REPORT ON THE THREE-DAY TRAINING OF TRAINERS ON THE PROTECTION OF MIGRANT WORKERS

ORGANISED BY

THE INTERNATIONAL ORGANIZATION FOR MIGRATION IN COLLABORATION WITH THE FEDERAL MINISTRY OF LABOUR AND PRODUCTIVITY

HELD AT

VALENCIA HOTELS, 44 BLANTYRE STREET, WUSE II, ABUJA

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**Preamble**

A training of trainers on the protection of migrant workers for officials of the Federal Ministry of Labour and Productivity was held on the 18th-20th September 2013 in Abuja. The training was to enhance the capacity of participants in the effective application of the domestic legal framework to protect migrant workers in and from Nigeria as well as build their capacity to enable them conduct trainings for their colleagues in the ministry. Twenty (20) participants from the Head Office in Abuja and state offices (7 female and 13 male) with potentials to conduct future training were identified by the ministry.

Expertise for the training was brought from within the International Organization for Migration—the Regional Labour Migration & Development Specialist—Ms. Geertrui LANNEAU, the Programme Officer—Ms. Lily SANYA, the Labour Migration Officer—Ms. Safiya Abubakar and the Programme Assistant—Mr. James ATUSUE.

The 3-day capacity building workshop commenced with a short opening ceremony where the representative of IOM Nigeria Ms. Lily SANYA welcomed the participants and highlighted the purpose and importance of the training. The representative of the International Labour Organization Ms. Chinyere Emeka-Anuna presented the goodwill message highlighting the effects of changing labour markets and globalization on labour migrants, the relevant ILO Conventions adopted by the United Nations which provide a comprehensive normative framework for the promotion and protection of migrant rights, and ILO’s efforts to support the Government of Nigeria in the protection of migrant workers. Mrs. Jessie Okpuno representing the Federal Ministry of Labour and Productivity while presenting the opening remark expressed the ministry’s appreciation to IOM for organizing the training. She noted the dangers faced by migrant workers and the Ministry’s efforts in ensuring their protection. She concluded by stressing that the trained officials form part of the Ministry’s strategic human resource pool of qualified trainers in labour migration, thus urged them to maximize the opportunity.

**Sessions**

The methodology of the training included presentations by facilitators and participants-led presentations on various topics. Participants were provided with feedback by both peers and facilitators after each presentation to enable them improve their performance. The facilitators’ sessions commenced with Mr. ATUSUE re-visiting the participants’ expectations from the training to elicit the expectations of participants who had not responded with the aim of ensuring that they are met in the course of the training. Ms. ABUBAKAR presented the project background and set the context for the 3-day training by highlighting the specific aim of the training. This was followed by sessions by Ms. LANNEAU on *Adult Learning Principles and the Role of the Trainer*. Ms. SANYA’s session focused on *Designing a Training Event, and Presentation and Communication skills*. Participants were then introduced to the *Training Materials, Methodologies, Tools and Resources* to enable them prepare their presentations for the following days. Participants were divided into seven (7) groups comprising of 2 or 3 participants in each group; then given time and support to prepare their presentations.

The subsequent two days focused on the presentations by participants based on topics allocated to each group. The feedback tendered after the groups’ presentation include:

i. After been commended for their efforts, it was remarked that presenters from group 1 should have discussed more the *Labour Migration Terminologies, Trends and Characteristics*. The presentation was more of lecturing as such needed to make it more participatory and engaging of trainees. The presenters were advised to familiarise themselves with the slides prior the presentation, use examples that are relevant to the topic, take control of the setting, avoid
covering the screen and although good use of space is encourage, it is important to stand where they can easily be seen by all trainees.

ii. The presenters from group 2 were commended for adopting both the slide presentation and group activities to support the discussions on the *International Legal Framework for the Protection of Migrant Workers*. One of the presenters was advised on proper use of microphone. For the group activities, there was need to provide more support to trainees with materials such as flip charts and writing materials for presentation of their points to their colleagues. It was also noted that one of the presenters took the position of a group member rather than facilitator and was arguing with a co-facilitator. There was need for facilitators or trainers to work together as a team. They were also advised on proper time management as more time was spent on the group activity, thus not adequately addressing the substance of the topic.

iii. Group 3 who discussed the *International Cooperation for the Facilitation of Labour Migration* was commended for making it participatory and acknowledging trainees who provided correct answers to questions. One of the presenters was advised to avoid/minimize reading from text materials as it portrays lack of preparedness and confidence to trainees. Remarks also made included the need for adequate research on the topic before the presentation. They were also advised on proper time management as the presentation which was scheduled for an hour was delivered within 30 minutes.

iv. Group 4 which presented on *Enhancing Migrant Workers’ Contribution to the Development of Countries of Origin* was faced with the unexpected absence of a co-facilitator, as such 2 of them presented. They were commended for their quick preparedness to cover the sessions which should have been taken by the absent co-facilitator. They were also commended for good development of the content of their slides, use of energizers to keep the trainees alert, use of good and relevant examples and display of awareness of local issues relating to the topic.

v. Group 5 who discussed the *Protection of Migrant Workers: Policy Options for Countries of Origin – Management of Recruitment of Migrant Workers* were commended for good and analytical presentation with visual effects, relation to practical work related examples, display of confidence and control.

vi. Feedback given to Group 6 who discussed the *Protection Activities in the Countries of Destination – Consular and Diplomatic Protection* centered on the disconnect between the topic and the examples used, poor coordination between the changing of slides and presentations. The presenters were advised on better preparation for the group activity as they were no clear instructions to trainees on what was expected, the need to contextualise the group activity, the need to acknowledge when not sure of the correctness of answers to questions posed by trainees. The presenters were however commended for use of flip charts during the group activity.

vii. During the last presentations of group 7 which discussed the *Protection of Migrant Workers: Policy Options for Countries of Origin – Information Dissemination*, it was remarked that the session commenced with a group activity without introducing the topic as such the trainees were neither clear on the objective of the group activity or the topic of discussion. They were advised to have planned and coordinated better as one facilitator was vividly overwhelmed. It was noted that there several typographical errors in their slides which should have been
addressed and the need for the facilitators to take control of the session as one trainee clearly dominated the class.

Suggestions were made on the way forward and recommendations by participants include: i) the need to conduct step-down trainings for colleagues in the ministry; ii) the need for the officials to acquire more knowledge on labour migration through wider reading and research; iii) the need to build their capacity in the use of computers; iv) the need to involve more officials from state offices in future trainings, as well as maximum utilisation of the officials trained to conduct future trainings within the ministry.

Participants indicated that lessons learnt during the training include: i) adequate preparation in terms of research on the subject of discussion is required of a trainer/facilitator, which also builds confidence; ii) the need to always set the objectives of the training and the topic of discussion; iii) the need for proper time management, preparation of ice-breakers to create a conducive learning environment; iv) the need for alternative plans when conducting trainings to address undesirable unforeseen circumstances.

The training ended with the filling of post-training assessment forms, closing remarks by representatives of IOM and FMLP, vote of thanks by participants and presentation of certificates to participants along with a flash drive containing the presentations used at the training by both facilitators and groups and IOM Trainer’s Manual: Training Module on Labour Migration Management. Supporting the training is the list of attendance to the training in Annexe A, and some photographs taken at the training in Annexe B.

**Summary of Pre- and Post-Training Assessment**

Prior the commencement of the training, a pre-training assessment was conducted to provide information on participants’ level of experience in training as well as their expectations from the training. Out of 55% of them who responded, 82% indicated to possess experience in conducting trainings; while 18% do not possess any experience in conducting trainings. 45% expected to acquire more knowledge on the protection of migrant workers; 36% expected to acquire training and facilitation skills; 9% each expected to acquire skills in ensuring timely delivery of trainings, becoming labour migration experts and how to transfer knowledge acquired into practice at work.

The post-training assessment questionnaires distributed to participants at the end of the training aimed to evaluate the success of the training and participants’ ability to conduct similar trainings. The analysis of the forms administered revealed 67% and 33% of the participants “strongly agree” and “agree” respectively that the training met their expectations. 50% and 44% of them “strongly agree” and “agree” respectively that they will be able to plan/organise similar training programmes in their organization. 56% and 33% “strongly agree” and “agree” respectively that they will be in a position to deliver a presentation in the future. 72% of participants “agree” that the time allotted for sessions was adequate as against 17% who are “neutral”. 61% “strongly agree” that the quality of the instruction was good and the feedback given to participants was good enough to improve on performance.

When asked to rate the overall delivery of training, 56% rated it “excellent” and 33% gave a rating of “very good”. While 50% did not recommend any additional topics, some participants recommended the following topics: basic power point skills, challenges encountered when preparing and delivery training, designing group activities, labour migration policy development, force labour and child trafficking and procedures for licensing private employment agencies in Nigeria. 83% found all aspects of the training useful. When asked the aspects of the training they found less useful, 94% indicated ‘nil’. Suggestions made by participants include: more days should have been allocated for the training, more similar
trainings should be organised for more labour officers, the trained officers should be utilised to conduct future trainings in the ministry and IOM should conduct more trainings for the officials of the ministry in labour migration.

**Recommended Trainers**

Based on their performance during the group presentations, the following officials were identified as potential trainers who can be used to conduct future trainings in the Ministry:

1. Mrs. Joyce Udoinwang – Abuja Office
2. Mr. Emeka Enene – Abuja Office
3. Mr. Sunday Onazi – Abuja Office
4. Mrs. Joyce Damachi – Abuja Office
5. Mr. Emmanuel Igbinosun – Abuja Office
6. Mr. Dogbaa Anthony – Port-Harcourt Office
7. Ms. Gloria Ochifo – Lagos Office
8. Mr. Akintomide Jones – Edo Office
9. Mr. Daniel Irany – Plateau Office
10. Mr. Kenneth Nwalu – Ebonyi Office
11. Mr. Iziren Ero – Anambra Office