

EMPLOYMENT AND LABOUR STATISTICS

1. Introduction

Employment is one of the most important social and economic issues in every country. As a result, measures of utilisation and non-utilisation of labour are usually of considerable concern to researchers and policy makers. The stock of unemployment usually attracts smaller attention than the flow; that is, how the rate of unemployment is moving.

It is not easy to measure the rate of unemployment because of the conceptual problems of defining who is employed, unemployed or underemployed.

Employment refers to the number of people who either work for pay in cash or kind, work on their own account or are unpaid family workers. Unemployment figures include those out of work, able to work and looking for a job through recognised channels. This definition should be extended to include those unemployed persons who give up job-seeking out of frustration and retrenched or laid-off persons. The subsistence economy of the rural sector often creates the impression that unemployment is wage unemployment and that it is an urban phenomenon. All these call for caution in wording questionnaires to be used in labour force surveys.

2. Coverage, Scope, Uses and Users of Employment and Labour Statistics

In the International Standard Industrial Classification [ISIC] of all Economic Activities, revision 3, released in 1988, the division code for Employment and Labour Statistics is '74'. It was earlier assigned the code '86' until corrected to reflect the ISIC code.

The Federal Ministry of Labour and Productivity also collects statistics on:

- Employment Exchanges located in the States of the Federation.
- Industrial Disputes.
- Industrial Accidents.
- Wages and Hours of Work.
- Collective Agreements.
- Social Security Statistics.

These items of data are featured in the Bulletin of Labour Statistics published twice a year (each edition covers two quarters). Information on Employment and Labour are on national and State

bases. Similarly, the storage of detailed information on employment and labour are on quarterly and annual bases.

Like most economic statistics, data on employment and labour are used for the formulating and monitoring Government policies and programmes on human resources development and utilisation, income support and social programmes. Population census data, for instance, are relevant in the production of employment statistics as a basis for validating and projecting survey-oriented estimates and also as denominator variables for computing important employment and manpower indicators.

Users of employment and labour statistics include the National Planning Commission, National Bureau of Statistics, research institutes, economic consultants and such international agencies as the International Labour Organisation [ILO].

3. Sources and Methods of Compiling Employment and Labour Statistics

The major producers of employment and labour statistics are Federal Ministry of Labour and Productivity, National Bureau of Statistics and National Manpower Board. Almost every questionnaire designed for administrative census or survey data collection contains at least one question on the establishment's employment position or the employment status of the individual adult respondent. This is because of the economic and social significance of this status.

These sources can be grouped into three:

- Population Census.
- Household-Based Surveys, Establishment Censuses & Surveys.
- Administrative Sources.

A population census is the process of collecting, compiling or summarising and publishing economic and social data pertaining at a point in time to all persons living in a country.

As in the case of the population census, the unit of observation in household-based surveys is the individual person. However, since the population census covers the entire country, it is usually more expensive and requires more time than labour force surveys which are in most cases based on samples. Strictly speaking, 'census' and 'survey' are used in describing how detailed the exercise is. Census questionnaires are usually less probing than survey questionnaires on specific topics such as employment status. Also, 'population' and 'sample' respectively describe 'total' and 'partial' coverage of the units of observation in the target population. Thus, we can have a sample census or a population survey.

An establishment census or survey is an enquiry in which the unit of observation is a business organisation such as factory, bank or office.

The unit of observation in most administrative employment statistics is the individual and the bulk of such information is of the register type.

Employment data generated by each of the four main groups mentioned above are discussed below with emphasis on objectives, design of data collection and execution.

Population Census

In a territory defined for the exercise, every individual is a statistical unit. Data collection procedure is by direct enumeration carried out for all statistical units at approximately the same date. Consequently, a population census is a complex series of related activities and it is usually planned at a normal period to avoid any interruption. During Nigeria's 1991 census which was preceded by enumerator training, pre-testing of questionnaire and pilot enquiries, a three-day curfew was imposed to facilitate a de facto count. The following items of information usually solicited in a population census questionnaire are relevant to the compilation of employment data: age, gender, location, educational qualification, profession, employment status and employer.

A population census is conducted at regular intervals of ten years in most countries. The National Population Commission (NPC) is responsible for conducting population censuses in Nigeria.

Population data such as age-, location-, and gender-specific aggregations of individuals are usually made available to users by the NPC. Aggregation and cross-tabulation by employment categories and other attributes are also made available on request from the NPC whose data processing activities are computerised.

It should be noted that population census data are also relevant in the production of employment statistics as a basis for validating and projecting survey-based estimates and also as denominator variables for computing important employment indicators.

Labour Force Survey

A Labour Force Survey (LFS) is usually based on a sample. Most of the information on employment status obtainable from a population census can also be obtained from the LFS, although the survey questionnaire is usually more detailed than the census questionnaire. The statistical unit in both cases is the individual.

Information from the LFS is useful for updating population census data since the LFS is conducted more frequently than population censuses. As will be shown below, the LFS is richer in information content than establishment surveys and also more expensive.

In addition to incorporating similar executing procedures (albeit on a smaller scale) as the population census, the following additional activities are required in LFS: sample design, estimation of population parameters and their standard errors. The National Bureau of Statistics (NBS) is the major producer of individual-based employment statistics in Nigeria.

The Labour Force Survey is conducted quarterly by the NBS to collect data on employment, unemployment and underemployment **for formulating and monitoring Government policies on human resources development, income support and social programmes.** It is one of the modules of the National Integrated Survey of Households (NISH) and is classified as a supplemental survey. The sampling design is rotational so that fifty per cent (50%) of previous quarter's sample overlaps with current quarter's sample. This is to facilitate reliable estimates of change. Information is collected on age, gender, educational level, employment, unemployment, underemployment, wages and hours of work.

General Households Survey (GHS)

The objective of the GHS conducted by the NBS is to collect data on social and economic characteristics of the population for monitoring the effects of Government policies and programmes. It is a module of the NISH and also classified as a supplemental survey. In a section to be filled in respect of each person who is fifteen years and above, the following items of information are solicited:

- main job during previous week (9 options).
- reason for doing nothing during previous week (8 options).
- primary or main occupation.
- secondary occupation.
- unemployment (voluntary/involuntary).
- income last month.

It is an annual survey in which the sample of households is divided into monthly sub-samples. One sub-sample is surveyed each month such that the exercise is spread out uniformly throughout the year to even out seasonal effects. The lodging, canvassing and retrieving of the questionnaires are adversely affected by non-response and inadequate resources.

Other Household-Based Surveys

Other surveys conducted by the NBS which include the identity of each statistical unit and contain sections on employment are:

- Rural Agriculture Sample Survey (RASS)
- Census of Modern Agricultural Holdings (CMAH).
- National Agricultural Sample Census (NASC).

The objective of the RASS is to collect data on the rural sector of the economy with emphasis on peasant agricultural holdings. In the CMAH, attention is focused on modern holdings. In addition to soliciting information on farm practices, production and prices, the questionnaire used in the RASS and CMAH also solicit information on age, gender, hours worked by, and daily earnings of, individual farm labourers.

Information is collected by enumerators with the aid of administered questionnaires and by direct observation. While the RASS is a sample survey and a module of the NISH, the CMAH is a population survey but not a module of the NISH. In the CMAH, attempts are made to cover all known modern holdings in agriculture. Both surveys are scheduled to be conducted annually.

The National Agricultural Sample Census (NASC) is similar to the RASS. It is, however, limited in scope but wider in coverage. Information is collected on age, gender, education (primary/secondary), employment status and estimated annual income. A three-stage stratified sampling design is also used, and about 960 households (8 per EA) are interviewed. It is scheduled to be held every five years.

Establishment Censuses and Surveys

Establishment-based surveys are less expensive than household-based surveys, since aggregates of employees are observed in the former. The surveys fall into two groups: establishment surveys whose only subject-matter is manpower or employment and those which include employment in their focus.

In the first category are:

- Survey of Nigeria's Manpower Stock and Requirements.
- Shuttle Employment Enquiries.

The second category consists of the various modules of the National Integrated Survey of Establishments (NISE).

As will be shown in the next three sections, the main issues covered by questionnaires designed for establishment surveys are:

(i) **General Information:** Name of Establishment, Street and Mailing Addresses, State of Location, Kind of Activity and Form of Ownership.

(ii) **Established Position:** Total manpower by standard occupational groups.

(iii) **Existing Stock of Labour:** Total number of employees on payroll by standard occupational groups.

(iv) **Vacancies:** Total number of additional personnel required by standard occupational groups, that is, the difference between established positions and existing stock.

(v) **Withdrawal:** Number of personnel who left the establishment as a result of Resignation, Retirement, Retrenchment, Dismissal and Death by suitable manpower categories.

(vi) **Recruitment:** Additional number of employees during a specific period of time by suitable manpower categories.

(vii) **Kind of Activity:** Establishments are often grouped into 9 and more recently 17 categories of the International Standard Industrial Classification of All Economic Activities (ISIC). See section 4.1. (f) below.

(viii) **Occupation:** Employees are usually grouped by type and level of skill as follows:

- (a) Administrative and Managerial.
- (b) Technical, Scientific and Allied Professional.
- (c) Other Professionals.
- (d) Agricultural.
- (e) Health.

An alternative grouping is presented in section 4.1 (g) below. Each type is grouped by level of skills into: Senior, Intermediate/Supervisory and Junior.

The Survey of Nigeria's Manpower Stock and Requirements (SNMSR)

The first SNMSR was conducted in 1977 by the Secretariat of the then National Manpower Board (NMB). Three other surveys were conducted in 1981, 1986 and 1991. The objectives are to:

- obtain current information on the stock of, and manpower requirements in the surveyed establishment.
- update existing information.
- fill gaps in the earlier surveys.

The study covered all establishments employing 10 or more persons and firms offering specialised services regardless of their employment size.

A list of establishments employing 10 or more persons compiled for the study of Manpower and Training Needs of selected Industries carried out in 1985 by the NMB was updated and used as frame for the 1986 survey. The draft questionnaire prepared by the NMB was discussed and finalised with the NBS who collaborated with the NMB in executing the project.

The questionnaire has 5 sections:

Section 1: Identification and Total Employment (as itemised in 3.4.1. (i) above)

Section 2: Over 400 occupations grouped into 5 categories listed in section 3.4.1 above and subdivided into 3 skill levels. Information is

requested on each occupation in respect of Existing Stock of Labour, Declared Vacancies, Recruitment and Withdrawals According to Gender, Nigerian/Non-Nigerian and Reason for withdrawal.

Section 3: Staff Training classified by six occupational groups, distinguishing between local, overseas, in-house and duration.

Sections 4 and 5: Reasons for the existence of Vacancies and information on the utilisation of available staff. (These sections are to be filled by selected training institutions). The structured questionnaire was administered using the personal interview approach. Zonal and State officers of the NBS were trained in Lagos while field officers and supervisors were trained at five zonal levels on questionnaire administration and retrieval.

The survey of manpower stock is conducted every five years. Below are some statistics of response pattern recorded in the last three surveys.

YEAR	1977	1981	1986
No. of Establishments contacted	7662	10338	7464
No of Responding Establishments	5110	7608	4896
Response Rate %	66.7	73.6	65.6
Total No. of Employees	1,015,339	1,098,808	1,083,705

In 1986, one-third of the establishments were from the Public Sector and they accounted for more than two-thirds of total employment. In that year, 57 per cent was from Private Sector, accounting for 22 per cent of total employment. These statistics show that most of the employees in the sample were civil or public servants. Response rate at State level varied from 92 per cent (111 out of 121 establishments) in Sokoto State through 59 per cent (1020 out of 1731) in Lagos State and 51 per cent (112 out of 220) in Bauchi State.

The Shuttle Employment Survey

The main objective of the Shuttle Employment Survey (SES) is to provide, as quickly as possible, some basic employment information for up-dating the data collected from full-scale establishment surveys.

The sample of industrial and commercial establishments surveyed is drawn from all the States of the Federation, using the establishments covered in the latest manpower survey and additional ones compiled from other sources (including those used by the NBS in similar surveys) as frame. There is close collaboration with the NBS in questionnaire and sampling designs and in the field work. The zonal

outfits of the NBS were used in questionnaire administration and retrieval.

In the 1989 SES, 24.8 per cent of the 3385 establishments which responded were in the public sector and they accounted for 64.8 per cent of total employment. Corresponding percentages for the private sector were 48.4 and 18.6 respectively. As observed in the case of manpower survey, SES is also dominated by public sector establishments.

The questionnaire, which in 1983 contained uncoded and open-ended questions, had by 1989 evolved into a structured instrument for data collection with 10 main questions distributed as follows:

Q1 and Q2: General Information as itemised above in section 3.4.1.
(i).

Q4: Existing Stock of Labour

Q5 and Q6: Recruitment in three previous years by level of skills and gender; Staff Turnover in two previous years by level and reason (Retirement, Withdrawal)

Q7: Recruitment of Fresh Graduates in the last two years by qualification and two broad groupings of disciplines.

Q8 and Q9: Declared Vacancies and Employed Non-Nigerians at specific time periods.

Q10: Current Stock of Labour and Vacancies on survey date by level.

The questionnaire is fully coded to facilitate computer-based analysis.

The National Integrated Survey of Establishments (NISE)

While the household is the statistical unit in the NISH, the establishment is the statistical unit in the NISE. It is conducted by the NBS and has two major components. These are the:

- Industrial Survey (IS).
- National Census of Industries and Businesses (NCIB).

Preparatory activities for the NISE usually starts early in the year and culminate in actual data collection fixed at such a time when companies' annual reports would be ready for the reference year.

The main objective of the IS is to collect industrial statistical information needed for planning and research. It has eight modules:

- survey of manufacturing industry.
- survey of building and construction.
- survey of manpower.
- survey of wholesale and retail trades.
- survey of household enterprises.
- survey of mining and quarrying.
- survey of hotels and restaurants.

- survey of transport operators.

Survey of manpower has been discussed in the first category above. Survey of Household Enterprise is a module of the NISE. It is an ad-hoc survey which is not a major source of employment statistics.

All the other modules of the IS are conducted quarterly and annually. The sampling designs ensure national coverage of establishments employing 10 or more persons. The questionnaire of each module has a major section on employment in which the items of data collected are sector-specific as the following examples show: In item 6 of the questionnaire designed for the survey of manufacturing industry, which is on employees and their contribution, information is required on:

A. Nigerian Employees: Professional, Administrative and Managerial/Clerical and Other Office Workers/Operatives/(Male/Female).

B. Non-Nigerians: Male/Female.

C. Other Workers: Working Proprietors/Unpaid Apprentices/Unpaid Family Workers.

E. Compensation of Employees: Total Wages and Salaries/Employees' contribution to Nigeria Social Insurance Trust Fund (NSITF) and Private Pension Scheme (PPS)/Other Labour Benefits.

This section is identical to the corresponding section (Section 8 of the questionnaire designed for the survey of transport operators).

Section 5 of the questionnaire for the 1984 survey of the construction industry which is not gender-specific has only two categories of workers as follows:

Item 1: Employment: Construction Workers/Other Workers/Nigerians/Non-Nigerians.

Item 2: Compensation of Employees: Construction Workers/Other Workers/Total Wages and /Salaries/Employees' Contribution to NSITF and PPS/Other Labour Benefits.

Section 2 of the questionnaire used for the survey of wholesale and retail trades is similar to that used for manufacturing, except that it substitutes salesmen and saleswomen for operatives and does not include apprentices.

In all the questionnaires, number employed is to be recorded as at the end of June and December of the survey year and compensation of employees which is neither skill-, gender- nor nationality-specific is the aggregate for all the employees in the survey period.

The objectives of the National Census of Industries and Businesses (NCIB) are to:

- streamline the methodology of industrial and business surveys in Nigeria.

- extend the scope of the standardised indicators.
- serve as a bench mark for the conduct of the more frequent surveys.

- develop a national directory of business establishments.

The modules of the NCIB are the same as those of the IS. However, the NCIB is limited in scope but wider in coverage. It covers all the establishments included in the IS plus a sample of establishments employing 1 to 4 persons. The NCIB was programmed to be conducted in three phases. The first two of the phases were conducted in 1988 and 1988/89 respectively. By the time the third phase is conducted, censuses in the following establishments would have been conducted:

- building and construction.
- manufacturing industry.
- mining and quarrying.
- small scale establishments.
- household establishments.
- wholesale and retail trades.
- hotels and restaurants.
- professional services.
- transport operators.

In Section 2 of the NCIB questionnaire dated 1987, six categories of persons engaged are identified:

- Working Proprietors and Active Partners.
- Unpaid Workers/Apprentices.
- Managerial, Professional and Technical Workers.
- Clerical and related Office Workers.
- Operatives (Labour and Service Workers).
- Others.

The information required in each case is supposed to be gender- and nationality-specific (Nigerian/Non-Nigerian). Information is also required on wages and salaries paid in the year and the amount of supplementary benefits to each category of employees.

Section 3 of the NCIB questionnaire is on staff training and development where information is required on:

- number trained on the job, locally and abroad, during the year.
- total expenditure on Staff Training and Development.

Section 4 is on hours and days worked by operatives during the year.

The National Bureau of Statistics (NBS) reveals that the major problems with the execution of all the surveys and censuses discussed in this section are non-response, inadequate and untimely response and inadequate funding.

Administrative Sources of Employment Data

Employment statistics are generated as by-products of the administrative system. Such data are in the form of registers and in some cases aggregates of categories of employees. The following are routine sources of employment data in Nigeria:

(a) **Professional and Executive Registry:** Most professional associations keep a register of members and their employment status. Official gazettes in which details of civil servants are periodically published are also sources of employment data.

(b) **Payroll of Establishments:** This is a very reliable source of data on wage employment.

(c) **Records of the Nigeria Social Insurance Trust Fund (NSITF) Industrial Training (ITF) and Inland Revenue:** Most wage earners contribute to NPF and their records with the agencies managing the fund will include name, age, gender, employment and employer which, except the name can form the basis for aggregation. This is also true of tax forms submitted to the Inland Revenue Service.

(d) **Employment Exchange Registry:** This is a major source of unemployment of unskilled workers, primary and secondary school leavers who register with the exchanges. Also, the exchange itself is a source of information on vacancies that can be filled by unskilled workers. Statistics of industrial relations as collated by the Federal Ministry of Labour and Productivity (FMLP) is another major component of administrative statistics.

(e) **Annual Reports:** Most Government ministries and parastatals produce annual reports of the year's activities. Such reports often contain information on established positions, existing stock of labour, vacancies and withdrawals.

4. Current Methods of Data Storage and Dissemination

Analysis of sample-based employment data is much more complex than the analysis of census-based employment data. Initially, in both exercises at the end of field work, the retrieved questionnaires have to be post-coded if necessary, scrutinised, edited and validated. Subsequently, population census- or survey-based data will be subject to less rigorous analytical techniques than sample-based data. In spite of these differences, the two exercises are complementary since the less frequently available population magnitudes often serve as benchmarks that can be projected or updated using sample estimates.

The major task in the analysis of employment data is the determination of the attributes or characteristics to use in tabulating or cross-classifying the individuals. These characteristics are listed below under three main groups:

1. **Demographic Characteristics:** age, gender, marital status, ethnic group or nationality.

2. **Geographic Characteristics:** State, Zone, local Government, urban (rural), town.

3. **Labour Force Characteristics:**

(a). Employment Characteristics: hours worked, full-time, part-time.

(b) Unemployment Characteristics: duration of unemployment, previous employment, method of job-search.

(c) Characteristics of Persons not in Labour Force: keeping house, schooling, ill or disabled, retired.

(d) Education: illiterate, primary education, secondary education, post -secondary education, tertiary education.

(e) Economic Characteristics: occupation, level of skills and remuneration.

(f) Industrial Sector: The following 17 tabulation categories reflect the most recent version of the International Standard Industrial Classification of All Economic Activities (ISIC):

A Agriculture, Hunting and Forestry.

B Fishing.

C Mining and Quarrying.

D Manufacturing.

E Electricity, Gas and Water Supply.

F Construction.

G Wholesale and Retail Trades, Repair of Motor Vehicles, Motorcycles and Personal Household Goods.

H Hotels and Restaurants.

I Transport, Storage and Communications.

J Financial Intermediation.

K Real Estate, Renting and Business Activities.

L Public Administration and Defence; Compulsory Social Security

M Education.

N Health and Social Work.

O Other Community, Social and Personal Service Activities.

P Private Households with Employed Persons.

Q Extra-Territorial Organisations and Bodies.

(g) Occupation:

Administrative and Managerial Workers.

Technical and Professional Workers.

Clerical Workers.

Sales Workers.

Transport Workers.

Mining and Quarrying.

Agricultural Workers.

Production Workers.

Artisans and Craftsmen.

After the choice of appropriate attributes has been made the next stage in the analysis of employment data (population, sample or administrative) consists of extraction, aggregation, tabulation and cross-tabulation. These activities are computerised in the analyses of most surveys and censuses. A reasonable proportion of routine employment statistics is, however, manually produced using electronic calculators.

Publications and Methods of Dissemination

The National Manpower Board, the Federal Ministry of Labour and Productivity (FMLP) and the NBS are the major producers of employment statistics in Nigeria. Attention is focused here on data generated by the Survey of Nigeria's Manpower Stock and Requirements and the Shuttle Employment Enquiries by the NMB, Employment Exchange Statistics produced administratively by FMLP, and the output of employment statistics from the NISH and the NISE by the NBS.

Employment Statistics Produced by the NMB

The National Manpower Board in collaboration with the NBS has conducted four surveys of Nigeria's manpower stock and requirements in 1977, 1981, 1986, and 1991. The 1991 survey result is currently being processed.

Two publications of NMB contain the output of the Manpower Survey and Shuttle Employment Enquiries.

The Report of the **Survey of Nigeria's Manpower Stock and Requirements 1986 Manpower Studies No 25**, issued in December 1989 is a comprehensive documentation of the survey. It contains 64 tables and 19 Annexes. The following are the most important employment data displayed:

- A. Distributions of **Responding Establishments**: 9 tables.
- B. Distributions of **Total Employment**: 12 tables.
- C. Distributions of **Specific Categories of Manpower**: 3 tables.
- D. Distributions of **Employed Females**: 4 tables.
- E. **Manpower Mix**: 5 tables.
- F. **Employment, Vacancies, Withdrawals and Turnover**: 11 tables.
- G. Manpower Statistics in **Educational Institutions**: 12 tables.
- H. Statistics on **Staff Training and Development**: 8 tables.
- I. Annexes: 18 tables on:
 1. Responding Establishments (5 tables).

2. Distributions of Employees (5 tables).
3. Distributions of Specific Manpower Categories (3 tables).
4. Staff Vacancies and Turn-Over (2 tables).
5. Non-Nigerian Employees (3 tables).

The items listed in A to I above are classified and cross-tabulated using the following attributes as indicated.

Used	Attribute	Item(s) Where It Is
	State (20)	A, B, E, H, I
	Gender (2)	C, F, G
	Nationality (2)	B, C, F, G, I
	Type of Ownership (9)	A, B, E, I
	Type of Employer (9)	H, I
	Industrial Sector (9)	A, B, E, H, I
	Employment Size (6)	A, B, I
	Broad Categories of Manpower (5)	C, E, F, H, I
	Selected Specific Occupations	C, E, I
	Occupations (over 400)	C, E, F, I
	Institution, Faculty Discipline	G
	Duration of Course	

Source: Manpower Studies No. 25 December, 1989. [The Number of Options is Stated in Brackets Where Feasible].

In June 1990, J.G. Sepp, working for ILO on the Manpower Planning Project NIR/83/043 produced a comprehensive summary of the 1989 Shuttle Employment Enquiry titled **Data Processing and Tabulation of the Shuttle Employment Enquiry, 1988/89**. The following ten items of data are covered by the report:

- (1) Distribution of Responding Establishments.
- (2) Distribution of Total Employment.
- (3) Distribution of Employment of Non-Nigerians.
- (4) Trend in Staff Recruitment.
- (5) Trend in Staff Withdrawal.
- (6) Trend in Declared Vacancies.
- (7) Recruitment of Fresh University Graduates.
- (8) Recruitment of Fresh Polytechnic Graduates (HND).
- (9) Recruitment of Fresh Polytechnic Graduates (ND).
- (10) Recruitment of NCE/NTC Teachers.

The second item is presented separately for male, female, and both.

Each of the ten items listed above is classified and cross-classified wherever feasible with the following attributes:

- State.
- industrial sector.
- type of ownership.
- employment size.
- level of staff.

In the report, the estimates obtained for 1986, 1987 and 1988 were compared with those obtained for 1989 in the study of trend. The validity of such comparisons will depend on the degree of homogeneity of the samples selected for these different periods.

The publication titled **Report of the Shuttle Employment Enquiries, 1983** issued as Manpower series No.21 by the NMB in 1984 contains fewer tables than the ILO project report. It contains four main tables on:

(1) Distribution of Contacted and Responding Establishments by State, industrial sector type of ownership and type of employer.

(2) Distribution of Retrenched Persons by State, x type of employer and State x industrial sector.

(3) Distribution of stock and flow of Employed Graduates respectively by state, industrial sector, and field of study x type of employer.

(4) Distribution of Stock and Flow of Employed Polytechnic Graduates by field of study x type of employer.

The symbol "x" indicates cross tabulation using the two attributes.

Employment Statistics Published by the NBS

Two publications by the NBS contain statistical information on employment. The first is **Social Statistics in Nigeria**, an annual publication which contains four tables on: percentage distribution of persons aged 15 years and above classified by activity status, occupational group and location (urban, rural and State). These estimates of proportions are obtained from the Labour Force Survey discussed in Section 3.3.1 above.

In a monthly bulletin entitled **Statistical News**, the NBS publishes estimates of unemployment rates as derived from the Labour Force Survey. In the bulletin, the following items are covered:

- (1) Unemployment rate by sector.
- (2) Distribution of unemployed by educational level and by age group (composite).
- (3) Unemployment rates by State.
- (4) National unemployment rate.
- (5) Cross-tabulations of percentage distribution of unemployed persons according to:

- (a) educational level, gender and sector.
- (b) educational level and sector.
- (c) age group and sector.

Each of the monthly unemployment rates in (1) to (4) above is compiled separately for the three sectors: urban, rural and composite.

The third publication is the **Annual Abstract of Statistics** which contains information on stock of employment in:

- selected metalliferous and coal mining activities.
- building and construction.
- Nigerian Railway Corporation (NRC).
- ten selected three- and two- digit ISIC of manufacturing activities.
- the Federal Civil Service (FCS) by gender, location (State-wise) and ministry.

The estimates of proportions published in the Social Statistics are obtained from the Labour Force Survey, while the absolute estimates published in the Annual Abstract are obtained from administrative sources (mining, NRC and FCS) and Industrial Surveys (building and construction, and manufacturing).

Employment Statistics Published by the FMLP

The Federal Ministry of Labour and Productivity publishes a **Quarterly Review of Labour Statistics**. This publication contains statistical information on:

1. Projected mid-year population of Nigeria by 5-year age groups, gender and State as obtained from the National Population Commission (NPC).
2. National unemployment rates by State, gender, educational level, and for urban, rural and composite locations as obtained from the NBS-LFS.
3. Statistics of employment exchange services by state in respect of:
 - (a) number of employment exchanges.
 - (b) number of persons on live register.
 - (c) number of persons placed in employment.
 - (d) statistics of vacant positions in the employment exchanges.
4. Trade test statistics by State, category of test and result of test.
5. Statistics of industrial disputes with details such as:
 - (a) number and duration of disputes.
 - (b) number of disputes resulting in strike, number of dispute days, number of workers involved and man-days lost.
 - (c) work stoppage, workers involved in disputes, and man-days lost by industry.

6. Types of cases handled by, and nature of judgements made by the Industrial Arbitration Panel (IAP).

7. Social security statistics with details on:

(a) number of beneficiaries and amount of benefits from the Nigeria Social Insurance Trust Fund (NSITF) by State.

(b) number of employers/workers registered, and contribution received in respect of the NSITF.

8. Urban and Rural Consumer Price Indices and town-specific average retail prices of selected commodities as obtained from the NBS.

In all respects, the procedure for data transfer to the NBS is through hard copies of the **Bulletin of Labour Statistics, Statistical News** and **Annual Abstract of Statistics**.

5. NBS Data Base Coding System for Employment and Labour Statistics

The Division Code

Attempts have been made to follow the coding system used in the International Standard Industrial Classification [ISIC], revision 3 released in 1988. Thus the division code or the first two digits of the code assigned a six-code-variable which identified the division to which the dataset belongs, is wherever feasible taken from the ISIC. The ISIC division code have been allocated on the basis of exact correspondence in respect of most sectors, except in respect of some sectors where proximity to the nearest closely-related ISIC code and existence of unused codes were the basis for the allocation of codes.

Going by this system, the division on Employment and Labour Statistics in the database of the National Bureau of Statistics is coded '86'. The appropriate ISIC code is '74'. Attempts are made to correct this so that it will reflect in the ISIC code.

The Items and Details Codes

While efforts have been made to ensure that the Division Code or the first two digits of the code assigned to each variable conforms as much as possible to the ISIC, the items and details codes which form the last four digits of the code assigned to each variable are arbitrarily determined. The Division-Item-Detail [DID] coding system is the basis for coding the NBS's datasets. The item under each dataset is the elementary entity or groups of elementary entities [multiple-item cases] about which statistical data are gathered. For example, in the Employment and Labour division, "Employment Exchanges in Nigeria" coded 8606 is an item with 13 details.

Generally, the National Bureau of Statistics [NBS] is using a six-digit-code for attributes [variables]. The first two digits are used to

identify a particular division. The first four digits are used for a particular item under the division.

In coding the details, six digits are used to identify a particular attribute [variable] as follows: the first two digits for the division, the next two for the item under that division and the last two (the 5th and the 6th digits) for the detail [variable of interest] under the division and the item. In all, there are 13 items with 609 details in Employment and Labour Statistics.

Based on this coding system, the NBS's Statement of Requirements [SOR] for Employment and Labour Statistics is as shown below:

1. Projected Mid-Year Population of Nigeria by Age-Group and Gender (57).
2. Projected Mid-Year Population of Nigeria by Sex.
3. Unemployment Rates in Nigeria by Location and Gender.
4. Percentage Distribution of Unemployed Persons by Age-Group, Gender and Location.
5. Percentage Distribution of Unemployed Persons by Educational Level, Gender and Location.
6. Employment Exchange Statistics in Nigeria.
7. Summary of Industrial Disputes in Nigeria.
8. Types of cases Handled by the Industrial Arbitration Panel .
9. Work Stoppages by Industry.
10. Employment in Metalliferous and Coal Mining.
11. Employment by Nigerian Railway Corporation.
12. Employment in Broad Categories of Manufacturing Industry.
13. Employment in Building and Construction Industry by Type of Activity.

Items 2 and 3 will be stored for each State. Items 3, 4, and 5 will be stored quarterly while all other items will be stored annually. Items 3, 4 and 5 on the distribution of proportions of unemployed persons are obtained by the FMLP from LFS-NBS as stated in section 5.4 above.

6. CONCLUDING REMARKS

Considerable effort has been made to collect, analyse and disseminate Nigeria's employment and labour statistics. The three major bodies most actively involved in the production of these statistics are **NMB**, the NBS and the FMLP. Most of the techniques for data collection reflect international standard practice, especially the

questionnaire design and the various classifications of activities and occupations.

Most of the employment statistics generated are based on sample Survey/census data and, therefore, require projected human population statistics for the computation of national estimates. Availability of reliable human population figures which can be projected is a very essential pre-requisite for the usefulness of the sample estimates.

A common problem of most of the sample surveys and censuses is non-response, which is very serious in respect of both the household- and establishment-based surveys. The majority of employees covered by **NMB's** establishment surveys are public servants.

All the estimates of population proportions based on samples are not accompanied by any measure of their reliability. Apart from the defects in methodology of producing Nigeria's employment and labour statistics stated above, several important components and sectors are at present ignored. These include:

- (1) employment and earnings in key sectors such as: petroleum mining, refining and distribution.
- (2) employment and earnings in the informal sector.
- (3) statement of wages and salaries in the same details as categories of workers.

There is need for increased gender-specificity in the presentation of employment and labour statistics.