.24	China, Philippines, Cameroon
ENGINEERING/TECHNICAL OFFICERS	248	15540	15788	26.40	India, China, Lebanon
EXECUTIVES/MANAGERS	733	18915	19648	32.85	India, China, Lebanon
HEALTH PROFESSIONALS	96	461	557	0.93	India, Korea (N), China/Filipino
HOSPITALITY/CATERING/SERVICE WORKERS	57	787	844	1.41	China, India, Lebanon
ICT/SCIENCE/ASSOCIATE PROFESSIONALS	70	1239	1309	2.19	India, China, Lebanon
INDUSTRIAL EXPERTS	57	2976	3033	5.07	India, China, Philippines
LEGAL PRACTITIONERS	3	13	16	0.03	USA, China, Cameroon
MARINE EXPERTS	3	358	361	0.60	India, South Africa, Ukraine
MINING EXPERTS	4	207	211	0.35	India, China, USA/France
OTHERS	41	175	216	0.36	China, India, USA
RELIGIOUS WORKERS	79	245	324	0.54	USA, Ireland, India
SALES/MARKETING PROFESSIONALS	30	348	378	0.63	India, China, Lebanon
SPECIAL IMMIGRANT/NIGER WIFE	2322	1773	4095	6.85	Britain, USA, Lebanon
STUDENTS	112	317	429	0.72	Cameroon, Ethiopia, Kenya
TEACHING/EDUCATION PROFESSIONALS	255	603	858	1.43	USA, Turkey, India
<b>Grand Total</b>	<b>9278</b>	<b>50525</b>	<b>59803</b>	<b>100.00</b>	

## 5.5 Distribution of migrant workers by workplace ownership

A very small proportion of the migrant workers are in the public sector, accounting for only 3 per cent of the total workforce. On the contrary, majority (97 per cent) works in private owned companies, as indicated in figure 15 below.

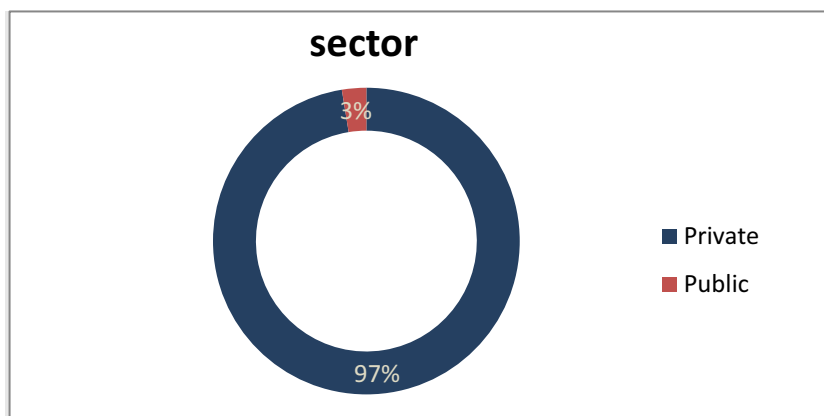


Fig. 15: Distribution of migrant workers by workplace ownership

## 5.6 Distribution of Migrant Workers by State

Table 8 below shows the distribution of migrants works in the 36 states and the FCT. It indicates the number of workers by sex, the percentage representation of each state compared to the grand total number of migrant workers in the country, as well as the two major economic activities engaged by these migrant workers in each state. Considering the 47,334 migrants in active workforce across all states in Nigeria, majority (48.78%) recorded their company address to be in Lagos State, while 17.83% of the migrant workers are with companies in the Federal Capital Territory. Rivers states got a 5.26% share of the migrant workers, Kano and Ogun state had 3.95% and 3.11% respectively. About 11.47% of the workers did not record their company address.

Table 8: Distribution of migrant workers by state

State	No. of Workers			%	Major Economic Sector
	F	M	Total		
ABIA	1	71	72	0.15%	Manufacturing/Construction
ADAMAWA	15	59	74	0.16%	Education/Manufacturing
AKWA IBOM	10	125	135	0.29%	Construction/Manufacturing
ANAMBRA	29	154	183	0.39%	Manufacturing/Religious
BAUCHI	2	57	59	0.12%	Mining/Health
BAYELSA	4	11	15	0.03%	Government/Mining
BENUE	4	7	11	0.02%	Religious/Education
BORNO	1	23	24	0.05%	Education/Others
CROSS RIVER	17	258	275	0.58%	Manufacturing/Construction
DELTA	4	397	401	0.85%	Construction/Oil & Gas
EBONYI	4	48	52	0.11%	Construction/Services
EDO	19	391	410	0.87%	Manufacturing/Religious
EKITI	1	5	6	0.01%	Education/Others
ENUGU	12	143	155	0.33%	Religious/Hospitality
FCT	587	7854	8441	17.83%	Construction/Manufacturing
GOMBE	3	24	27	0.06%	Manufacturing/Construction
IMO	16	66	82	0.17%	Construction/Religious
JIGAWA	2	36	38	0.08%	Manufacturing/Agriculture
KADUNA	22	851	873	1.84%	Construction/Manufacturing
KANO	85	1787	1872	3.95%	Manufacturing/Construction
KATSINA	2	29	31	0.07%	Manufacturing/Health
KEBBI		10	10	0.02%	Construction/Education
KOGI	5	115	120	0.25%	Manufacturing/Construction

KWARA	10	135	145	0.31%	Manufacturing/Agriculture
LAGOS	778	22311	23089	48.78%	Manufacturing/Construction
NASARAWA	3	23	26	0.05%	Agriculture/Education
NIGER		16	16	0.03%	Mining/Administration
OGUN	48	1425	1473	3.11%	Manufacturing/Mining
ONDO	2	43	45	0.10%	Construction/Manufacturing
OSUN	3	112	115	0.24%	Manufacturing/Mining
OYO	33	724	757	1.60%	Manufacturing/Construction
PLATEAU	59	206	265	0.56%	Religious/Manufacturing
RIVERS	53	2439	2492	5.26%	Construction/Oil & Gas
SOKOTO	2	64	66	0.14%	Manufacturing/Construction
TARABA	2	15	17	0.04%	Religious/Health
YOBE		19	19	0.04%	Education/Government
ZAMFARA		12	12	0.03%	Construction/Administration
(not recorded)	88	5343	5431	11.47%	
<b>Grand Total</b>	<b>1926</b>	<b>45408</b>	<b>47334</b>	<b>100.00%</b>	

## 6. Distribution of Immigrants by State of Residence in Nigeria

The figure below describes the population density of foreigners living in Nigeria. Lagos appears to be the largest and the only state with the presence of over 20,000 foreigners. This may be as a result of Lagos been the commercial nerve center of Nigeria with many companies. As presented in table 9, Lagos pulled 54.15 per cent of the total immigrants with a total number of 28,524. The Federal Capital Territory joined the lead as the only state with over 10,000 foreigners precisely 11,232, representing 21.32 per cent of migrants under study. Rivers and Kano picked the third and fourth positions as both states have over 2,000 foreigners. Rivers state have 2892 which make up 5.49 per cent of the total migrant population while Kano have 2308 at 4.38 percent. Among the 36 states and the FCT, Kebbi, Zamfara and Ekiti have the least number of foreigners.

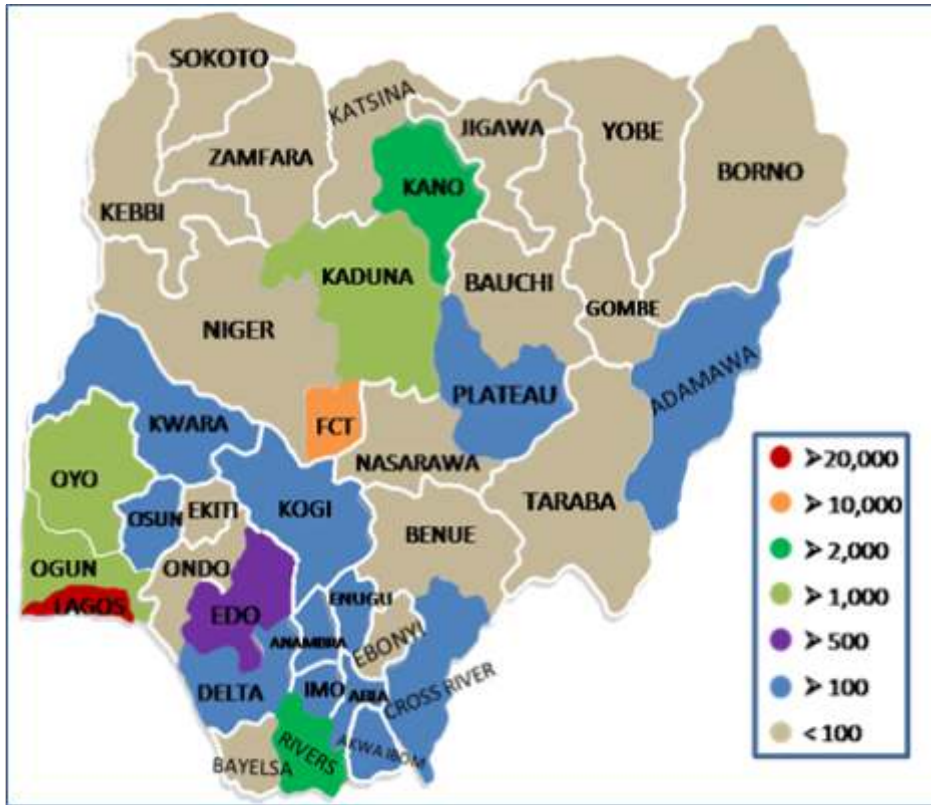


Fig. 16: Distribution of Immigrants by State of Residence in Nigeria

Table 9: Distribution of migrants by state of residence in Nigeria

S/N	State	No. of Migrants	%	RANK
1	ABIA	110	0.21	20
2	ADAMAWA	118	0.22	19
3	AKWA IBOM	159	0.30	16
4	ANAMBRA	317	0.60	11
5	BAUCHI	70	0.13	22
6	BAYELSA	20	0.04	34



7	BENUE	21	0.04	33
8	BORNO	36	0.07	28
9	CROSS RIVER	300	0.57	12
10	DELTA	471	0.89	9
11	EBONYI	62	0.12	24
12	EDO	536	1.02	8
13	EKITI	9	0.02	37
14	ENUGU	262	0.50	13
15	FCT	11232	21.32	2
16	GOMBE	34	0.06	30
17	IMO	182	0.35	14
18	JIGAWA	41	0.08	25
19	KADUNA	1016	1.93	7
20	KANO	2308	4.38	4
21	KATSINA	40	0.08	26
22	KEBBI	16	0.03	35
23	KOGI	138	0.26	18
24	KWARA	172	0.33	15
25	LAGOS	28524	54.15	1
26	NASARAWA	38	0.07	27
27	NIGER	35	0.07	29
28	OGUN	1727	3.28	5
29	ONDO	63	0.12	23
30	OSUN	141	0.27	17
31	OYO	1071	2.03	6
32	PLATEAU	374	0.71	10
33	RIVERS	2892	5.49	3

34	SOKOTO	75	0.14	21
35	TARABA	22	0.04	32
36	YOBE	24	0.05	31
37	ZAMFARA	16	0.03	36
	<b>Grand Total</b>	<b>52672</b>	<b>100.00</b>	

## 7. Population Distribution of Foreign Students in Nigeria

Figure 17 below displays the number of students in some institutions with the highest number of foreign students. Of 429 foreign students in Nigeria, University of Ibadan has the highest share with 34 females and 132 males. Nile University is the second highest with 15 female and 21 male foreign students. ABTI-American University has 10 female and 8 male students, making it the third most preferred school for foreigners, and so on.

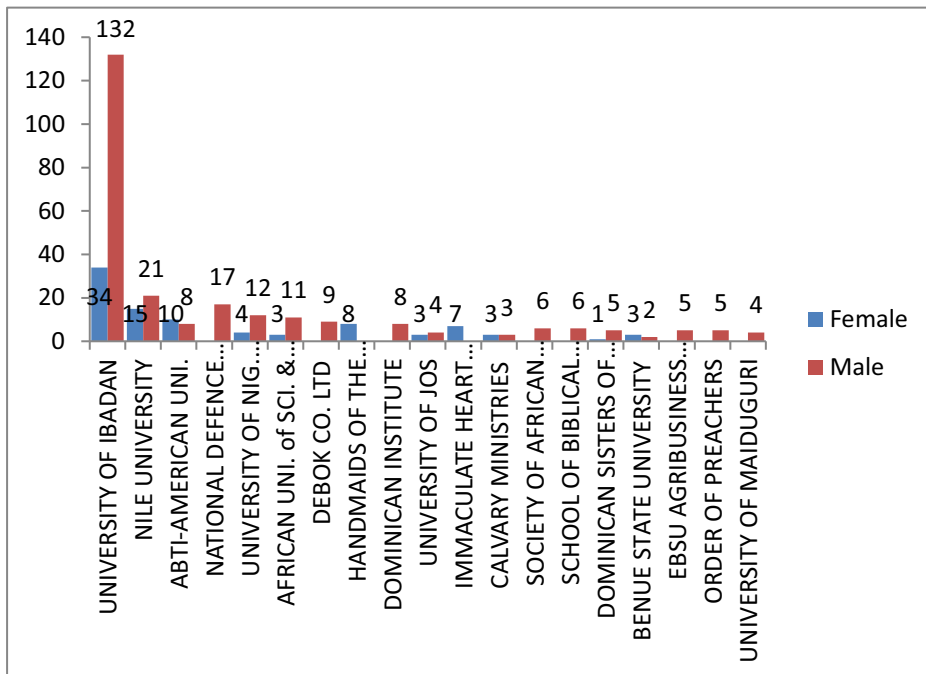


Fig. 17: Distribution of students by Institution and sex

Figure 18 below indicates that Cameroon has the highest number of students as there are students from 56 countries currently studying in Nigeria. Ethiopia and Kenya topped the list with 42 students each.

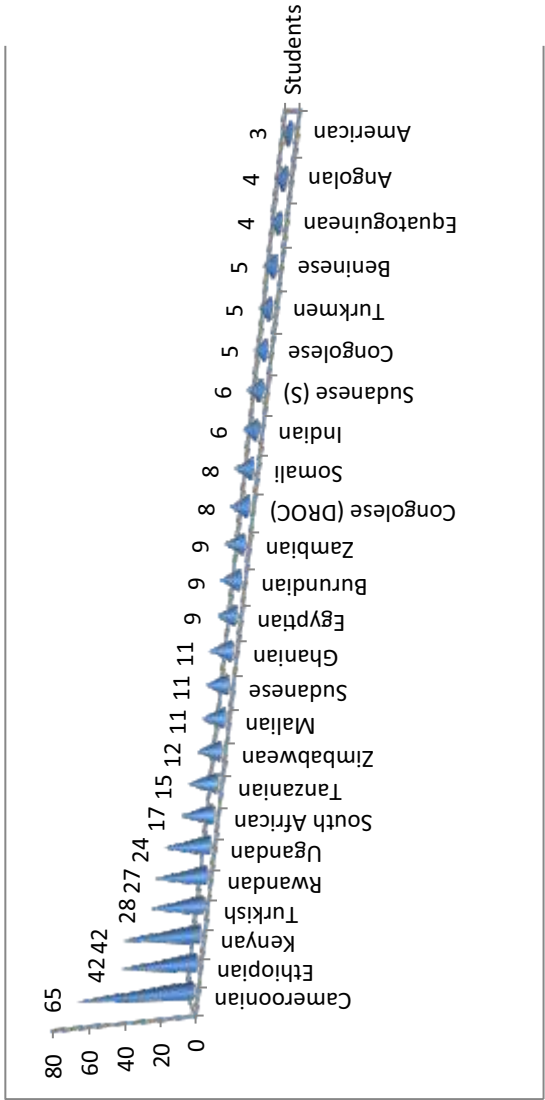


Fig. 18: Distribution of students by country of origin

### 8. Dependency rate

Among the total sampled migrant workers, there is generally 16.78 per cent dependency rate. Table 10 presents the dependency rate of countries with more than 100 people in active workforce.

Table 10: dependency rate per country

Country	Active workforce	Dependents	Dependency rate
<b>Grand Total</b>	<b>47334</b>	<b>7944</b>	<b>16.78%</b>
Indian	17534	4605	26.26%
Chinese	10463	259	2.48%
Lebanese	3324	717	21.57%
British	1595	149	9.34%
Filipino	1149	47	4.09%
American	1070	151	14.11%
Syrian	983	194	19.74%
South African	964	121	12.55%
Italian	788	77	9.77%
French	683	124	18.16%
Pakistani	650	261	40.15%
Korean (S)	581	33	5.68%
Turkish	551	118	21.42%
German	516	63	12.21%
Egyptian	508	91	17.91%
Israeli	409	59	14.43%
Indonesian	359	42	11.70%
Dutch	267	43	16.10%
Ukrainian	232	13	5.60%
Canadian	231	33	14.29%
Kenyan	210	42	20.00%
Cameroonian	210	28	13.33%
Romanian	195	11	5.64%
Greek	148	24	16.22%
Irish	148	8	5.41%
Polish	148	7	4.73%
Bangladeshi	137	32	23.36%
Nepali	136	19	13.97%
Palestinian	135	26	19.26%
Serbian	130	16	12.31%
Sri Lankan	112	24	21.43%
Korean (N)	112	7	6.25%
Australian	111	17	15.32%
Ethiopian	110	29	26.36%
Spanish	110	19	17.27%
Zimbabwean	107	28	26.17%
Malaysian	105	9	8.57%

Table 11 below displays the distribution of migrant workers by the type of work they do and their nationality. Generally, majority of the migrant workers serve as executive/managers then engineering/technical workers in their various organizations.

Table 11: Distribution of job category by country of origin

JOB CATEGORY	India	China	Lebanon	Britain	USA	Philippine	South Africa	Syria	Pakistan	Italy	France	Turkey	Germany	Egypt	Korea (S)
AGRIC/FARMING EXPERTS	55	24	10	1	1	2	1	1	2		1		1	3	
AVIATION EXPERTS	20	3		34	29	10	52		1	2	18	2	12	6	
BUSINESS/ADMIN/FINANCE PROFESSIONALS	1114	492	177	129	87	136	57	40	50	63	69	78	46	41	42
DEPENDENTS/ACCOMPANIED RELATIVES	4605	259	717	149	151	47	121	194	261	77	124	118	63	91	33
DIPLOMATS					1	1							1		
DOMESTIC/SUPPORT STAFF		118		1	1	5								1	
ENGINEERING/TECHNICAL OFFICERS	5251	4260	1088	482	329	432	268	471	160	264	232	122	267	121	230
EXECUTIVES/MANAGERS	8058	4064	1675	697	331	285	422	376	301	389	297	161	144	142	181
HEALTH PROFESSIONALS	159	27	9	4	11	27	12	8	25	3	12	21	3	65	18
HOSPITALITY/CATERING/ SERVICE WORKERS	220	230	122	6	5	46	25	11	15	13	4	14	2	11	
ICT/SCIENCE/ASSOCIATE PROFESSIONALS	543	278	96	50	22	63	17	29	37	5	12	4	12	10	13
INDUSTRIAL EXPERTS	1621	639	94	37	24	106	33	41	18	19	18	19	1	26	85
LEGAL PRACTITIONERS	1	4			4					1					
MARINE EXPERTS	72	4	5	26	28	11	41	1	1	2	3			1	
MINING EXPERTS	98	80		2	4		1	1		2	4				
OTHERS	34	72	6	10	11	5	8	1		3	4	1	9		3
RELIGIOUS WORKERS	31	1	5	15	45	12	7		13	12	2		4	15	3
SALES/MARKETING PROFESSIONALS	158	129	27	6	1	3	5	3	5			2	2	3	2
SPECIAL IMMIGRANT/NIGER WIFE	145	271	305	422	373	214	281	37	31	74	62	30	110	64	7
STUDENTS	6	1	3	1	3		17		3			28		9	
TEACHING/EDUCATION PROFESSIONALS	99	38	10	95	136	5	15		22	10	7	127	12	63	4
Grand Total	22290	10994	4349	2167	1597	1410	1383	1214	945	939	869	727	689	672	621

## Appendix V: Frequency Tables of field visit: Migrant Workers in Nigeria

GENDER					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	MALE	565	90.3	90.3	90.3
	FEMALE	61	9.7	9.7	100.0
	Total	626	100.0	100.0	

Country of Origin					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	6	1.0	1.0	1.0
	ALBANIA	1	.2	.2	1.2
	BELGIUM	1	.2	.2	1.4
	BULGARIA	1	.2	.2	1.6
	CANADA	4	.6	.6	2.2
	CHINA	256	40.9	40.9	43.1
	COLUMBIA	2	.3	.3	43.4
	CONGO	7	1.1	1.1	44.5
	EGYPT	38	6.1	6.1	50.6
	ETHIOPIA	9	1.4	1.4	52.0
	FRANCE	10	1.6	1.6	53.6
	GERMAN	10	1.6	1.6	55.2
	GHANA	2	.3	.3	55.5

GREECE	3	.5	.5	56.0
GUINEU BISSAU	1	.2	.2	56.2
INDIA	56	8.9	8.9	65.1
INDONESIA	5	.8	.8	65.9
ISRAEL	1	.2	.2	66.1
ITALY	16	2.6	2.6	68.7
IVORY COAST	1	.2	.2	68.9
JORDAN	5	.8	.8	69.7
KENYA	1	.2	.2	69.9
LEBANON	48	7.7	7.7	77.6
MALAYISA	1	.2	.2	77.8
MEXICO	1	.2	.2	78.0
MYANMAR	1	.2	.2	78.2
NEDERLAND	1	.2	.2	78.4
PAKISTAN	13	2.1	2.1	80.5
PALESTINE	3	.5	.5	81.0
PHILIPPINES	52	8.3	8.3	89.3
POLAND	2	.3	.3	89.6
PORTUGAL	3	.5	.5	90.1
ROMANIA	7	1.1	1.1	91.2
SERBIA	2	.3	.3	91.5
SIERRA LEONE	2	.3	.3	91.8
SOUTH AFRICA	6	1.0	1.0	92.8

	SPAIN	2	.3	.3	93.1
	SRILANKA	3	.5	.5	93.6
	SYRIA	6	1.0	1.0	94.6
	TAIWAN	3	.5	.5	95.1
	THAILAND	3	.5	.5	95.6
	TUNISIA	1	.2	.2	95.8
	TURKEY	9	1.4	1.4	97.2
	UK	9	1.4	1.4	98.6
	UKRAINE	3	.5	.5	99.1
	USA	3	.5	.5	99.6
	VENEZUELA	1	.2	.2	99.8
	YEMEN	1	.2	.2	99.4
	ZAMBIA	4	.6	.6	100.0
	Total	626	100.0	100.0	

AGE					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	8	1.3	1.3	1.3
	Below 18	1	.2	.2	1.4
	18-25	40	6.4	6.4	7.8
	26-35	175	28.0	28.0	35.8
	36-45	218	34.8	34.8	70.6



	46-55	118	18.8	18.8	89.5
	56-60	41	6.5	6.5	96.0
	61 and above	25	4.0	4.0	100.0
	Total	626	100.0	100.0	

<b>Marital status</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	4	.6	.6	.6
	MARRIED	422	67.4	67.4	68.1
	SINGLE	188	30.0	30.0	98.1
	DIVORCED	7	1.1	1.1	99.2
	SEPARATED	5	.8	.8	100.0
	Total	626	100.0	100.0	

<b>Do you have children?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	386	61.7	61.7	61.7
	No	217	34.7	34.7	96.3
	No Response	23	3.7	3.7	100.0
	Total	626	100.0	100.0	

<b>If yes how many?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	185	29.6	29.6	29.6

	1	142	22.7	22.7	52.2
	2	132	21.1	21.1	73.3
	3	46	7.3	7.3	80.7
	4	12	1.9	1.9	82.6
	5	3	.5	.5	83.1
	No Response	106	16.9	16.9	100.0
	Total	626	100.0	100.0	

<b>Is your family with you in Nigeria?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	91	14.5	14.5	14.5
	No	526	84.0	84.0	98.6
	No Response	9	1.4	1.4	100.0
	Total	626	100.0	100.0	

<b>Do your children have access to education facilities?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	322	51.4	51.4	51.4
	No	246	39.3	39.3	90.7
	No Response	58	9.3	9.3	100.0
	Total	626	100.0	100.0	

<b>Does your family have access to health facilities?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	387	61.8	61.8	61.8

	No	183	29.2	29.2	91.1
	No Response	56	8.9	8.9	100.0
	Total	626	100.0	100.0	

EMPLOYERS					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	9	1.4	1.4	1.4
	PUBLIC	14	2.2	2.2	3.7
	PRIVATE	556	88.8	88.8	92.5
	DIPLOMATIC	44	7.0	7.0	99.5
	OTHERS	3	.5	.5	100.0
	Total	626	100.0	100.0	

STATE					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	3	.5	.5	.5
	KANO	100	16.0	16.0	16.5
	LAGOS	105	16.8	16.8	33.2
	PORTHARCOURT	127	20.3	20.3	53.5
	ABUJA	291	46.5	46.5	100.0
	Total	626	100.0	100.0	

SECTOR					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	13	2.1	2.1	2.1
	OIL AND GAS	11	1.8	1.8	3.8
	TELECOM	40	6.4	6.4	10.2
	CONSTRUCTION	362	57.8	57.8	68.1
	MANUFACTURING	56	8.9	8.9	77.0
	MINING	1	.2	.2	77.2
	HEALTH	39	6.2	6.2	83.4
	EDUCATION	29	4.6	4.6	88.0
	OTHERS	75	12.0	12.0	100.0
	Total	626	100.0	100.0	

How many migrant workers are present in your company?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	35	5.6	5.6	5.6
	1-5	75	12.0	12.0	17.6

	5-10	47	7.5	7.5	25.1
	11-20	71	11.3	11.3	36.4
	21-50	102	16.3	16.3	52.7
	51-100	82	13.1	13.1	65.8
	100-ABOVE	214	34.2	34.2	100.0
	Total	626	100.0	100.0	

Has your company ever had a labour inspection visit?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	470	75.1	75.1	75.1
	No	95	15.2	15.2	90.3
	No Response	61	9.7	9.7	100.0
	Total	626	100.0	100.0	

If yes how many times in a year?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	177	28.3	28.3	28.3
	1	225	35.9	35.9	64.2
	2	64	10.2	10.2	74.4
	3	72	11.5	11.5	85.9
	4	55	8.8	8.8	94.7
	5 and above	33	5.3	5.3	100.0
	Total	626	100.0	100.0	

Nature of your work					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	45	7.2	7.2	7.2
	TECHNICAL	304	48.6	48.6	55.8
	ADMINISTRATIVE	154	24.6	24.6	80.4
	OPERATIONAL	123	19.6	19.6	100.0
	Total	626	100.0	100.0	

Position/grade level at work					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	21	3.4	3.4	3.4
	JUNIOR	67	10.7	10.7	14.1
	MID--LEVEL	221	35.3	35.3	49.4
	SENIOR	251	40.1	40.1	89.5
	EXECUTIVE	54	8.6	8.6	98.1
	OTHERS	12	1.9	1.9	100.0
	Total	626	100.0	100.0	

How long have you spent in Nigeria?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	3	.5	.5	.5
	0-1	68	10.9	10.9	11.3
	2-3	123	19.6	19.6	31.0
	3-5	144	23.0	23.0	54.0
	6-10	171	27.3	27.3	81.3
	11 AND ABOVE	117	18.7	18.7	100.0
	Total	626	100.0	100.0	

How long have you spent at the company/organization					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	2	.3	.3	.3
	0-1	76	12.1	12.1	12.5
	2-3	128	20.4	20.4	32.9
	3-5	134	21.4	21.4	54.3
	6-10	186	29.7	29.7	84.0
	11-23 AND ABOVE	100	16.0	16.0	100.0
	Total	626	100.0	100.0	

<b>Migrant status</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	10	1.6	1.6	1.6
	WORK PERMIT	600	95.8	95.8	97.4
	PROCESSING WORK PERMIT	16	2.6	2.6	100.0
	Total	626	100.0	100.0	

<b>Are you a member of any professional association in Nigeria?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	45	7.2	7.2	7.2
	No	569	90.9	90.9	98.1
	No Response	12	1.9	1.9	100.0
	Total	626	100.0	100.0	

<b>If yes, please state the name</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	585	93.5	93.5	93.5
	ASSOCHAM	1	.2	.2	93.6
	COHEN	1	.2	.2	93.8
	COPEN	1	.2	.2	93.9
	COREN	31	5.0	5.0	98.9
	IOD	2	.3	.3	99.2
	MANUFACTURERS ASSOCIATIONS OF NIGERIA	1	.2	.2	99.4
	NIM	1	.2	.2	99.5
	NMA	2	.3	.3	99.8
	SAFETY PROFESSIONAL ASSOCIATION	1	.2	.2	100.0
	Total	626	100.0	100.0	

Are you a member of any migrant association in Nigeria?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	28	4.5	4.5	4.5
	No	580	92.7	92.7	97.1
	No Response	18	2.9	2.9	100.0
	Total	626	100.0	100.0	

IF YES STATE THE NAME					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	603	96.3	96.3	96.3
	FILIPINO	1	.2	.2	96.5
	ICA	2	.3	.3	96.8
	INDIA CU	15	2.4	2.4	99.2
	INTERNAT	2	.3	.3	99.5
	PHILIHO	1	.2	.2	99.7
	TERRE DE	1	.2	.2	99.8
	UNHCR	1	.2	.2	100.0
	Total	626	100.0	100.0	

If no are you willing to join one?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	60	9.6	9.6	9.6
	No	490	78.3	78.3	87.9
	No Response	76	12.1	12.1	100.0
	Total	626	100.0	100.0	



<b>Is there an existing safeguarding policy in your company</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	595	95.0	95.0	95.0
	No	23	3.7	3.7	98.7
	No Response	8	1.3	1.3	100.0
	Total	626	100.0	100.0	

<b>Are there safety/emergency exists in your organization</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	614	98.1	98.1	98.1
	No	6	1.0	1.0	99.0
	No Response	6	1.0	1.0	100.0
	Total	626	100.0	100.0	

<b>Do you have safety personnel</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	612	97.8	97.8	97.8
	No	14	2.2	2.2	100.0
	Total	626	100.0	100.0	

<b>Is the environment clean and well ventilated</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	623	99.5	99.5	99.5
	No	2	.3	.3	99.8
	No Response	1	.2	.2	100.0
	Total	626	100.0	100.0	

<b>Is there a first aid box available in your company</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	621	99.2	99.2	99.2
	No	3	.5	.5	99.7
	No Response	2	.3	.3	100.0
	Total	626	100.0	100.0	

<b>Are there fire extinguishers available in your company</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	624	99.7	99.8	99.8
	No	1	.2	.2	100.0
	Total	625	99.8	100.0	
Missing	System	1	.2		
Total		626	100.0		

<b>On an average how many hours do you work per day</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4 to 6 hours	17	2.7	2.7	2.7
	7 to 9 hours	463	74.0	74.0	76.7
	10 to 12 hours	130	20.8	20.8	97.4
	13 to 15 hours	10	1.6	1.6	99.0
	16 & above hours	1	.2	.2	99.2
	No Response	5	.8	.8	100.0
	Total	626	100.0	100.0	

<b>Are you permitted to go on leave</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	618	98.7	98.7	98.7
	No	7	1.1	1.1	99.8
	No Response	1	.2	.2	100.0
	Total	626	100.0	100.0	

<b>If yes are you entitled to paid leave</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	491	78.4	78.4	78.4
	No	133	21.2	21.2	99.7
	No Response	2	.3	.3	100.0
	Total	626	100.0	100.0	

<b>Is staff accommodation available at your company</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	592	94.6	94.6	94.6
	No	34	5.4	5.4	100.0
	Total	626	100.0	100.0	

<b>Are there staff buses in the company</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	589	94	94	94
	No	36	5.8	5.8	99.8
	No Response	1	.2	.2	100.0
	Total	626	100.0	100.0	

<b>Do you have access to personal and family health insurance</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	603	96.3	96.3	96.3
	No	20	3.2	3.2	99.5
	No Response	3	.5	.5	100.0
	Total	626	100.0	100.0	

<b>Are you covered by industrial/occupational accident insurance</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	592	94.6	94.6	94.6
	No	28	4.5	4.5	99.0
	No Response	6	1.0	1.0	100.0
	Total	626	100.0	100.0	

<b>Do you have access to housing loan</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	336	53.7	53.7	53.7
	No	281	44.9	44.9	98.6
	No Response	9	1.4	1.4	100.0
	Total	626	100.0	100.0	

<b>Do you have access to a pension plan</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	449	71.7	71.7	71.7
	No	168	26.8	26.8	98.6
	No Response	9	1.4	1.4	100.0
	Total	626	100.0	100.0	

<b>What range does your salary fall under</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	49	7.8	7.8	7.8
	BELOW 30000	11	1.8	1.8	9.6
	31000-50000	21	3.4	3.4	12.9
	51000-80000	33	5.3	5.3	18.2
	81000-100000	46	7.3	7.3	25.6
	100000 AND ABOVE	466	74.4	74.4	100.0
	Total	626	100.0	100.0	

<b>Do you have access to financial or banking services</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	557	89.0	89.0	89.0
	No	59	9.4	9.4	98.4
	No Response	10	1.6	1.6	100.0
	Total	626	100.0	100.0	

<b>Are there rule and regulation that protect you from discrimination in the work places</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	563	89.9	89.9	89.9
	No	53	8.5	8.5	98.4
	No Response	10	1.6	1.6	100.0
	Total	626	100.0	100.0	

<b>Have you ever experienced any form of discrimination in Nigeria</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	3	.5	.5	.5
	No	622	99.4	99.4	99.8
	No Response	1	.2	.2	100.0
	Total	626	100.0	100.0	

<b>if yes state the nature</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	626	100.0	100.0	100.0

<b>Ever been abused or molested in at work</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	624	99.7	99.7	99.7
	No Response	2	.3	.3	100.0
	Total	626	100.0	100.0	

<b>If yes state the nature where and when</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	626	100.0	100.0	100.0

<b>Did you report to any law enforcement officer</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	626	100.0	100.0	100.0

<b>If yes did you get justice</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	626	100.0	100.0	100.0

<b>Have you ever had a court case</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	3	.5	.5	.5
	No	581	92.8	92.8	93.3
	No Response	42	6.7	6.7	100.0
	Total	626	100.0	100.0	

<b>If Yes, state the nature, where and when</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	625	99.8	99.8	99.8
	BURGLARY INCIDENT	1	.2	.2	100.0
	Total	626	100.0	100.0	

<b>Did you get justice in court</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	1	.2	.2	.2
	No Response	625	99.8	99.8	100.0
	Total	626	100.0	100.0	

## Appendix VI: Frequency Tables: Employers of Migrant Workers in Nigeria

State					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KANO	8	9.6	9.6	9.6
	LAGOS	9	10.8	10.8	20.5
	RIVERS	15	18.1	18.1	38.6
	ABUJA	51	61.4	61.4	100.0
	Total	83	100.0	100.0	

Public or private company					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	PUBLIC	2	2.4	2.4	2.4
	PRIVATE	81	97.6	97.6	100.0
	Total	83	100.0	100.0	

SECTOR					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	OIL & GAS	1	1.2	1.2	1.2
	TELECOM	2	2.4	2.4	3.6
	CONSTRUCTION	49	59.0	59.0	62.7
	MANUFACTURING	6	7.2	7.2	69.9
	HEALTH	12	14.5	14.5	84.3



	<b>EDUCATION</b>	8	9.6	9.6	94.0
	<b>OTHERS</b>	5	6.0	6.0	100.0
	Total	83	100.0	100.0	

<b>Is the company fully owned by Foreign investor(s)?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	12	14.5	14.5	14.5
	NO	71	85.5	85.5	100.0
	Total	83	100.0	100.0	

<b>If no, what percentage of the company is owned by Foreign investor(s)?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	41	49.4	49.4	49.4
	1	1	1.2	1.2	50.6
	20	1	1.2	1.2	51.8
	40	2	2.4	2.4	54.2
	45	1	1.2	1.2	55.4
	49	1	1.2	1.2	56.6
	65	1	1.2	1.2	57.8
	70	2	2.4	2.4	60.2
	79	1	1.2	1.2	61.4
	91	30	36.1	36.1	97.6
	95	1	1.2	1.2	98.8
	100	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

Does the company have an existing recruitment and operation policy?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	75	90.4	90.4	90.4
	NO	8	9.6	9.6	100.0
	Total	83	100.0	100.0	

Document sighted or not					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Document sighted	9	10.8	10.8	10.8
	Document not sighted	74	89.2	89.2	100.0
	Total	83	100.0	100.0	

Is the company fully operated or managed by Migrant worker(s)?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	8	9.6	9.6	9.6
	NO	75	90.4	90.4	100.0
	Total	83	100.0	100.0	

How many workers do you have?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5	6	7.2	7.2	7.2
	6-10	1	1.2	1.2	8.4
	11-20	7	8.4	8.4	16.9
	21-50	13	15.7	15.7	32.5
	51-99	3	3.6	3.6	36.1
	100 and above	53	63.9	63.9	100.0
	Total	83	100.0	100.0	

Number of male migrant workers in your company					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5	20	24.1	24.1	24.1
	6-10	3	3.6	3.6	27.7
	11-30	13	15.7	15.7	43.4
	31-50	1	1.2	1.2	44.6
	51-99	1	1.2	1.2	45.8
	100 & above	2	2.4	2.4	48.2
	No Response	43	51.8	51.8	100.0
	Total	83	100.0	100.0	

How many migrant workers do you have?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5	24	28.9	28.9	28.9
	6-10	5	6.0	6.0	34.9
	11-20	12	14.5	14.5	49.4
	21-50	6	7.2	7.2	56.6
	51-99	3	3.6	3.6	60.2
	100-above	33	39.8	39.8	100.0
	Total	83	100.0	100.0	

Number of female migrant workers in your company					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5	28	33.7	33.7	33.7
	6-10	1	1.2	1.2	34.9
	11-30	1	1.2	1.2	36.1
	No Response	53	63.9	63.9	100.0
	Total	83	100.0	100.0	

Has your company ever had a labour inspection visit?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	63	75.9	75.9	75.9
	NO	20	24.1	24.1	100.0
	Total	83	100.0	100.0	

If yes, how many times in a year?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ONCE	10	12.0	12.0	12.0
	TWICE	14	16.9	16.9	28.9
	3 TIMES	5	6.0	6.0	34.9
	4 TIMES	3	3.6	3.6	38.6
	5 TIMES AND ABOVE	30	36.1	36.1	74.7
	No Response	21	25.3	25.3	100.0
	Total	83	100.0	100.0	

State the inspectorate authority					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	FEDERAL	51	61.4	61.4	61.4
	STATE	11	13.3	13.3	74.7
	No Response	21	25.3	25.3	100.0
	Total	83	100.0	100.0	

Name the authority					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ministry of Labour	49	59.0	59.0	59.0
	AMAC	1	1.2	1.2	60.2
	No Response	33	39.8	39.8	100.0
	Total	83	100.0	100.0	

<b>Is there any existing safeguarding policy in your company?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	77	92.8	92.8	92.8
	NO	6	7.2	7.2	100.0
	Total	83	100.0	100.0	

<b>Document sighted or not</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Document sighted	9	10.8	10.8	10.8
	Document not sighted	74	89.2	89.2	100.0
	Total	83	100.0	100.0	

<b>Are there safety/emergency exits in your organisation/company?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	77	92.8	92.8	92.8
	NO	6	7.2	7.2	100.0
	Total	83	100.0	100.0	

<b>Do you have a safety personnel?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	79	95.2	95.2	95.2
	NO	3	3.6	3.6	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>Is the environment clean and well ventilated?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	82	98.8	98.8	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>Is there a first aid box available in your company?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	79	95.2	95.2	95.2
	NO	3	3.6	3.6	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>Are there fire extinguishers available in your company?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	82	98.8	98.8	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>How many hours do your employees work daily?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	8	65	78.3	79.3	79.3
	9	1	1.2	1.2	80.5
	10	11	13.3	13.4	93.9
	12	1	1.2	1.2	95.1
	15	3	3.6	3.7	98.8
	18	1	1.2	1.2	100.0
	Total	82	98.8	100.0	
Missing	System	1	1.2		
Total		83	100.0		

<b>Are employees entitled to leave?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	81	97.6	97.6	97.6
	NO	1	1.2	1.2	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>If yes, are they entitled to paid leave?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	56	67.5	67.5	67.5
	NO	26	31.3	31.3	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>Is accommodation provided for employees?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	70	84.3	84.3	84.3
	NO	12	14.5	14.5	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>Are staff buses available for employees?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	75	90.4	90.4	90.4
	NO	7	8.4	8.4	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>Do employees and their families have access to health insurance?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	75	90.4	90.4	90.4
	NO	7	8.4	8.4	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>Are employees covered by industrial/occupational accident insurance?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	78	94.0	94.0	94.0
	NO	4	4.8	4.8	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	



<b>Do employees have access to housing loans?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	31	37.3	37.3	37.3
	NO	51	61.4	61.4	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>Do employees have access to pension plans?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	65	78.3	78.3	78.3
	NO	17	20.5	20.5	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>Are there any employees paid below the minimum wage?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	23	27.7	27.7	27.7
	NO	59	71.1	71.1	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>Do employees have access to financial or banking services?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	81	97.6	97.6	97.6
	NO	1	1.2	1.2	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>Does the company have diversity policy?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	71	85.5	85.5	85.5
	NO	11	13.3	13.3	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>Has a migrant worker ever experienced discrimination in your company?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	3	3.6	3.6	3.6
	NO	79	95.2	95.2	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>Has a migrant worker ever been molested or abused in your company?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	NO	82	98.8	98.8	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>Has a migrant worker ever been wrongfully accused of a crime or has been involved in any law enforcement or police case?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	1	1.2	1.2	1.2
	NO	81	97.6	97.6	98.8
	No Response	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>If yes, was justice served?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	1	1.2	1.2	1.2
	NO	2	2.4	2.4	3.6
	No Response	80	96.4	96.4	100.0
	Total	83	100.0	100.0	

<b>Has a migrant worker ever had a court case?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	NO	82	98.8	98.8	98.8
	NoResponse	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

<b>Was justice served in court?</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Response	83	100.0	100.0	100.0

## Appendix VII: Legal & Statutory Protections for Migrants

- American Declaration of the Rights and Duties of Man (art. XIX)
- Arab Charter on Human Rights (arts. 3, 34(5))
- ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers
- Cartagena Declaration on Refugees
- Convention against Torture (arts. 3, 6(3))
- Council of Europe Convention on Action against Trafficking in Human Beings European Convention on Human Rights (art. 14), and Protocol No. 4 and Protocol No. 7
- European Convention on Nationality, 1997
- European Convention on the Legal Status of Migrant Workers
- European Social Charter (Revised) (Part I (18) and (19), art. 19)
- Convention on the Elimination of All Forms of Discrimination against Women (art. 9(1))
- African Charter on Human and Peoples' Rights (arts. 2, 12)
- African Charter on the Rights and Welfare of the Child (arts. 3, 23)
- African Union Convention Governing Specific Aspects of Refugee Problems in Africa
- American Convention on Human Rights (arts. 1, 20, 22)
- UN Convention on the Law of the Sea (art. 98)
- UN Convention on the Reduction of Statelessness, 1961
- UN Convention relating to the Status of Refugees, 1951, and 1967 Protocol
- UN Convention relating to the Status of Stateless Persons, 1954
- UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children
- UN Protocol against the Smuggling of Migrants by Land, Sea and Air
- United Nations Standard Minimum Rules for the Treatment of Prisoners (arts. 6(1), 38), as revised by the Mandela Rules
- Universal Declaration of Human Rights (arts. 2, 15)
- Vienna Convention on Consular Relations
- International Convention on the Elimination of All Forms of Racial Discrimination (arts. 1(1) and (2), 5)
- International Convention on the Protection of the Rights of Migrant

### Workers and Members of their Families

- International Covenant on Civil and Political Rights (arts. 2(1), 13)
- International Covenant on Economic, Social and Cultural Rights (arts. 2(2), 2(3))
- International Labour Organization Migration for Employment Convention (Revised), 1949 (No. 97)
- International Labour Organization Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)
- International Labour Organization Domestic Workers Convention, 2011 (No. 189) (arts. 8, 15)
- Principles and Best Practices on the Protection of Persons Deprived of Liberty in the Americas (General Provision; Principle II)
- Protocol of 2014 to the Forced Labour Convention, 1930 (art. 2(d))



Project funded by the  
European Union

