

# WageIndicator

## FAIRWORK REPORT



THE **2023 FAIRWORK SCORES** FOR NIGERIA  
RANGE FROM ZERO TO THREE  
(OUT OF TEN)

ONLY **GLOVO** AND **MANO** CAN PROVE THEIR  
WORKERS EARN THE **MINIMUM WAGE OF  
N30,000** (\$34.6), OR THE IMPLIED MINIMUM  
HOURLY WAGE OF N173.08,  
AFTER **WORK-RELATED COSTS**.

## HIGHLIGHTS

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None of the 12 platforms had policies in place to effectively **protect workers**. Some platforms provide safety measures, but there is no evidence that these are available to all workers.

Only Glovo's terms and conditions are clear, **transparent**, and governed by Nigerian rather than foreign law.

Glovo offers **due process** for decisions affecting workers and has effective **communication channels** in case of deactivation.

1. **Freelancing** was a popular way of working even before the pandemic.
2. Nigeria's **high unemployment rate** has led to an increase in gig work opportunities.
3. **COVID-19 lockdowns** have further accelerated this trend.