

1st QUARTER 2015 JOB CREATION SURVEY REPORT



NATIONAL BUREAU OF STATISTICS

JUNE 2015

1. INTRODUCTION

1.1 PREAMBLE

The National Bureau of Statistics (NBS) in collaboration with the Central Bank of Nigeria and the Office of the Chief Economic Adviser to the President conducted the routine National Job Creation Survey covering the 1st Quarter of 2015. Due to the general elections which took place at the end of the first quarter of the year, the survey was conducted late April and May 2015 with selected tables of the findings already published on the NBS website. The survey as usual covered the informal, formal sectors of the economy as well as public institutions in all 36 states and the Federal Capital Territory. The aim of the exercise is to make available, timely and policy relevant information and data on employment generation in Nigeria through the application of appropriate statistical methodology, to guide employment policy design and monitor existing policy to ensure optimum results.

1.2 BACKGROUND TO THE SURVEY

Unemployment continues to be a source of concern for many countries around the world. This, it has been argued, is as a result of an increase in population as well as a challenging economic environment ~~the~~ world over. Africa and indeed Nigeria is not left. Employment and Job creation was the most talked about issue during the recently concluded general elections in the country. In Nigeria, this issue is compounded by the expanding number of students/ candidates gaining admission into tertiary institutions in recent years. In turn, this has led to a large turnout of graduates without the corresponding number of available jobs. The fact that these new graduates are competing for relatively fewer jobs in the formal sector (together with the accumulated pool of unemployed over previous administrations) as opposed to the informal sector, where more jobs can be created, has compounded the problem. This has been a major challenge for successive administrations since the 1990's. To address this challenge, each administration has come up with its own policy to curtail the challenge. The results have varied across the years with recorded cases of little progress. As with previous governments, the new administration has employment generation as one of its focal areas.

In spite of the slowdown in economic growth in the first quarter of 2015, jobs are being created in all the sectors of the economy. It can be attested to by the increased banking activities occasioned by the opening of new bank branches and expansion of activities of

international and local wholesale and retail trading establishments, accommodation and food services including large supermarkets and hotels etc. One of the growing business activities that have been identified lately is the rise in the number of recruitment companies in the country. This is a strong indication of the significant availability of jobs in the economy that needs to be filled up. It is however, important to track the jobs supplied in order to compare with demands, as well as, track the degree of success of the various job creation initiatives of government. It is only if these jobs being created are larger than the jobs being supplied that we can force down the unemployment rate. Accordingly, adequate and timely information on jobs is necessary. This is what specifically informed the quarterly tracking of jobs by the NBS. It is important to note here that NBS employs the internationally accepted definition of a job which is a task or piece of work (legally done) that is done especially to be paid. It therefore does not consider wages and or job satisfaction, which is in line with international convention. The above concerns are covered under another series of indicators such as poverty or living standards. These issues should therefore not be mixed up when analysing jobs data. It is also important to note that jobs created in this report means **NET JOBS CREATED**

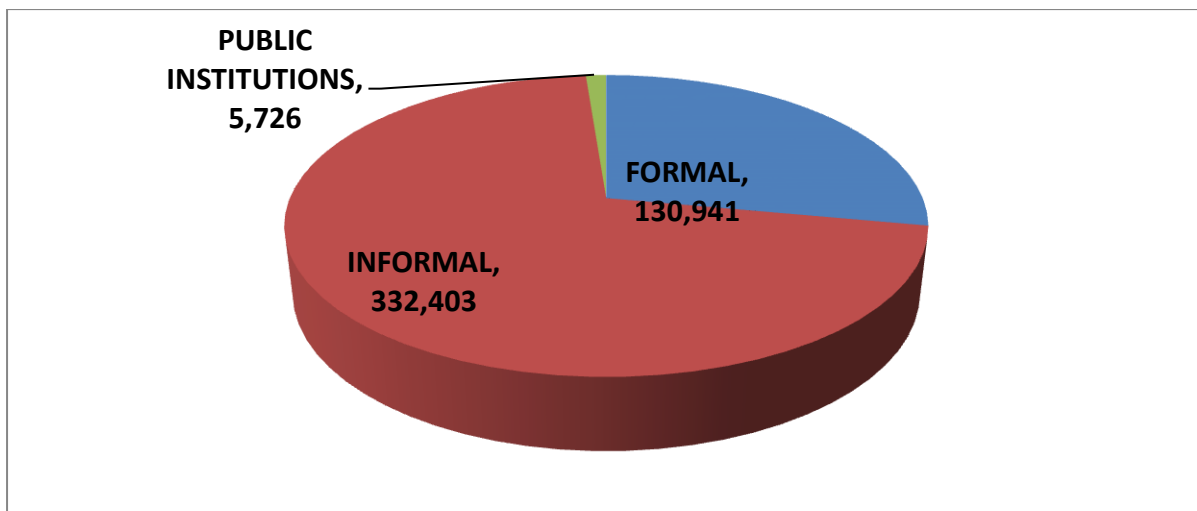
1.3 OBJECTIVES OF THE SURVEY

- To examine the effectiveness of job creation policies of the government
- To come up with statistically reliable estimates of the number of jobs created or lost in the economy during the reference period
- To improve available information and data on the Nigerian Labour market such as employment-generating sectors, seasonality in employment and reasons for employment generation.
- To update the database on the number of jobs generated in the Nigerian economy during the first quarter of 2015.

2. FINDINGS

In the first quarter of 2015, the total number of jobs created in the economy was 469,070 jobs, this is an increase of 26.95 per cent (99,585) over the number of jobs in the preceding quarter and 94.7 per cent more than the total number of jobs recorded in the same period of 2014. In the formal sector, 130,941 new jobs were generated, representing 27.92 per cent of total jobs generated in the first quarter of 2015. This is a decline of 5.13percent (7,085) when compared to the fourth quarter of 2014 but a 72.3percent increase when compared to the same period in 2014. There was also a 30.5 per cent (1,339) increase in the number of jobs created in the public sector of the economy, making it 5,726 new jobs generated in the public sector. In the 1st quarter of 2015, the jobs generated in the public sector represent 1.2 per cent of the total jobs generated during the reference period. Under informal jobs, which typically consists of jobs generated by individuals or businesses employing less than 10 or those businesses operating with little or no structures e.g. those in Agriculture and Wholesale and Retail Trade. In the first quarter of 2015, 332,403 new jobs were created in this sector, compared to the 227,072 new jobs in the 4th quarter of 2014; this signifies a 46.39 per cent increase between the two periods. This sharp increase is very much expected, given the numerous informal economic activities that come up during the election period.

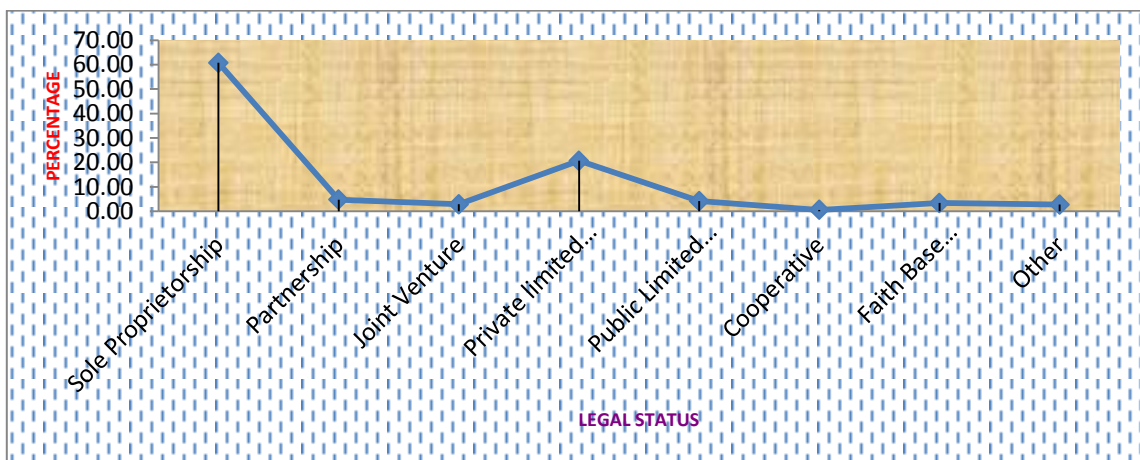
Figure 2-1.0 Jobs Creation in All Sectors, Q1 2015



3. FORMAL SECTOR ESTABLISHMENTS

In the first quarter of 2015, a total of 4,312 formal sector establishments were surveyed. The results of the survey showed that, by legal status, establishments owned by Sole Proprietors ranked highest with 2,619 establishments or 60.74 per cent of the total. This was a marginal drop of 3.89 per cent when compared with the figure obtained in the fourth quarter of 2014. The second highest in the legal status was the Private Limited Liability Company. There were 892 establishments, making up 20.69 per cent of the total number surveyed. A decline of 0.90 per cent was experienced in this category relative to fourth quarter 2014. The Cooperatives category recorded the least number of 25 establishments or 0.58 per cent of the total. See figure 2.0 below. Of the total 2,619 establishments owned by Sole Proprietors, 2,244 or 85.68 per cent were male owned, while only 367 or 14.01 per cent of the establishments were owned by females. A total of 2,398 or 91.56 per cent of the establishments had owners over 36 years, while 182 or 6.95 per cent of the establishments were owned by individuals within the 15-35 age bracket.

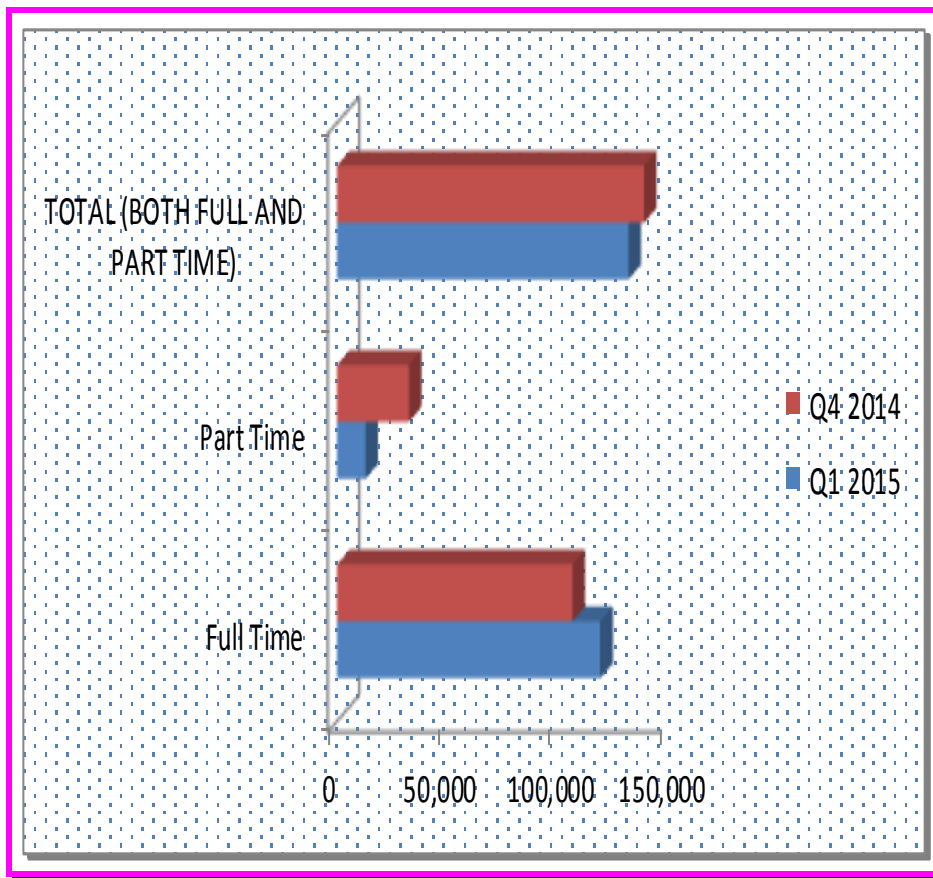
Figure 3-1.0 Formal Sector Establishment Composition



3.1 NEW FORMAL SECTOR JOBS

In the First quarter of 2015, a total of 130,941 new jobs were created, showing a 5.13 per cent decrease or 7,085 jobs from the 138,026 new jobs created in the Fourth quarter of 2014. See Figure 4.0

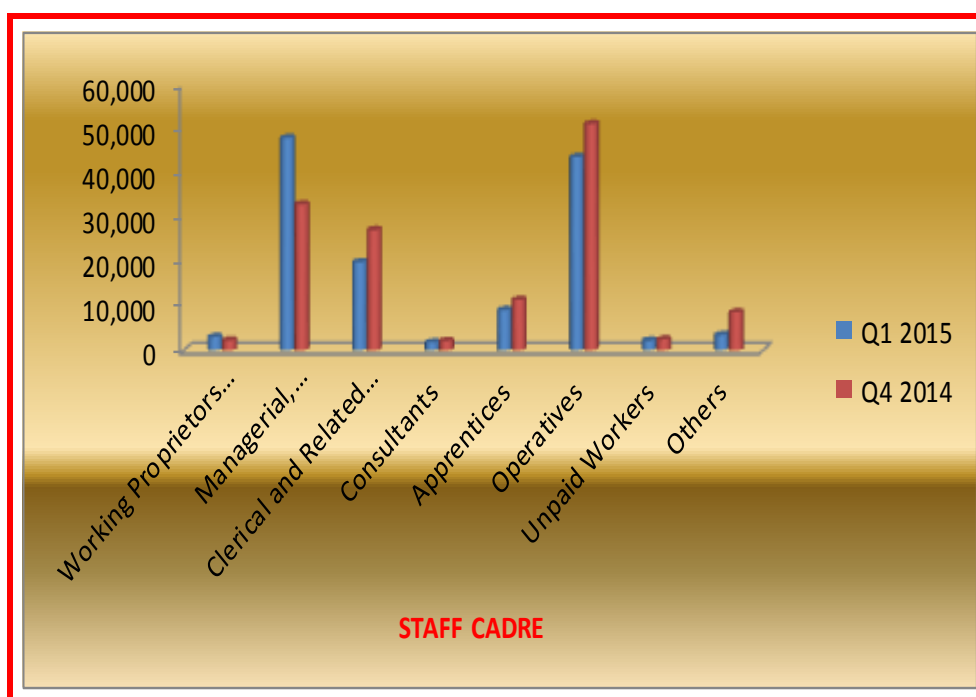
Figure 4.0 NEW FORMAL SECTOR JOBS



3.2 NEW FORMAL JOBS BY CADRE

The major increase in formal jobs created came from the cadre of Managerial, Professional and Technical Workers which rose from 32,974 employees in Q4 of 2014 to 47,921 in Q1 of 2015, indicating a growth of 14,947 employees or 45.32 per cent. This growth made the Managerial, Professional and Technical workers cadre the dominant with the largest number of jobs created; it represented 36.60 per cent of the total. The Operative cadre was the second with 43,616 new jobs or 33.31 per cent. The Clerical and Related Office Workers cadre was third; it represented 19,895 employees or 15.19 per cent of the total. See Figure 5.0 below.

Figure 5.0 NEW FORMAL JOBS BY CADRE



3.3 NEW FORMAL JOBS BY ECONOMIC ACTIVITY

In table 3.0 below, the Education Sector was the leading employer in the first quarter of 2015, with 58,329 jobs or 44.55 per cent of the total, showing a 6.58 per cent marginal rise or 3,600 jobs when compared with the 54,729 jobs recorded in the fourth quarter of 2014. The second leading employer was the Manufacturing Sector with 19,647 jobs or 15.00 per cent of the total. There was a marginal drop of 37.43 per cent or 11,754 jobs when compared with the figure gotten in the fourth quarter of 2014. Trade sector was the third leading employer creating a total of 15,206 new jobs or 11.61 per cent of the total jobs. The lowest number of new jobs was created in Electricity, Gas, Steam and Air Conditioning Sector. Only 6 new jobs were created in the sector in the First quarter of 2015.

Table 1.0 NEW FORMAL JOBS BY ECONOMIC ACTIVITY

S/No	SECTOR/ACTIVITY	Q1 2015	Q4 2014
1	Crop	709	6,311
2	Livestock	2,089	2,511
3	Forestry	0	0
4	Fishing	242	11
5	Crude Petroleum and Natural Gas	1	0
6	Coal Mining	0	0

7	Metal Ores	0	0
8	Quarrying and Other Minerals	129	91
9	Oil Refining	0	0
10	Cement	618	0
11	Food, Beverage and Tobacco	5,346	21,059
12	Textile, Apparel and Footwear	1,923	1,887
13	Wood and Wood Products	2,395	2,018
14	Pulp, Paper and Paper Products	1,288	584
15	Chemical and Pharmaceutical Products	1,519	598
16	Non-Metallic Products	3,150	2,692
17	Plastic and Rubber Products	470	232
18	Electrical and Electronics	307	264
19	Basic Metal, Iron and Steel	1,771	1,336
20	Motor Vehicles and Assembly	243	0
21	Other Manufacturing	617	733
22	Electricity, Gas Steam and Air Conditioning Supply	6	
23	Water Supply, Sewage, Waste Management and Remediation	138	0
24	Construction	889	1,090
25	Trade	15,206	10,659
26	Accommodation and Food Services	12,029	10,162
27	Road Transport	429	539
28	Rail Transport & Pipeline	0	0
29	Water Transport	73	0
30	Air Transport	0	60
31	Transport Service	203	0
32	Post and Courier Services	58	0
33	Telecommunications and Information Services	93	659
34	Publishing	100	12
35	Motion Pictures, Sound recording and Music Production	0	0
36	Broadcasting	0	0
37	Arts, Entertainment and Recreation	175	522
38	Financial Institutions	3,040	3,444
39	Insurance	748	1,228
40	Real Estate	585	589
41	Professional, Scientific and Technical Services	3,164	3,646
42	Administrative and Support Services	2,273	2,421
43	Public Administration		
44	Education	58,329	54,729
45	Human Health and Social Services	7,172	6,328
46	Other Services	3,414	1,612
	TOTAL	130,941	138,026

3.4 NEW FORMAL JOBS BY OCCUPATION

Table 4.0 shows that the International Standard Occupation Classification (ISCO) was used to classify jobs by occupation. Under this classification, the greatest numbers of jobs created were in these three occupations; Teaching Professionals which had 34,795 new jobs or 26.57 per cent of the total, Other clerical support Workers which had 17,631 jobs or 13.46 per cent of the total and Business and Administration Professionals which had 9,618 or 7.34 per cent of the total new jobs created.

Table 2.0 NEW FORMAL JOBS BY OCCUPATION (Q1 2015)

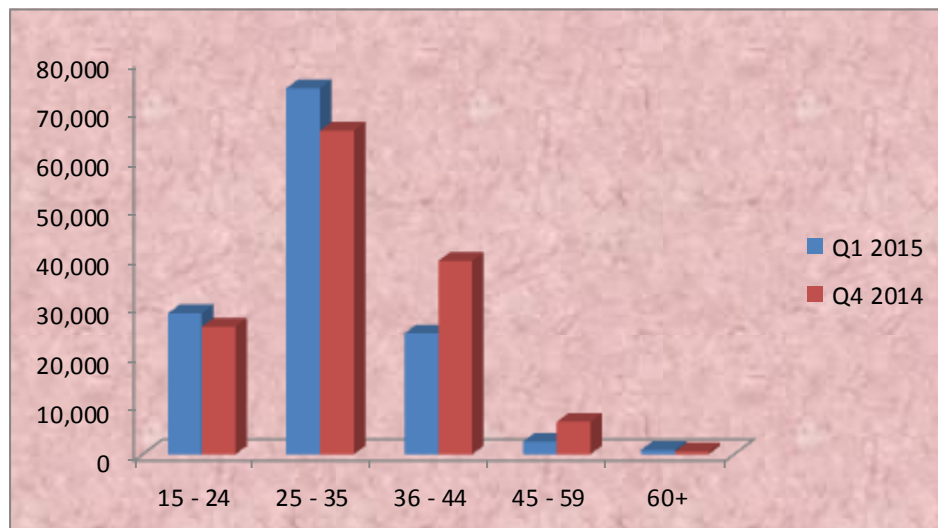
	Male	Female	Total
Non-Commissioned armed forces officers	474	17	491
Chief Executive, Senior Officials and Legislators	443	148	592
Administrative and Commercial Managers	2,031	1,120	3,151
Production and Specialized Services Managers	2,420	491	2,911
Hospitality, retail and other services managers	845	419	1,264
Science and engineering professionals	606	112	717
Health professionals	814	2,635	3,449
Teaching Professionals	17,612	17,182	34,795
Business and Administration professionals	3,303	6,315	9,618
Information and communications technology	24	4	28
Legal, social and cultural professionals	156	417	573
Science and engineering associate professionals	725	77	802
Health associate professionals	199	1,024	1,223
Business and administration associate professionals	84	497	581
Legal, social, cultural and related associate professionals	93	54	147
Information and communications technicians	155	211	366
General and keyboard clerks	1,959	3,446	5,405
Customer Service Clerk	324	391	715
Numerical and materials recording clerks	411	127	537
Other clerical support workers	6,856	10,775	17,631
Personal service workers	3,317	3,071	6,388
Sales workers	3,905	2,598	6,503
Personal care workers	78	161	240
Protective services workers	4,920	212	5,132

Market oriented skilled agricultural workers	259	45	304
Market oriented skilled forestry, fishery and hunting worker	249	56	306
Subsistence farmers, fishers, hunters and gatherers	273	113	385
Building and related trades worker, excluding electricians	684	0	684
Metal, machinery and related trades workers	1,882	102	1,984
Handicraft and printing workers	508	116	624
Electrical and electronic trades workers	461	59	520
Food processing, wood working, garment and other craft and	1,987	1,475	3,462
Stationary plant and machine operators	2,795	861	3,656
Assemblers	18	0	18
Drivers and mobile plant operators	3,781	16	3,797
Cleaners and helpers	2,423	2,346	4,770
Agricultural, forestry and fishery labourers	1,230	113	1,343
Labourers in mining, construction, manufacturing and transport	2,258	474	2,733
Food preparation assistants	209	51	260
Refuse workers and other elementary workers	1,644	1,162	2,807
TOTAL	72,416	58,498	130,911

3.5 NEW FORMAL JOBS BY AGE GROUP

The majority of the new jobs created in the formal sector belonged to age group 25-35, with 74,276 new jobs or 56.72 per cent of the total jobs created in Q1 of 2015. This group showed a significant rise of 8,593 jobs or 13.08 per cent from the fourth quarter of 2014, where it was also the age group with the highest number of new jobs. Similarly, the second largest age group of 15-24, which recorded 28,617 new jobs or 21.85 per cent of the total, showed a 10.46 per cent rise or 2,710 new jobs in the first quarter of 2015. Managerial, Professional and Technical Workers in the age-group 25-35 had the highest number of new employees, with 28,982 or 22.13 per cent of the total. Still in the 15-24 age group, the Operatives cadre generated the most jobs with 9,545 or 7.29 per cent of new employees. As shown in figure 6.0 below.

Figure 6.0 NEW FORMAL JOBS BY AGE GROUP



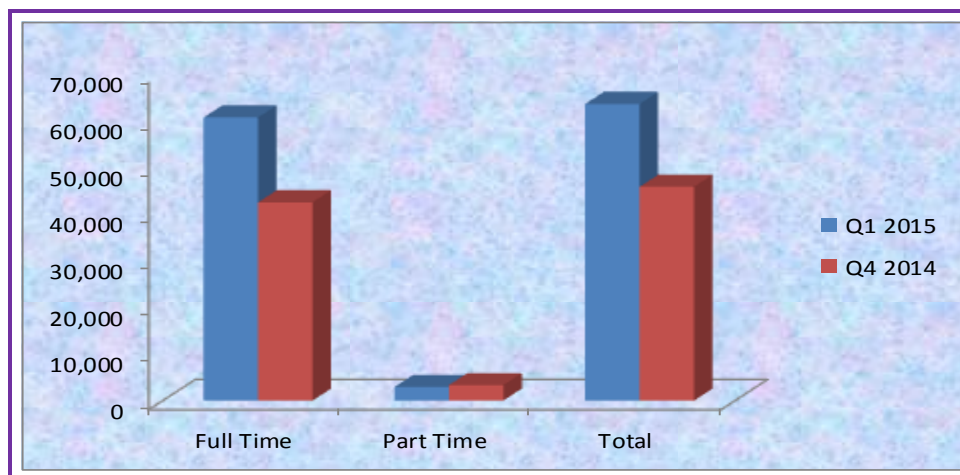
3.6 REASONS FOR HIRING IN FORMER SECTOR

Under reasons for hiring, ***'Business Expansion'*** was the most commonly cited reason for hiring new staff, accounting for 46.1 percent of total jobs reported in this sector. This was followed by ***'New Skill Required'*** with 32.3percent and then by ***'To fill a position vacated by an ex-employee'*** with 11.1 percent. These top three reasons provided the motives behind the formal sector firms hiring new employees in the 1st quarter of 2015 jointly account for 90 percent of total jobs created in the formal sector. These reasons also give credence to available job openings and opportunities being created despite the current difficulties in the economy. The least reported reason for hiring in the first quarter was ***'Promoted Former Occupant of Position'*** with 0.2percent.

3.7 UNOCCUPIED POSITION IN FORMAL SECTOR

In Q1 of 2015 a total of 63,471 positions were identified as unoccupied in the formal sector, indicating an increase of 38.75 per cent compared to the 45,744 recorded in the Q4 of 2014. Full time positions constituted 60,588 or 95.46 per cent of all unoccupied positions. The remaining 2,883 or 4.54% were part-time positions showing a drop of 12.83 per cent when compared to Q4 of 2014. See figure 7.0.

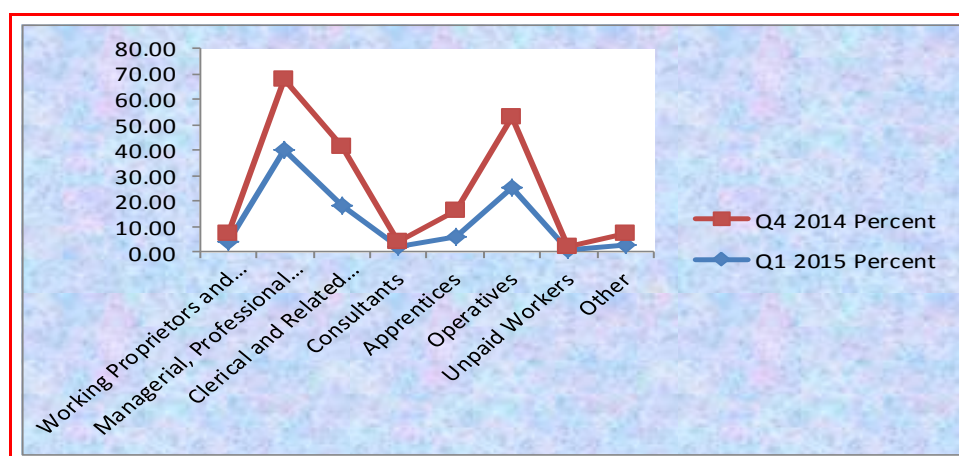
Figure 7.0 UNOCCUPIED POSITIONS IN FORMAL SECTOR



3.8 UNOCCUPIED POSITION BY CADRE

Figure 8.0 show that The Managerial, Professional and Technical Workers Cadre dominated the unoccupied positions, representing 25,319 unfilled jobs or 39.89 per cent of the total, it was also dominant in the Q4 of 2014. A marginal rise of 95.57 per cent or 12,373 unfilled jobs was shown, compared to 12,946 vacant jobs in Q4 of 2014. The Operatives Cadre also maintained its position as second with 16,050 unfilled jobs or 25.29 per cent of the total vacant positions, indicating a rise of 27.28 per cent or 3,440 unoccupied positions from 12,610 jobs recorded in the Q4 of 2014. Clerical and Related Office Workers Cadre also maintained the third position it held in Q4 of 2014, there was a rise of 11.92 per cent or 1,251 unfilled jobs in the First quarter of 2015. Other Cadres with significant number of unfilled jobs were Apprentices and Working Proprietors with 3,931 vacant position or 6.19 per cent of the total and 2,711 unfilled jobs or 4.27 per cent of the total respectively. The fewest unoccupied positions was unpaid Workers with 486 jobs or 0.77 per cent of the total.

Figure 8.0 UNOCCUPIED POSITIONS BY CADRE



3.9 EMPLOYEES EXITING FORMAL EMPLOYMENT

Table 5.0 below shows that a total of 97,020 employees for various reasons exited the workforce in Q1 of 2015, which was 43,816 exits or 31.11 per cent less employees leaving the workforce in first quarter of 2015, compared to Q4 of 2014. The most commonly cited reason for the exit was to further education, for which 30,748 exits or 31.69 per cent was recorded. This reason was also the highest in the fourth quarter of 2014, there was however a decline of 20,819 or 40.37 per cent from the 51,564 exits in the Q4 of 2014. "Others reason" for the exit rose from third position in Q4 of 2014 to become the second most cited reason in Q1 of 2015, representing 19.322 or 19.92 per cent of the total. While "slowdown in business" dropped from its second position in Q4 of 2014 and became third with 12,982 exits or 13.38 per cent in Q1 of 2015.

Table 3.0 EMPLOYEES EXITING FORMAL EMPLOYMENT

SECTOR/ACTIVITY	Q1 2015		Q4 2014	
	Total	%	Total	%
Crop	1,627	1.68	458	0.33
Livestock	980	1.01	680	0.48
Fishing	214	0.22	79	0.06
Crude Petroleum and Natural Gas	12	0.01	4	0.00
Quarrying and Other Minerals	3	0.00	10	0.01
Food, Beverage and Tobacco	121	0.12	17,587	12.49
Textile, Apparel and Footwear	45	0.05	14,742	10.47
Wood and Wood Products	4,801	4.95	931	0.66
Pulp, Paper and Paper Products	2,764	2.85	2,069	1.47

Chemical and Pharmaceutical Products	2,579	2.66	2,535	1.80
Non-Metallic Products	908	0.94	4,242	3.01
Plastic and Rubber Products	2,284	2.35	4,449	3.16
Electrical and Electronics	1,816	1.87	155	0.11
Basic Metal, Iron and Steel	442	0.46	2,069	1.47
Motor Vehicles and Assembly	298	0.31	362	0.26
Other Manufacturing	1,912	1.97	5,069	3.60
Water Supply, Sewage, Waste Management and Remediation	123	0.13	3	0.00
Building and Construction	107	0.11	3,596	2.55
Wholesale and Retail Trade; Repair of Motor Vehicles and Household goods	2	0.00	18,165	12.90
Accommodation and Food Services	12	0.01	12,018	8.53
Road Transport	1,395	1.44	211	0.15
Water Transport	10,216	10.53	3	0.00
Air Transport	13,094	13.50	3	0.00
Transport Services	843	0.87	81	0.06
Post and Courier Services	14	0.01	24	0.02
Telecommunications and Information Services	94	0.10	112	0.08
Publishing	164	0.17	2	0.00
Broadcasting	204	0.21	17	0.01
Arts, Entertainment and Recreation	134	0.14	11	0.01
Financial Institutions	2,123	2.19	2,098	1.49
Insurance	789	0.81	271	0.19
Real Estate	321	0.33	238	0.17
Professional, Scientific and Technical Services	2,049	2.11	2,143	1.52
Administrative and Support Services	1,261	1.30	2,075	1.47
Education	35,988	37.09	19,168	13.61
Human Health and Social Services	5,213	5.37	24,750	17.57
Other Services	2,071	2.13	408	0.29
TOTAL	97,020	100.00	140,836	100.00

3.10 EMPLOYEES EXIT BY CADRE

The cadre with the highest increase in exits in Q1 of 2015 was Managerial, Professional and Technical Workers Cadre. It had the highest number of employee exits with 32,893 employees or 33.90 per cent. This cadre maintained its dominance as the cadre with the highest exits from the Fourth quarter of 2014 to the first quarter of 2015. The cadre with the second highest number of exits was Operatives in which 29,870 Workers exited representing 30.79 per cent of the total. The Unpaid Workers cadre recorded the fewest exits with 869 Workers quitting or 0.90 per cent of the total. See table 6.0 below.

Table 4.0 EMPLOYEES EXIT BY CADRE

STAFF CADRE	Q1 2015		Q4 2014	
	Total	%	Total	%
Working Proprietors and active partners	6,201	6.39	5,755	4.09
Managerial, Professional and Technical Workers	32,893	33.90	34,957	24.82
Clerical and Related Office Workers	19,148	19.74	24,875	17.66
Consultants	884	0.91	3,218	2.29
Apprentices	4,926	5.08	11,782	8.37
Operatives	29,870	30.79	54,352	38.59
Unpaid Workers	869	0.90	1,876	1.33
Others	2,229	2.30	4,021	2.85
TOTAL	97,020	100.00	140,836	100.00

3.11 EMPLOYEES EXIT BY GENDER

The classification of employee exits by gender revealed that fewer females than males exited formal employment in Q1 of 2015, with 38,950 female exits, representing 40.15 per cent of total exits, as compared to 58,070 male exits or 59.85 per cent of the total. The education sector recorded the highest number of both male and female exits, with 20,059 male exits or 20.67 per cent and 15,929 female exits or 16.42 per cent of all exits in the sectors. See table 7.0 below.

Table 5.0 EMPLOYEES EXIT BY GENDER

SECTOR/ACTIVITY	Male	Female
Crop production	1,081	546
Livestock	490	490
Fishing	141	73
Crude petroleum and Natural gas	8	4
Coal Mining	3	0

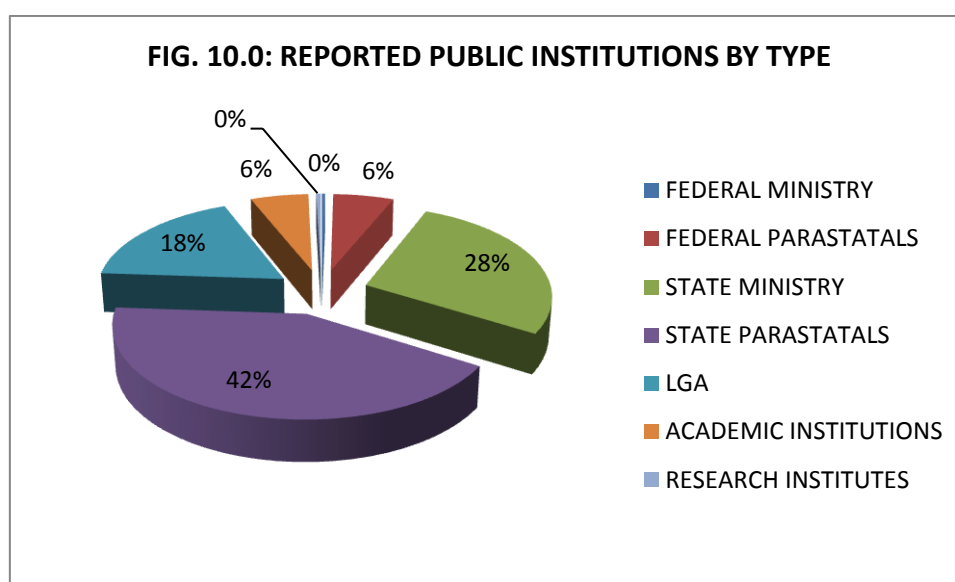
Quarry and Other minerals	92	29
Cement	45	0
Food, Beverage and Tobacco	3,129	1,672
Textile, Apparel and Footwear	1,694	1,069
Wood and Wood products	2,059	520
Pulp, Paper and Paper products	732	176
Chemical and Pharmaceutical products	1,617	667
Non-metallic products	1,481	335
Plastic and Rubber products	437	4
Electrical and Electronics	255	43
Basic metal, Iron and Steel	1,715	197
Motor Vehicles and Assembly	119	4
Other Manufacturing	38	69
Electricity, Gas, Steam and Air conditioning supply	2	0
Water supply, Sewage, Waste management and Remediation	6	6
Construction	1,191	204
Trade	6,996	3,220
Accommodation and Food services	7,265	5,829
Road transport	784	59
Water Transport	0	14
Transport services	94	0
Telecommunication & Information services	92	72
Publishing	135	69
Arts, Entertainment & Recreation	99	35
Financial Institutions	1,390	732
Insurance	461	327
Real Estate	30	292
Professional, Scientific and Technical Services	1,491	558
Administrative and Support services	649	612
Education	20,059	15,929
Human Health and Social services	620	4,594
Other services	1,571	500
Total	58,070	38,950

4. PUBLIC SECTOR INSTITUTIONS

4.1 PUBLIC INSTITUTION RESPONSE RATE

Public institutions refer to those institutions that are created and/or funded by Federal, State and Local governments in Nigeria. The statistics generated from these institutions are often referred to as social statistics. In this survey, the public sector questionnaires were administered to seven types of institutions listed in figure 9.0. **Kindly note that public institutions are covered on a census basis and not a sample of the total number of public institutions; hence the number given here are exact figures from only the public institutions that sent in returns.** In first quarter of 2015 a total of 4,111 public institutions were covered out of which 3,124 returned their questionnaires representing 76 per cent response rate.

Figure 9.0 REPORTED PUBLIC INSTITUTIONS BY TYPE



4.2 EMPLOYMENT GAP IN PUBLIC SECTOR (Q1, 2015)

Table 8.0 shows employment gap that existed in the public sector as reported by the 3,124 public institutions that responded. A total employment gap of 64,119 was declared by the reporting institutions in the first quarter of 2015. Out of these, 62,766 or 97.89 per cent were full-time while 1,353 or 2.11 per cent were on part-time basis. Based on occupational group, the University and higher education teachers had the highest employment gap, with 12,433 or 19.39 per cent while the Secondary education teachers

was second highest, with 5,116 or 7.98 per cent employment gap. Process Control technician followed with 3,547 or 5.53 per cent.

TABLE 8.0: DISTRIBUTION OF EMPLOYMENT GAP BY OCCUPATION, QUARTER 1, 2015		
OCCUPATIONAL GROUP	FULL TIME	PART TIME
Commissioned armed forces officers	2	.
Non-commissioned armed forces officer	2	.
Armed forces occupations, other ranks	5	.
Legislators and Senior Officials	103	.
Managing Directors and Chief Executive	208	.
Business Services and Administration Managers	876	.
Sales, Marketing and Developing Managers	25	.
Production Managers in agriculture, forestry and fisheries	14	.
Manufacturing, mining, construction, and distribution managers	455	10
Information and communications technology service manager	30	2
Professional Services Managers	201	.
Hotel and Restaurant Managers	14	2
Retail and Wholesale Trade	.	.
Other Services Managers	27	.
Physical and earth science professionals	357	2
Mathematics, actuaries and statisticians	694	9
Life science professionals	30	.
Engineering professionals (excluding electro-technology)	778	5
Electro-technology Engineers	122	3
Architects, planners, surveyors and designers	917	6

Medical Doctors	893	11
Nursing and midwifery professionals	3,166	41
Traditional and complementary medicine professional	7	.
Paramedical practitioners	232	.
Veterinarians	81	.
Other health professionals	1,086	35
University and higher education teachers	12,396	37
Vocation education teachers	714	225
Secondary education teachers	5,115	1
Primary School and early childhood teachers	3,285	150
Other teaching professionals	1,301	93
Finance professionals	1,107	41
Administration professionals	1,813	23
Sales, marketing and public relations professionals	97	2
Software and applications developers and analysis	508	15
Database and network professionals	456	4
Legal professionals	118	6
Librarian, archivists and curators	430	2
Social and religious professionals	767	15
Authors, journalists and linguists	188	19
Creative and performing artists	203	1
Physical and engineering science technicians	743	8
Mining, manufacturing and construction supervisors	71	2

Process control technicians	3,547	.
Life science technicians and related associate professionals	93	31
Shift and aircraft controllers and technicians	523	.
Medical and pharmaceutical technicians	439	.
Nursing and midwifery associate professionals	420	1
Traditional and complementary medicine associate professional	11	.
Veterinary technicians and assistants	248	.
Other health associate professionals	1,713	2
Financial and mathematical associate professionals	146	.
Sales and purchasing agents and brokers	20	.
Business services agents	.	.
Administrative and specialized secretaries	154	.
Regulatory government associate professionals	67	.
Legal, social and religious associate professionals	101	15
Sports and fitness workers	330	11
Artistic, cultural and culinary associate professionals	116	4
Information and Communication Technology operations and user support technicians	973	15
Telecommunications and broadcasting technicians	83	.
General Office clerks	2,407	59
Secretaries (general)	436	1
Keyboard operators	90	.
Tellers, money collectors and related clerks 96	16	.
Client information workers	27	.
Numerical Clerks		.

	73	
Material recording and transport clerks	12	.
Other clerical support workers	2,405	311
Travel attendants, conductors and guides	23	.
Cooks	3	.
Waiters and bartenders	5	.
Hairdressers, beauticians and related workers	10	.
Building and housekeeping supervisors	143	.
Other personal services workers	45	.
Street and market sales persons	4	.
Shop salespersons	2	.
Cashiers and ticket clerks	.	.
Other sales workers	1	.
Child care workers and teachers' aides	5	.
Personal care workers in health services	21	.
Protective services workers	951	10
Market gardeners and crop growers	124	.
Animal producers	210	.
Mixed crop and animal producers	553	10
Forestry and related workers	623	.
Fishery workers, hunters and trappers	75	.
Subsistence crop farmers	122	.
Subsistence livestock farmers	42	.
Subsistence mixed crop and livestock farmers	33	.

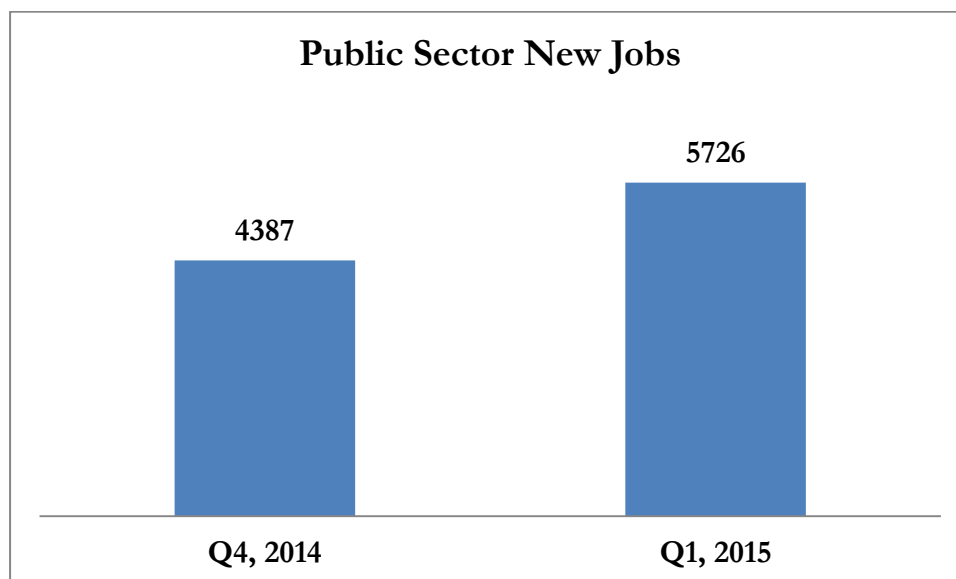
Subsistence fisheries, hunters, trappers and gatherers	47	.
Building frame and related trades workers	17	.
Building finishers and related trades workers	12	.
Painters, building structure cleaners and related trades workers	57	.
Sheet and structural metal workers, moulders and welders and related workers	4	.
Blacksmiths, toolmakers and related trades workers	.	.
Machinery mechanics and repairers	19	3
Handicraft workers	132	3
Printing trades workers	31	2
Electrical equipment installers and repairers	206	5
Electronics and telecommunications installers and repairers	16	3
Food processing and related trades workers	14	.
Wood treaters, cabinet-makers and related trades workers	26	.
Garment and related trades workers	2	.
Other craft and related workers	64	.
Mining and mineral processing plant operators	10	2
Metal processing and finishing plant operators	4	.
Chemical and photographic products plant and machine operators	.	.
Rubber, plastic and paper products machine operators	.	.
Textile, fur and leather products machine operators	.	.
Food and related products machine operators	.	.
Wood processing and papermaking plant operators	.	.
Other stationary plant and machine operators	183	.
Assemblers	50	.
Locomotive engine drivers and related workers	98	.
Car, van and motorcycle drivers		

	621	4
Heavy truck and bus drivers	169	.
Mobile plant operators	278	.
Ships' deck crews and related workers	23	.
Domestic, hotel and office cleaners and helpers	1,340	65
Vehicle, window, laundry and other hand cleaning workers	111	.
Agricultural, forestry and fishery labourers	47	20
Mining and construction labourers	34	.
Manufacturing labourers	46	.
Transport and storage labourers	25	.
Food preparation assistants	2	.
Street and related service workers	41	.
Street vendors (excluding food)	.	.
Refuse workers	68	.
Other elementary workers	1,887	6
Total	62,766	1,353

4.3 NEW JOBS IN THE PUBLIC SECTOR

The first quarter of 2015 recorded a total of 5,726 new employees from 3,124 public institutions compared to 4,387 jobs created as reported by 2,362 public institutions in the fourth quarter of 2014. This means an increase of 1,339 or 30.52 per cent.

Figure 10.0



4.4 NEW JOBS IN PUBLIC SECTOR BY AGE GROUP AND SEX.

Categorizing the new jobs by age group and sex showed that age group 25-35 had 3,466 new employees or 60.53 per cent of the total new employment which was the highest. The age group 36-44 was next with 1,141 or 19.93 per cent while age group 60+ had 17 new employees or 0.30 per cent, which was the lowest. By sex, male new employees were 3,538 or 61.79 per cent of the total new employees while females were 2,188 or 38.21 per cent in the first quarter of 2015.

TABLE 9.0: DISTRIBUTION OF NEW EMPLOYEES IN PUBLIC SECTOR BY CADRE, AGE GROUP AND SEX, QUARTER 1, 2015

STAFF CADRE	AGE GROUP									
	15 – 24		25 - 35		36 – 44		45 – 59		60+	
	MA LE	FEM ALE	MA LE	FEM ALE	MA LE	FEM ALE	MA LE	FEM ALE	MA LE	FEM ALE
PERM SEC/ DG/ EXECUTIVE SECRETARY	18	11	.	1	.	.
DIRECTORATE LEVEL PUBLIC	.	.	1	6	11	6	13	.	.	.

SECTOR										
MANAGEMENT LEVEL PUBLIC SECTOR	27	11	114	73	69	22	15	6	.	.
OFFICERS EXCLUDING MANAGEMENT STAFF PUBLIC SECTOR	117	95	808	674	186	118	85	11	.	.
TECHNICAL WORKERS PUBLIC SECTOR	143	68	163	155	11	20	4	1	.	.
CLERICAL AND RELATED OFFICE WORKERS PUBLIC SECTOR	48	48	192	70	60	30	8	.	.	.
OPERATIVES(CLEANERS, SECURITIES) PUBLIC SECTOR	34	1	154	87	150	21	7	1	1	.
OTHER PUBLIC SECTOR (SPECIFY)	21	.	19	14	132	20	4	2	.	.
EXECUTIVE CHAIRMAN	.	.	4	5	.	.	.	.	.	.
EXECUTIVE SECRETARY/ COUNCILLORS	.	.	4	1	3	.	.	.	.	.
DIRECTORATE LEVEL LGA	.	.	.	.	.	.	.	.	.	.
MANAGEMENT LEVEL LGA	.	.	1	1	1	.	.	.	.	.
OFFICERS EXCLUDING MANAGEMENT STAFF LGA	36	20	51	19	27	17	21	.	.	.
TECHNICAL WORKERS LGA	.	.	10	49	.	.	.	.	.	.
CLERICAL AND RELATED OFFICE WORKERS LGA	6	8	107	128	20	3	.	.	.	.
OPERATIVES(CLEANERS, SECURITIES) LGA	12	1	12	6	11	8	.	.	.	.

OTHER LGA	.	.	4	.	3	.	.	.	.	.
VICE- CHANCELLOR/ RECTOR/ PROVOST	.	.	.	.	.	.	.	.	.	.
PROFESSOR	.	1	.	.	.	.	2	.	.	.
READER/ ASSOCIATE PROFESSOR	3	.	.	.	.	.	1	.	.	1
PRINCIPAL/ SENIOR LECTURER	.	.	1	.	1	1	5	.	2	1
LECTURER I	4	3	73	24	24	4	14	4	2	.
LECTURER II	1	.	10	5	16	4	8	5	2	.
LECTURER III	3	.	1	2	.	.	2	.	.	.
ASSISTANT LECTURER	7	2	28	33	30	9	10	7	.	.
GRADUATE ASSISTANT	.	2	9	6	1	1	8	-	.	.
OTHER ACADEMIC STAFF	3	1	4	4	2	1	1	.	.	.
REGISTRAR	.	.	.	1	1	.	1	.	1	.
DEPUTY REGISTRAR	.	.	.	.	.	.	.	.	1	.
BURSAR	6	.	5	.	1	.	.	.	.	.
LIBRARIAN	.	1	3	1	.	.	.	.	.	.
STUDENT AFFAIRS REGISTRAR	.	.	4	.	.	.	.	.	.	.
DIRECTORATE LEVEL NON ACADEMIC STAFF	.	.	.	.	.	.	.	.	.	.
MANAGEMENT LEVEL NON ACADEMIC STAFF	11	6	17	4	6	1	.	1	.	.

TOTAL	51 1	291	1,9 62	1,50 4	81 3	328	23 7	63	15	2
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4.5 NEW JOBS IN PUBLIC SECTOR BY CADRE

In the first quarter, 2015, officers excluding management staff recorded the highest number of new employees with 2,094 or 36.57 per cent. The cadre, technical workers recorded the second highest number of new employees with 565 new jobs or 9.87 per cent. The clerical and related office workers and operatives (cleaners, securities) became the third highest cadre with each creating 456 new jobs or 7.96 per cent of the new employment.

4.6 NEW JOBS IN PUBLIC SECTOR BY OCCUPATION AND NATIONALITY

Table 11.0 presents the number of new employment by occupation and sex in the first quarter, 2015 for both Nigerian and Non-Nigerian. The general office clerks recorded 774 new jobs or 13.52 per cent as the occupation with the highest number of new employees followed by University and higher education teachers with 494 new employees or 8.63 per cent of total new employees. Disaggregating new employees under occupation by Nigerian and non-Nigeria, the Nigerian male had 3,535 new jobs constituting 61.83 per cent of the new Nigerian employees while female had 2,182 of the Nigerian new jobs representing 38.17 per cent. Also, non-Nigerian had only 9 new jobs in the first quarter, 2015. Male had 3 new jobs while female constituted 6.

OCCUPATION	NIGERIAN		NON-NIGERIAN	
	MALE	FEMALE	MALE	FEMALE
Commissioned armed forces officers	.	.	.	.
Non-commissioned armed forces officer	.	.	.	.
Armed forces occupations, other ranks	.	.	.	.
Legislators and Senior Officials	11	1	.	.
Managing Directors and Chief Executive	32	12	.	.
Business Services and Administration Managers	12	14	.	.
Sales, Marketing and Developing	.	.	.	.

Managers	2			
Production Managers in agriculture, forestry and fisheries	.	.	.	.
Manufacturing, mining, construction, and distribution managers	37	.	.	.
Information and communications technology service manager	1	.	.	.
Professional Services Managers	28	24	.	.
Hotel and Restaurant Managers	.	.	.	.
Retail and Wholesale Trade	.	.	.	.
Other Services Managers	2	1	.	.
Physical and earth science professionals	41	23	.	.
Mathematics, actuaries and statisticians	20	9	.	.
Life science professionals	.	2	1	.
Engineering professionals (excluding electrotechnology)	69	4	.	.
Electrotechnology Engineers	11	.	.	.
Architects, planners, surveyors and designers	24	13	.	.
Medical Doctors	54	43	.	.
Nursing and midwifery professionals	96	79	.	.
Traditional and complementary medicine professional	.	.	.	.
Paramedical practitioners	6	4	.	.
Veterinarians	.	.	.	.
Other health professionals	158	143	.	.
University and higher education teachers	366	128	.	.
Vocation education teachers	9	3	.	.
Secondary education teachers	51	14	.	.
Primary School and early childhood teachers	.	.	.	.
Other teaching professionals	42	24	.	.

Finance professionals	53	51	.	.
Administration professionals	125	82	.	.
Sales, marketing and public relations professionals	3	3	.	.
Software and applications developers and analysis	13	4	.	.
Database and network professionals	14	9	.	.
Legal professionals	23	42	.	.
Librarian, archivists and curators	11	12	.	.
Social and religious professionals	9	7	.	.
Authors, journalists and linguists	45	67	.	.
Creative and performing artists	.	.	.	.
Physical and engineering science technicians	38	25	.	.
Mining, manufacturing and construction supervisors	22	.	.	.
Process control technicians	6	.	.	.
Life science technicians and related associate professionals	39	1	.	.
Shift and aircraft controllers and technicians	6	.	.	.
Medical and pharmaceutical technicians	29	24	.	.
Nursing and midwifery associate professionals	120	158	.	.
Traditional and complementary medicine associate professional	.	.	.	.
Veterinary technicians and assistants	7	4	.	.
Other health associate professionals	234	119	.	.
Financial and mathematical associate professionals	3	.	.	.
Sales and purchasing agents and brokers	6	.	.	.
Business services agents	7	9	.	.
Administrative and specialized secretaries			.	.

	55	75		
Regulatory government associate professionals	83	65	.	.
Legal, social and religious associate professionals	24	6	.	.
Sports and fitness workers	16	1	.	.
Artistic, cultural and culinary associate professionals	7	2	.	.
Information and Communication Technology operations and user support technicians	98	69	.	6
Telecommunications and broadcasting technicians	34	3	.	.
General Office clerks	497	277	.	.
Secretaries (general)	13	27	.	.
Keyboard operators	4	2	.	.
Tellers, money collectors and related clerks	11	7	.	.
Client information workers	.	.	.	.
Numerical Clerks	5	4	.	.
Material recording and transport clerks	11	4	.	.
Other clerical support workers	37	53	.	.
Travel attendants, conductors and guides	2	8	.	.
Cooks	.	.	.	.
Waiters and bartenders	.	4	.	.
Hairdressers, beauticians and related workers	.	.	.	.
Building and housekeeping supervisors	1	.	.	.
Other personal services workers	1	.	.	.
Street and market sales persons	.	.	.	.
Shop salespersons	1	.	.	.
Cashiers and ticket clerks	.	.	.	.
Other sales workers	5	3	.	.

Child care workers and teachers' aides	.	.	.	.
Personal care workers in health services	4	.	.	.
Protective services workers	178	78	.	.
Market gardeners and crop growers	.	.	.	.
Animal producers	1	.	.	.
Mixed crop and animal producers	3	5	.	.
Forestry and related workers	17	10	.	.
Fishery workers, hunters and trappers	.	.	.	.
Subsistence crop farmers	.	.	.	.
Subsistence livestock farmers	.	.	.	.
Subsistence mixed crop and livestock farmers	.	.	.	.
Subsistence fisheries, hunters, trappers and gatherers	1	.	.	.
Building frame and related trades workers	.	3	.	.
Building finishers and related trades workers	.	.	.	.
Painters, building structure cleaners and related trades workers	20	7	.	.
Sheet and structural metal workers, moulders and welders and related workers	.	.	.	.
Blacksmiths, toolmakers and related trades workers	.	.	.	.
Machinery mechanics and repairers	7	.	.	.
Handicraft workers	6	6	.	.
Printing trades workers	1	.	.	.
Electrical equipment installers and repairers	8	.	.	.
Electronics and telecommunications installers and repairers	.	.	.	.
Food processing and related trades workers	.	20	.	.
Wood treaters, cabinet-makers and related trades workers	.	.	.	.
Garment and related trades workers	.	1	.	.
Other craft and related workers	.	.	.	.

Mining and mineral processing plant operators	7	.	.	.
Metal processing and finishing plant operators	.	.	.	.
Chemical and photographic products plant and machine operators	.	.	.	.
Rubber, plastic and paper products machine operators	.	.	.	.
Textile, fur and leather products machine operators	.	.	.	.
Food and related products machine operators	.	.	.	.
Wood processing and papermaking plant operators	.	.	.	.
Other stationary plant and machine operators	.	.	.	.
Assemblers	.	.	.	.
Locomotive engine drivers and related workers	39	.	.	.
Car, van and motorcycle drivers	114	7	.	.
Heavy truck and bus drivers	1	.	.	.
Mobile plant operators	.	.	.	.
Ships' deck crews and related workers	.	.	.	.
Domestic, hotel and office cleaners and helpers	162	227	2	.
Vehicle, window, laundry and other hand cleaning workers	2	.	.	.
Agricultural, forestry and fishery labourers	20	6	.	.
Mining and construction labourers	.	.	.	.
Manufacturing labourers	7	8	.	.
Transport and storage labourers	.	.	.	.
Food preparation assistants	14	15	.	.
Street and related service workers	.	.	.	.
Street vendors (excluding food)	.	.	.	.
Refuse workers	.	.	.	.
Other elementary workers	133	21	.	.
Total	3,535	2,182	3	6

4.7 DISTRIBUTION OF INSTITUTION BY REASONS FOR FILLING VACANCIES

In the first quarter of 2015, filling of position vacated by an ex-employee was the major reason with 192 or 23.73 per cent vacancies filled. Easing work burden on existing staff was second highest reason with 175 or 21.63 per cent vacancies filled. Other reasons accounted for the least with 69 vacancies or 8.53 per cent of the total reasons for filling vacancies.

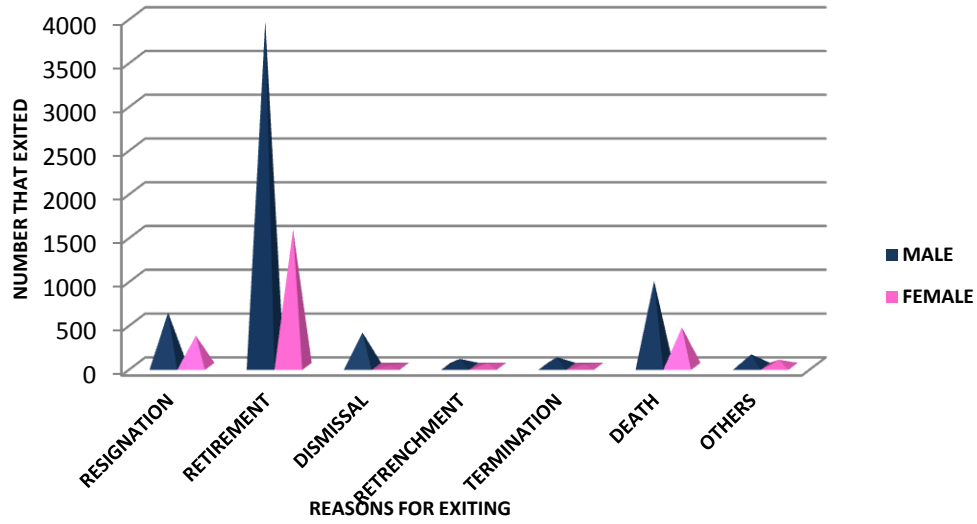
TABLE 12.0: DISTRIBUTION OF INSTITUTION BY REASONS FOR FILLING VACANCIES

TYPE OF ESTABLISHMENT/ INSTITUTION	TO FILL A POSITION VACATED BY AN EX-EMPLOYEE	NEW SKILL REQUIRED IN YOUR OFFICE	PROMOTED FORMER OCCUPANT OF POSITION	OFFICE RESTRUCTURING /JOB RECLASSIFICATION	EXPECTATION OF NEW OPPORTUNITIES	TO EASE WORK BURDEN ON EXISTING STAFF	OTHER REASONS
FEDERAL MINISTRY	5	0	1	0	0	1	1
FEDERAL PARASTATALS	14	6	4	4	4	10	4
STATE MINISTRY	62	38	39	26	33	54	25
STATE PARASTATALS	57	30	20	16	17	55	10
LGA	27	25	24	19	20	27	21
ACADEMIC INSTITUTIONS	27	18	9	10	9	28	8
RESEARCH INSTITUTES	0	1	0	0	0	0	0
TOTAL	192	118	97	75	83	175	69

4.8 EXITS IN PUBLIC SERVICE BY CADRE AND REASON FOR EXIT

The first quarter, 2015, had a total of 8,764 staff exiting public service. When compared with number of new employees (5,726), it reveals more people exited the public service than came in, by as much as 3038 personnel, translated to 53 per cent. Employees exited due to retirement had the highest number of 5,507 or 62.84 per cent of total exit, followed by exit through death with 1,422 employees or 16.23 per cent. Retrenched employees were the least group among exited with 124 employees or 1.41 per cent of total exit. Out of the total number of employees exited, male accounted for 6,252 exits or 71.34 per cent, while female constituted 2,512 exits or 28.66 per cent.

FIG. 11.0: NUMBER OF EMPLOYEES THAT EXITED PUBLIC SERVICE BY REASON AND SEX



5. SURVEY DESIGN AND METHODOLOGY

5.1 SURVEY APPROACH

The approaches adopted for data collection are categorised into Formal sector jobs, Informal sector jobs and Public sector jobs. Formal jobs refer to employment generated in establishments that employ 10 persons and above, or formal professional services that employ less than 10 persons. Informal Sector is covered at the Household level and is a residual of Formal and Public Sector jobs from Total Employment generated. It is jobs such as those generated by individuals or household businesses employing less than 10 or those businesses operating with little or no structures e.g. those in Agriculture and Wholesale and Retail Trade. While The Public Institutions are the Government Ministries, Departments, Agencies (MDAs), Government Parastatals, Academic and Research Institutions at Federal, State and Local government levels.

5.2 COVERAGE

The survey was carried out in all the 36 states of the Federation and the Federal Capital Territory (FCT) Abuja. The ultimate sampling units (households) at both urban and rural areas were sampled through the Enumeration Areas (EAs) using statistical methods (outlined in section 3.4). Formal establishments employing 10 persons and above including professional services that employ less than 10 persons but highly formalized were also canvassed. The Establishments covered were classified into twelve (19) sectors following the migration from International System of Industrial Classification (ISIC) 3.1 to 4.0 namely:

- Agriculture
- Quarrying and Other Minerals
- Manufacturing
- Electricity, Gas, Steam and Air Conditioning Supply
- Water Supply, Sewage, Waste Management and Remediation
- Construction
- Trade
- Accommodation and Food Services

- Transportation and Storage
- Information and Communication
- Arts, Entertainment and Recreation
- Financial Intermediations
- Real Estate
- Professional, Scientific and Technical Services
- Administrative & Support Services
- Public Administration
- Education
- Human Health and Social Services
- Other Services

5.3 SCOPE

The subject areas of interest for the Establishment component included: Particulars and Identification of establishments, Number of Employees, Number of new employees and their occupation. Others are: Employment Policy, Number of persons that exited/Withdrew from Service or work place and Reasons for exiting/withdrawing from Service or work place. The subject areas of interest covered for Public Institutions were; Identification of establishment/Public Institution, Number of Nigerian and non-Nigerian Employees in institution and Number of Nigerian and non-Nigerian employees (Academic Staff) in Academic sector. Also covered were; Number of Nigerian and non-Nigerian employees (Non-Academic staff) in Academic Sector, Number of Nigerian and non-Nigerian employees in Parastatals, Number of new employees by age group and by occupation and Compliance with Employment policy. Others were; Reasons for hiring new employees, Number of employees that exited the Service and Reasons for exiting the Service. The subject areas of interest covered under the Household (informal) component are: Information on identification of EAs and Households, Demographic characteristics of household Members, types of economic activity that household members engage in, working

history/occupational profile of the labour force and Number and characteristics of unemployed persons.

5.4 SAMPLE DESIGN

The design of the Household Component was derived from NBS' National Integrated Survey of Household (NISH), which is a 2-stage cluster sample design. The Enumeration Areas (EAs) formed the first stage units (primary sampling units) while the Households (HHs) formed the second stage units (ultimate sampling units). The NISH Master Sample (MS) was constructed from the frame of the EAs used for the 2006 Housing and Population Census conducted by the National Population Commission (NPopC). Each state has a Master Sample Frame of 200 EAs randomly drawn in 20 independent replicates made up of 10 EAs each.

At the First Stage of primary selection (selection of EAs), sixty EAs were selected, listed and canvassed for both urban and rural areas. A total of two thousand, two hundred and twenty (2,220) EAs were covered throughout the country. The second stage selection, otherwise known as the Ultimate Sampling Units (selection of HHs), fifteen (15) HHs were systematically selected per EA from the list of HHs. A total of nine hundred (900) HHs were covered in each state including FCT Abuja. In all, a total of thirty three thousand, three hundred (33,300) HHs were expected to be covered nationally. In the Formal Establishment Component, five thousand (5,000) establishments were covered. Probability Proportional to Size (PPS) method was used in allocating the number of Establishments by state and by sector. Also considered in the allocation was the contribution of the sector to Gross Domestic Product (GDP). The Systematic random selection technique was used to select the sampled establishments within the sector. Other criteria used in selection of establishments were Employment Size and response history.

A total of three thousand, one hundred and forty-one (3,141) public and academic institutions originally targeted for coverage were covered at Federal, State and Local Government levels on Census basis. However, additional nine hundred and sixty nine (969) Public Institutions above the original population were also covered making a total of four thousand, one hundred and ten (4,110) covered nationwide.

Table 6.0 Number of Ministries/Parastatals/Agencies and Academic Institutions

S/No	States	Ministries	Parastatals	Agencies	Research Institutes	Academic Institutions	Total
1	Abia	24	22	15	1	4	66
2	Adamawa	21	22	21		3	67
3	Akwa ibom	21	10	18		7	56
4	Anambra	22	7	12	4	4	49
5	Bauchi	24	28	26	1	3	82
6	Bayelsa	48	14	44	2	3	111
7	Benue	22	15	21	2	6	66
8	Borno	43	18	23	1	7	92
9	Crossriver	22	23	24	1	6	76
10	Delta	24	13	32		3	72
11	Ebonyi	20	16	35	1	2	74
12	Edo	20	10	12	1	5	48
13	Ekiti	14	27	31		3	75
14	Enugu	31	61	41	1	5	139
15	Gombe	45	23	33		2	103
16	Imo	18	14	15		4	51
17	Jigawa	45	15	43	2	6	111
18	Kaduna	35	27	20	3	12	97
19	Kano	40	43	44		7	134
20	Kastina	14	18	22		2	56
21	Kebbi	25	16	23		5	69
22	Kogi	20	20	15	1	5	61
23	Kwara	17	21	15		5	58
24	Lagos	28	38	43	4	7	120
25	Nasarawa	19	21	17		3	60
26	Niger	26	26	15	1	4	72
27	Oyo	13	6	3	4	6	32
28	Osun	16	11	14		4	45
29	Ondo	55	50	63		6	164
30	Ogun	36	33	38	1	10	118
31	Plateau	23	15	21		3	62
32	Rivers	34	17	20		4	75
33	Sokoto	24	11	31	1	6	73
34	Taraba	34	20	25		6	85
35	Yobe	28	21	49		12	110
36	Zamafara	36	40	51		4	131
37	F.c.t.	64	34	79		4	181
Total		1051	826	1044	32	188	3141

5.5 SURVEY INSTRUMENTS

The survey instruments used for data collection were:

- EA sketch maps
- Establishment Questionnaire
- Establishment selection sheet
- Lodgment sheet
- Public Institution Questionnaire
- Manual of Instructions for Field staff

These survey instruments were jointly developed and reviewed by; National Bureau of Statistics (NBS), Federal Ministry of Labour and Productivity, National Directorate of Employment (NDE), Office of the Chief Economic Adviser to the President and Federal Ministry of Youth Development

5.6 PUBLICITY

The importance of Publicity cannot be over emphasized considering the fact that it creates awareness for the conduct of the survey and increase response rate. The publicity was carried out through Electronic media, Print media and sensitization letter to states and LGAs.

5.7 TRAINING FOR FIELDWORK

Two levels of training were organized for the survey. The first level was called the Training of Trainers (TOT). At this level, a total of Eighty-six (86) officers comprised of six (6) coordinators, thirty seven (37) NBS headquarter staff, six (6) zonal controllers and thirty seven (37) state officers were trained as both trainers and monitors. The training was conducted at the NBS headquarters, Abuja for one day. However, the second level Training took place in 36 states and FCT, Abuja where the Interviewers and Supervisors were trained. It lasted for two (2) days.

5.8 FIELDWORK ARRANGEMENT

The Household interviews was conducted by twenty (20) field staff per state comprising of four (4) supervisors and sixteen (16) interviewers. These field personnel were constituted

into four (4) roving teams per state. A team was made up of one (1) supervisor and four (4) interviewers who first listed the Households (HHs), made selection and then conducted interviews with household members for twelve (12) days using the labour force questionnaire. Moreover, in the Establishment/Public Institutions Component, One (1) Interviewer canvassed (lodged and retrieved) an average of 19 establishments/public institutions questionnaires. The number of enumerators in the states varied according to the number of establishments/public institutions. On the average, one (1) supervisor supervised five (5) Interviewers. In all a total of four hundred and twelve (412) interviewers and eighty eight (88) supervisors were used. Lodgement and retrieval of establishment/public institution questionnaires lasted for 15 days. The staffs of State Statistical Agencies (SSAs) were involved in data collection as well, especially in canvassing the establishment and public institution components.

5.9 MONITORING OF FIELDWORK

To ensure that good quality data were collected, instructions and procedures were fully followed by the field personnel, monitoring of fieldwork was carried out by; NBS Headquarters staff, NBS state officers, NBS zonal controllers, stakeholders and Independent monitors. Monitoring instruments and guidelines were developed which was used for the monitoring exercise. The monitoring officers ensured strict compliance to retrieval schedule at the end of their visit. The monitoring exercise lasted five (5) days for NBS H/Q staff and four (4) days each for NBS State officers and zonal controllers respectively.

5.10 COORDINATION

Six (6) members of the directorate in NBS coordinated the survey activities at both Trainings, Fieldwork, Data processing, and Report Writing stages for five (5) days.

5.11 RETRIEVAL OF RECORDS

All completed records were retrieved and batched EA by EA and Sector by Sector, and forwarded to NBS H/Q for data processing and analysis.

5.12 DATA PROCESSING AND ANALYSIS

All the completed records for household, establishments and public institutions were captured at the NBS Headquarters at the data processing centre. The Census and Survey Processing (CSPro) software was developed for data capture while SPSS was used for the analysis. Tabulation plan was jointly developed by NBS and other stakeholders. The data processing and analysis was done for 10 days.

5.13 REPORT WRITING

Senior and experienced report writers from NBS were joined by officials from stakeholders to write the report. Two reports; Executive summary and Main Report were written.