

OCCUPATIONAL HEALTH AND SAFETY IN NIGERIA:  
THE NIGERIA SOCIAL INSURANCE TRUST FUND (NSITF)  
EXPERIENCE SO FAR...

BEING A PAPER PRESENTED BY

**CHIEF MRS. KEMI NELSON**  
EXECUTIVE DIRECTOR, OPERATIONS  
NIGERIA SOCIAL INSURANCE TRUST FUND  
IN  
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# INTRODUCTION.

Nigeria is Africa's most populous country.

**Population:** approximately 186 million;

**Location:** Western Africa and borders the Gulf of Guinea;

**Land compact area:** 923,768 (356,376 square miles);

**Ethnic groups:** More than 250;

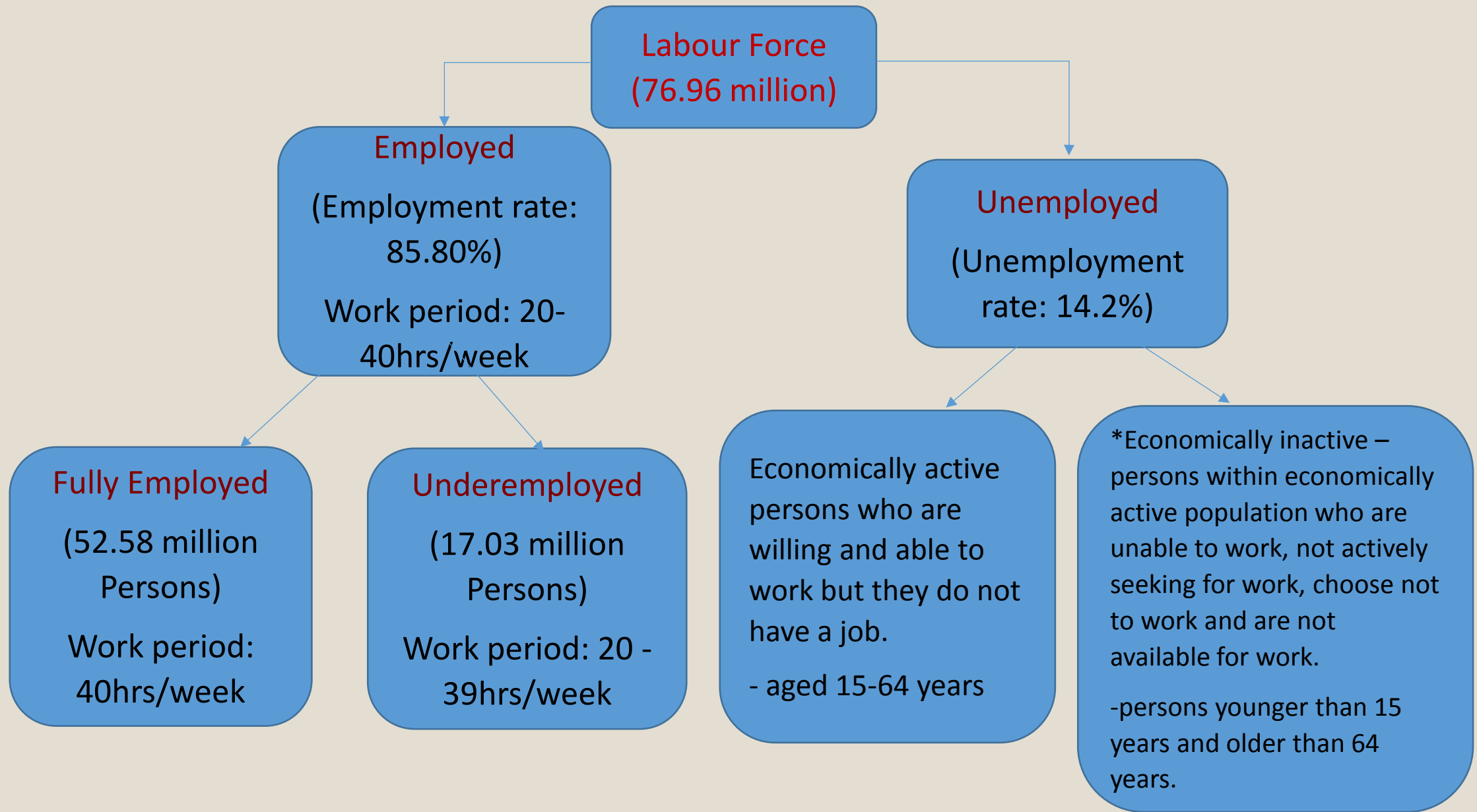
**Major languages:** English, Hausa, Igbo and Yoruba.

**Labor Force:** According to the Nigeria National Bureau of Statistics (NBS) the Nigeria labour force of the working age population were classified as either employed or unemployed as outlined in fig 1 below.

## Introduction (Contd.)

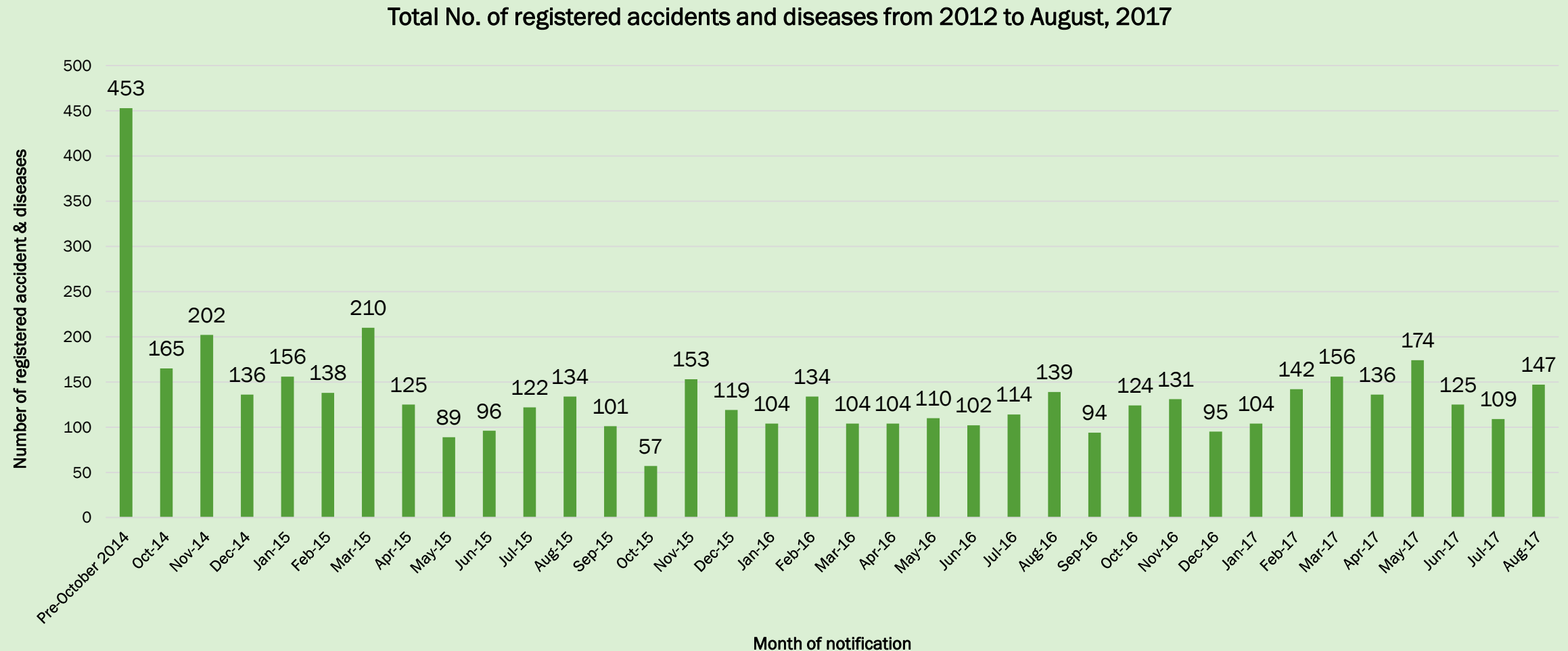
- The economically active population falls within the age range of 15 and 64 years.
- Some of this population constitute the Labour force.
- Therefore, growth in the labour force fluctuates and depends on the decisions by constituents of the economically active population, on whether to work or not, which varies across different **cultures** and **religion**, as well as various **academic, economic and family** structures.

# FIG. 1: NIGERIA LABOUR FORCE DATA CATEGORIZATION



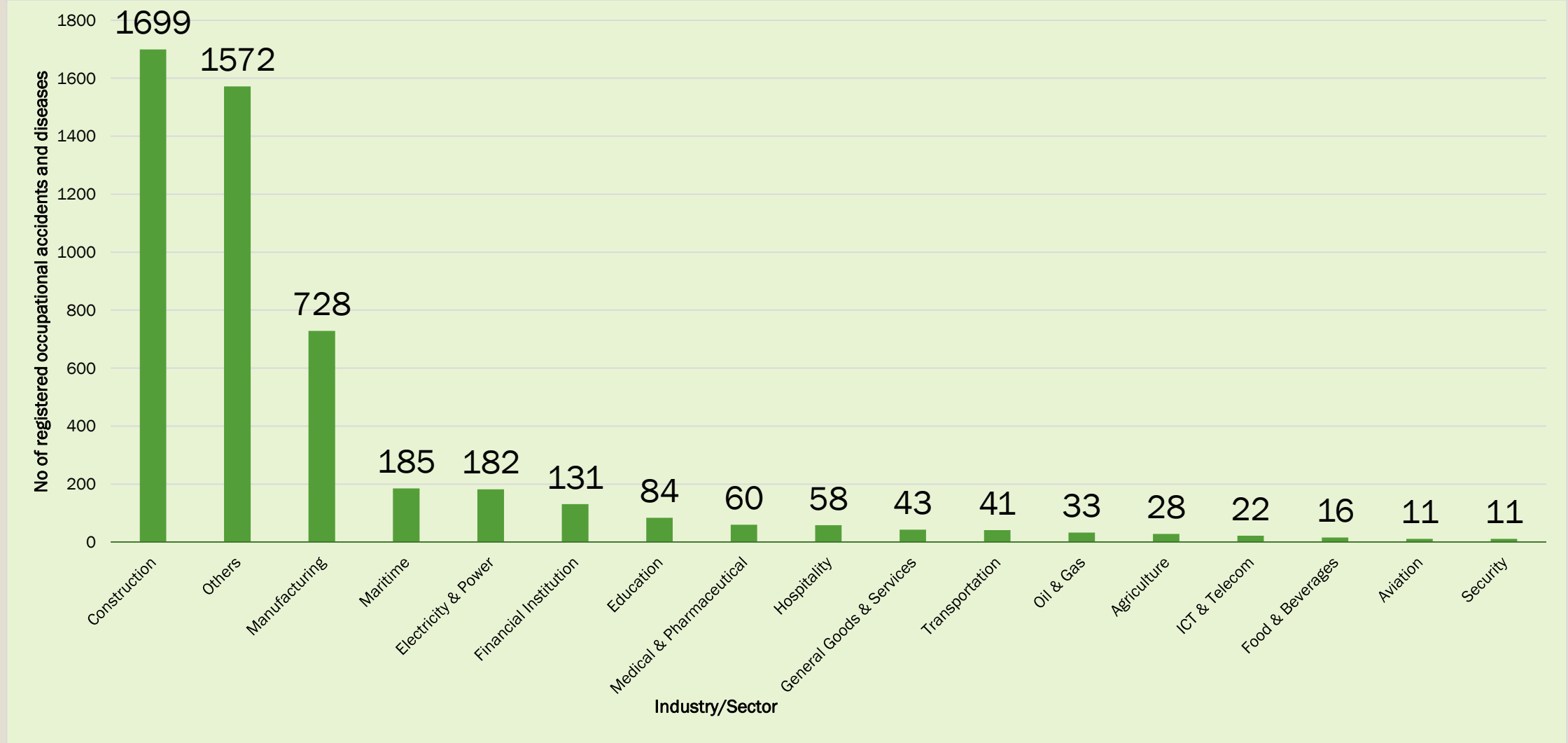
# DATA ON OCCUPATIONAL ACCIDENTS AND DISEASES.

Total number of cases of accidents and diseases recorded by Nigeria Social Insurance Trust Fund from inception (2012) till the third quarter in 2017 is 4904.



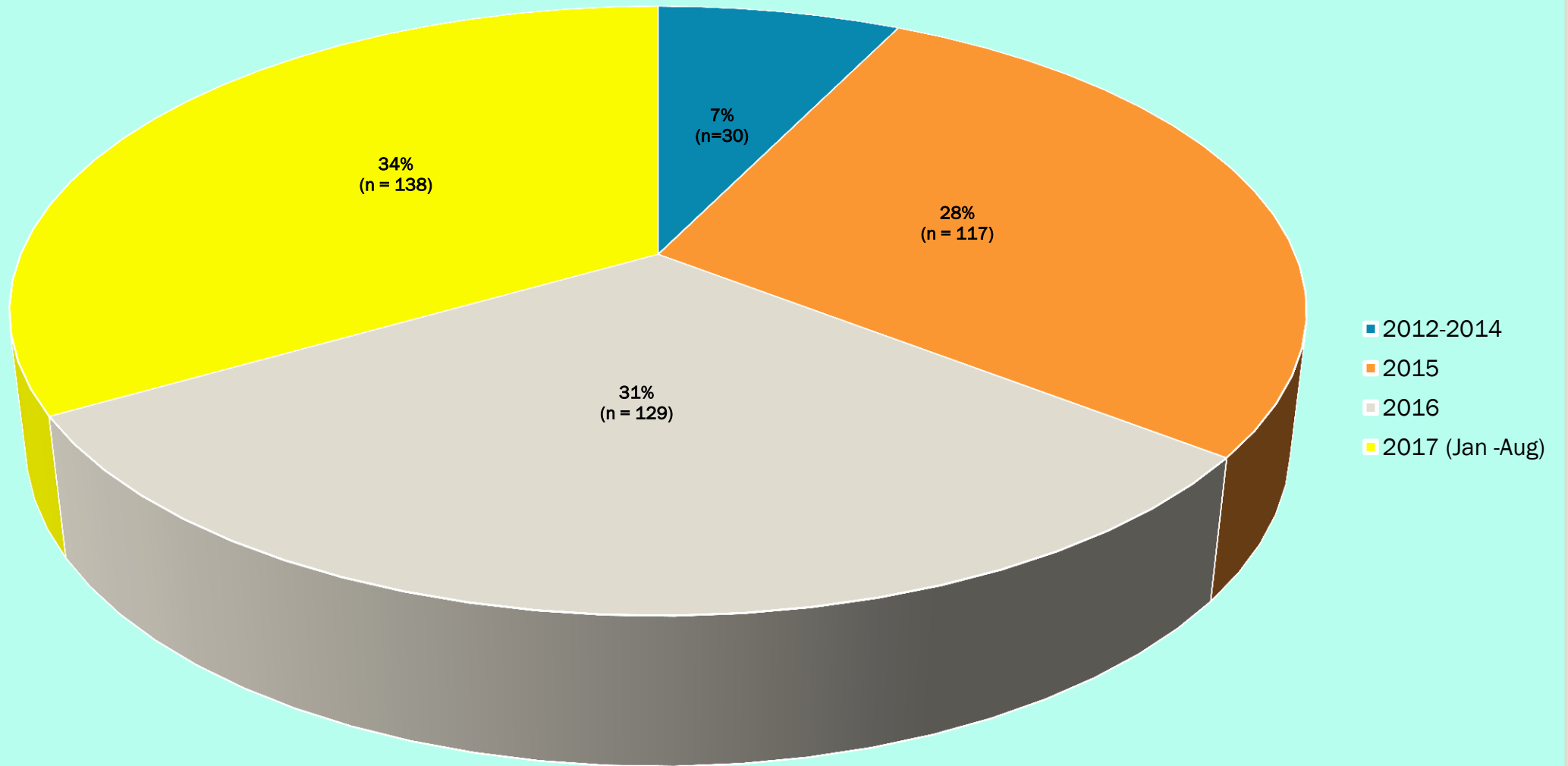
Source: Nigeria Social Insurance Trust Fund's Database  
HSE Department

## SECTOR CLASSIFICATION OF REGISTERED ACCIDENTS/DISEASES 2012-AUGUST 2017



Source: Nigeria Social Insurance Trust Fund's Database  
HSE Department

Total No of fatality among reported accidents & diseases from 2012 - August, 2017 (N = 414)



Source: Nigeria Social Insurance Trust Fund's Database  
HSE Department

## MAJOR REGULATIONS COVERING THE PREVENTION OF OCCUPATIONAL ACCIDENTS AND DISEASES.

S/N	TITLE/ YEAR	COVERAGE	PURPOSE
1	Employee's Compensation Act, 2010. Major OSH Sections 1f, 5, 54, 58d and other relevant sections.	Employers and employees in the public and private sectors except the armed forces of the Federal Republic of Nigeria.	<ul style="list-style-type: none"><li>• To combine efforts and resources of relevant stakeholders for the prevention of workplace disabilities, including the enforcement of occupational safety and health standards.</li><li>• To provide rehabilitation to employees</li><li>• To provide for fair and adequate assessments for employers (Job Risk Analysis)</li></ul>



## MAJOR REGULATIONS COVERING THE PREVENTION OF OCCUPATIONAL ACCIDENTS AND DISEASES (Contd).

2. Factories Act CAP. F1  
L.F.N. 2004. Parts II, III,  
IV, V, VI

Factory workers and  
other professionals

To make adequate  
provisions regarding  
the safety of workers  
in factories and other  
professionals  
exposed to  
occupational  
hazards.

3	The Nigerian Minerals and Mining Act, 2011. Part VIII	Workers in Mineral and Mining industries.	<ul style="list-style-type: none"> <li>• To give guidance in the area of inquiry into accidents as a result of workplace exposure.</li> </ul>
4	The Nuclear Safety and Radiation Protection Act CAP N142, L.F.N. 2004	People at risk of exposure to radioactive substances.	<ul style="list-style-type: none"> <li>• To control and regulate the use of radioactive substances, material and equipment emitting and generating ionising radiation.</li> <li>• To establish intervention plan to deal with any foreseeable situation and the demonstration of the efficiency of the planned counter measures.</li> <li>• Provision of guidelines for the establishment of ideal working conditions for workers in the industry.</li> </ul>

## Others include:

- National Oil Spill Detection Response Agency, 2006. Part II (7) a - m, Part III
- Nigeria Maritime Administration and Safety Agency Act, 2007. Part IV 22. (1) d, e, f, g, h, i, o.
- Quarantine Act Cap. Q2 L.F.N. 2004. (4) c, d
- Explosive Act. Cap. E18 L.F.N. 2004
- National Agency for Food and Drug Administration and Control Act Cap. N1 L.F.N. 2004
- Biosafety Law, 2015.
- National Emergency Management Agency Act CAP N34 L.F.N. 2004.
- Federal Road Safety Commission Act No. 22. 2007. Part II, 11 (2) a, b, c, (3) a, b, c, d, e, f, g (4) a, b, c, d, e, f, j, k, m,
- Federal Fire Service Act 1963.

# INSTITUTIONAL FRAMEWORK FOR OCCUPATIONAL SAFETY AND HEALTH IN NIGERIA

...aimed at collaborative effort of various agencies and institutions of Government and others on Occupational Safety and Health (OSH) for Nigeria.

The major institutions include:

- **Nigeria Social Insurance Trust Fund (NSITF)**
- Federal Ministry of Labour and employment
- Nigerian Electricity Management Services Agency (NEMSA)
- Federal Ministry of Environment
- Nigerian Nuclear Regulatory Authority (NNRA)
- The Department of Petroleum Resources (DPR)
- Lagos State Safety Commission
- The Nigerian Maritime Administration and Safety Agency (NIMASA)

- National Emergency Management Agency (NEMA)
- Federal Road Safety Commission
- Federal Fire Service
- National Agency for Food and Drugs, Administration and Control (NAFDAC)
- Occupational Safety and Health Department of the Federal Ministry of Labour and Employment
- Occupational Health and Safety Division of the Federal Ministry of Health
- Institute of Safety Professionals of Nigeria (ISPON)
- Occupational Safety and Health Association, United Kingdom (Nigeria Region)(OSHAssociation)
- Corporate Institute of Risk and Safety Professionals of Nigeria
- Accident Investigation Bureau (AIB)
- World Safety Organisation (WSO)
- Society of Occupational and Environmental Health Physicians of Nigeria (SOEHPON)

NOTE:

It is of note here that;

The Nigeria Social Insurance Trust Fund is the main **coordinating** institution on OSH in Nigeria.

This mandate is provided for in the Employees Compensation Act, 2010 (ECA, 2010) through its objectives in section 1(f).

This section unambiguously states that NSITF Board is:

*“To combine efforts and resources of relevant stakeholders for the prevention of workplace disabilities, including the enforcement of occupational safety and health standards”.*

## NATIONAL PROGRAMMES ON OSH AND SUCCESSFUL EXPERIENCES IN THE LAST YEARS (2012-2017).

1. Rehabilitation- provision of prosthesis to disabled employees by NSITF.
2. NECA-NSITF intervention programmes for employers; provision of incentives/Ambulances, Personal Protective Equipment's (PPEs) to deserving Employers.
3. National OSH Profile
4. Enlightenment Campaign programs of the HSE Department of NSITF to various employers

# CHALLENGES OF OCCUPATIONAL SAFETY & HEALTH

1. There is no one holistic legislation covering Occupational Health and Safety in the country.
2. Very poor sense of safety culture amongst employers, employees and the general public.
3. Lack of political will by stakeholders to pass relevant laws and follow through their implementation. This may be due to their lack of knowledge about OHS.
4. Lack of understanding of the value-adding potential benefits of OSH to the growth and sustainability of businesses
5. Poor data collection processes and under reporting of occupational accidents/incidents
6. Emphasis on compensation as an independent component rather than focusing on prevention as an integral component of occupational safety that will save employees from destructive and disabling conditions
7. Conceptualization of OSH as a cost burden rather than a cost saving venture by employers.



## WAY FORWARD/ PLANNED ACTIVITIES FOR IMPROVEMENT ON OSH

1. Efforts are being made towards promulgating a national law for OSH as OSH is legislation-driven.
2. Active and continual enlightenment campaigns must be embarked upon regularly in order to get all the stakeholders and public on board the **Safety culture consciousness**.
3. Conscious strengthening of the available structure in Nigeria Social Insurance Trust Fund (NSITF) for the implementation of the mandate of... *Combining efforts and resources of relevant stakeholders (governmental and non-governmental) for proper implementation and strict enforcement of OSH activities* as mandated by the Employees' Compensation Act, 2010. (**Section 1f**)

## WAY FORWARD/ PLANNED ACTIVITIES FOR IMPROVEMENT ON OSH (contd)

4. Adopting an **integrity-based** metadata management system.
5. Prioritizing **proactive preventive measures** in OSH as a first step, with full integration of compensation and insurance programs into its core structure within the ILO prescribed National OSH system structure.
6. Adopting OSH proactive prevention programs.
7. Collaborating with the Federal Ministry of Education for the introduction of Health and Safety as part of the education curricula beginning from an early stage till National Youth Service level. (**Catch them young**)

# CONCLUSION

"Collective will"/political on OSH should be given top priority because it is about people (the government, employers and employees) wanting to and doing the right thing always- **to stay healthy and safe.**

There is a whole lot to gain, and nothing to lose from effective implementation of OSH. All these are very much possible, only if the highest policy makers and implementers assume ownership of and commitment to occupational health and safety.

**THANK YOU.**