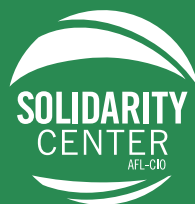




SECURING EQUAL ACCESS TO DECENT WORK IN NIGERIA:

A report by workers with disabilities

DECEMBER 2022





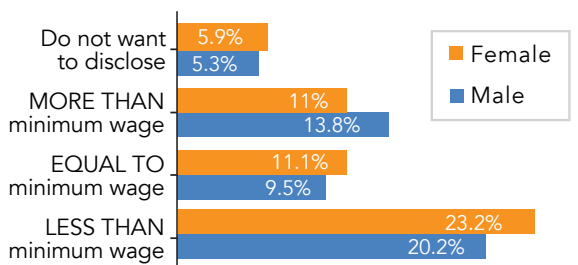
What is Decent Work?

The UN International Labor Organization (ILO) defines decent work as work that is available to all equally, is productive and delivers a fair income and security in the workplace, provides equal access to social protections—such as pensions, and adequate and affordable healthcare—and affords workers freedom to participate equally in decisions affecting their work lives.

KEY FINDINGS

Most workers with disabilities in Nigeria DO NOT have access to decent work.

43% earn less than Nigeria's minimum wage.



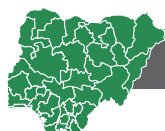
MOST are employed in the informal sector and are self-employed.

62% say that transportation is their most significant obstacle to accessing work followed by lack of disability-friendly facilities (33%) and poor communication with or unsupportive coworkers (19%).

48% say their work environment is not accommodating to their disability.

23% work more than 8 hours without overtime pay.

53% do not have a disability ID; 40% say it is difficult to claim one.

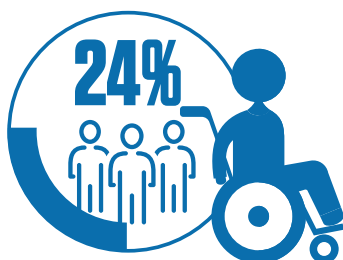




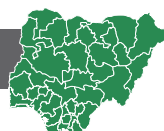
WORKERS WITH DISABILITIES IN NIGERIA: GENDER-BASED VIOLENCE AND HARASSMENT (GBVH)



24% across all sectors report experiencing gender-based violence or harassment (GBVH) during the previous two years, 67% of whom report sexual violence as the most prevalent form of GBVH directed at them.



In the informal sector, **24%** report psychological harassment as the most common form of GBVH directed at them, including verbal and non-verbal abuse, and bullying.



WORKERS WITH DISABILITIES AND UNION PARTICIPATION

45% are not aware of unions in their industry.

33% of those who are aware of unions in their industry do not belong to one.

81% have not reported their problems at work to a union; of those who did, 14% say the union did not take action.

Only 32% report being approached by their union or being invited to participate in union meetings and other activities.

88% who were invited by their union to participate did so, demonstrating that a majority of workers with disabilities will participate if invited.

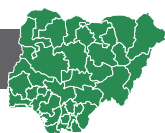
11% report no support from their union during union meetings.



HOW TO PROVIDE ACCESS TO DECENT WORK FOR WORKERS WITH DISABILITIES

Government can:

- Revise the law to include detailed provisions on reasonable accommodations in employment.
- Introduce a Disability Tax Fund (DTF) to provide for the welfare of workers with disabilities, including provision of adequate social security benefits.
- Harmonize public policies to provide employers—especially in the private sector—with tax reductions or incentives for complying with the quota system.
- Ensure that adequately trained labor inspectors are mandated to identify, monitor, investigate and sanction non-compliance with Nigeria's laws regarding the rights of people with disabilities in the workplace.
- Create safe, inclusive, gender-responsive and effective complaint procedures.
- Make vocational guidance and training programs to build and adapt work skills accessible to people with disabilities.
- Provide advice and funding for employment-related accommodation, including the building of accessible workplaces and provision of assistive technology.
- Maintain records of people with disabilities in the workforce.



Workers can:

- Promptly report instances of non-compliance with the law on Discrimination against Persons with Disability and cases of GBVH.
- Participate and lead advocacy campaigns for the rights of people with disabilities.
- Engage in continuous bargaining with employers for reasonable accommodations, security and psychological safety in the workplace.



Employers can:

- Make reasonable accommodations to allow people with disabilities to work, or continue to work, such as providing flexible working hours and disability leave.
- Provide access to sufficient survivor-centered support or remedies to address harm and prevent reoccurrence.
- Partner with local employment agencies and skill-training programs to build a skilled workforce that includes people with disabilities.
- Establish tailored mechanisms for prompt, safe, and confidential reporting of cases of GBVH against people with disabilities at the workplace.

An estimated 1 billion people experience disability worldwide. The World Health Organization's 2011 World Report on Disability found that between 25 million and 27 million people experience a disability in Nigeria, most of whom live below the poverty line.



View the full report

using QR code below or at
<https://tinyurl.com/5razt2yx>

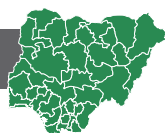


SECURING EQUAL ACCESS TO DECENT WORK IN NIGERIA

is based primarily on quantitative data collected from 660 workers with disabilities—338 women and 322 men—in formal and informal sectors, supported by qualitative data collected from interviews with union members.

Collaborating unions and organizations include:

Advocacy for Women with Disabilities Initiative-Nigeria,
FAECARE Foundation, Open Door for Special Learners,
Sussan's Unique Oasis Foundation, Trade Union Congress of Nigeria (TUC)
and TUC Women Commission.





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