



**NATIONAL BUREAU OF STATISTICS**



**THE FEDERAL REPUBLIC  
OF NIGERIA**



**4<sup>th</sup> Quarter 2012 and 1<sup>st</sup> Quarter 2013 Job Creation Survey:** A Collaborative Survey between the National Bureau of Statistics, the Office of the Chief Economic Adviser to the President, Federal Ministry of Labour & Productivity, and National Directorate for Employment

**October 2013**

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## 1. INTRODUCTION

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### 1.1 Executive Summary:

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The government has in recent years unveiled a series of policies and programmes, encapsulated in the Transformation Agenda and the NV2020, to foster job creation, engender private sector-led inclusive growth, and create an enabling environment for businesses to thrive with the ultimate goal of improving the lives of Nigerians. There was therefore a need to measure and report progress in line with the President's commitment to a more open and accountable government. It is on this basis that the National Bureau of Statistics (NBS), which is the coordinator of the National Statistical System (NSS) and authority of all official statistics, develop a programme plan to capture job creation in the country. This report contains the latest estimates for jobs created in the Nigerian economy for the Fourth Quarter 2012 and the First Quarter 2013. These estimates are the results of the Quarterly Job Creation Survey commissioned by the National Bureau of Statistics (NBS) in collaboration with the Office of the Chief Economic Adviser to the President, National Planning Commission and the Federal Ministry of Labour & Productivity. Employment generation being one of the pillars of the present administration's Transformation Agenda, the objective of the quarterly survey is to track the number of jobs being created in the economy within a given period of time, provide multi-sectoral and policy relevant data on the employment-generating sectors, seasonality in employment and the labour market.

Key Findings from the survey in the showed that in the 4th Quarter 2012 the Response rate of about 92.3 per cent was achieved for the formal sector survey nationwide where private individuals and faith based organisations owned 98.76 per cent of the total establishments responded in the formal sector while the remaining 1.24 per cent is owned by government (statutory corporation). The results show male dominance of sole proprietorship legal status of establishments with 90.2 per cent as against women who own 9.8 per cent of establishments. Furthermore, around 93% of the owners with sole proprietorship legal status of establishment are beyond 35 years of age while almost 7% of the owners with sole proprietorship legal status of establishment are within 15 to 35 years of age. Larger percentage of employees (full-time and part-time) falls in the category of managerial, professional and technical workers staff cadre with about 39.8 per cent. A total of 152,018 jobs were estimated to have been created within October 2012 to December 2012. 50.4 per cent of these jobs fall in the education sector making it the highest among other sectors. Out of the jobs created among the youths (15 -35 years), 33.4 per cent of them were in the category of managerial, professional and technical workers staff cadre while 38.4 per cent of them were in the category of clerical and related office workers staff cadre. A total number of 3,109 physically challenged persons were employed and major reason given for hiring new employees was to fill a position vacated by ex-employees. About 66,564 employees exited their job and majority of the exited employees were from managerial, professional and technical workers staff cadre. Moreover, around 78.1 per cent of the employees that exited were from education, manufacturing and health and social work sectors of the economy and spatial distribution by gender shows that a higher number of male employees exited and the most common reason for exiting was "to further education".

**Findings also show that in the 1<sup>st</sup> Quarter 2013**, private individuals and faith based organisations owned 98.76 per cent of the total establishments responded in the formal sector while the remaining 1.24 per cent is owned by government (statutory corporation). Larger percentage of employees (full-time and part-time) falls in the category of managerial, professional and technical workers staff cadre with about 42.37 per cent. A total of 174,326 jobs were estimated to have been created within January 2013 to March 2013. 39.5 per cent of these jobs fall in the education sector making it the highest among other sectors. Out of the jobs created among the youths (15 -35 years), 50.9 per cent of them were in the category of managerial, professional and technical workers staff cadre while 10.0 per cent of them were in the category of Operatives staff cadre. A total number of 2,897 physically challenged persons were employed and major reason given for hiring new employees was to fill a position vacated by ex-employees. About 54,599 employees exited their job and majority of the exited employees were from managerial, professional and technical workers staff cadre. Moreover, around 75.9 per cent of the employees that exited were from education, manufacturing and health and social work sectors of the economy and spatial distribution by gender shows that a higher number of male employees exited and the most common reason for exiting was “to further education”.

**Table 1.1 Public Institution**

<b>Fourth Quarter (October 2012 - December 2012)</b>	<b>First Quarter (January 2012 - March 2013)</b>
A total of 3992 public institutions were reportedly covered	A total of 3992 public institutions were reportedly covered
The total number employees recorded in the Public Sector, Local Government Areas, Academic Sector (Academic), Academic Sector (Non-Academic) were around 1,005,510, 841,091, 49,882 and 74,063 respectively	The total number employees recorded in the Public Sector, Local Government Areas, Academic Sector (Academic), Academic Sector (Non-Academic) were around 1,008,276, 825,399, 49,711 and 70,474 respectively
A total of 151,401 employment gaps were declared in Public Institutions	A total of 157,173 employment gaps were declared in Public Institutions
A total of 24,975 (male and female) new employees in the public sector was recorded	A total of 24,368 (male and female) new employees in the public sector was recorded
A total of 17,866 employees exited, with Retirement recording the highest with 66.9 per cent. This was followed by Death with a distant of about 11.5 per cent.	A total of 12,665 employees exited showing a 29.1 per cent decrease from the previous quarter's figure. Retirement (6,873) recorded the highest, accounting for 54.3 per cent of the total that exited, followed by Resignation with about 15.1 per cent.

## 1.2 Objectives

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The main objectives of this survey are:

- To develop an approach and template for tracking variability in the number of jobs created or lost during a given period of time in Nigeria
- To come up with statistically reliable estimates of the number of jobs created in the economy during a given period of time
- To improve available information and data on the Nigerian Labour market such as employment-generation sectors, seasonality in employment etc.

## 2. SURVEY DESIGN

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### 2.1 Survey Approach

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The three approaches adopted for data collection were:

1. Formal establishments that employ 10 persons and above and formal professional services that employ less than 10 persons
2. Public institutions i.e .Ministries, Departments, Agencies (MDAs), parastatals, academic and research institutions at Federal, State and Local government levels

### 2.2 Coverage

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The Quarterly Job Creation survey is a nationwide survey, covering all 36 states of the federation including the Federal Capital Territory (FCT). A comprehensive sample of 5000 establishments was taken across the country covering all sectors of the economy. Formal establishments employing 10 persons and above including professional services that employ less than 10 persons but highly formalized were selected for the study. The Establishments covered were classified into twelve (12) sectors, namely:

- Agriculture
- Mining and Quarrying
- Manufacturing
- Construction
- Wholesale & Retail Trade
- Hotels and Restaurants
- Transport, Storage and Communication
- Financial Intermediation
- Real Estate, Renting and Business Activities
- Health and Social Work
- Other Community, Social and Personal Activities
- Education

The Informal jobs are those 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. While The Public Institutions are the Government Ministries, Departments, Agencies (MDAs), Government Parastatals, Academic and Research Institutions at Federal, State and Local government levels.

## 2.3 Scope

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The subject areas of interest 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.

Furthermore, the subject areas of interest covered for Public Institution were; Identification of establishment/Public Institution, Number of Nigerian and non-Nigerian Employees in public sector, 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 their 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.

## 2.4 Sample Design

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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.



Table 2.1 The Number of Establishments Selected by State and By Sector

STATE	SECTION												Total
	AGRICULTURE	CONSTRUCTION	EDUCATION	FINANCIAL	HEALTH	HOTELS	MANUFACTURING	MINING	OTHER	ORG RD STORAGE	TRANS, REAL ESTATE	WHOLESALE	
ABIA	14	1	8	11	28	8	17	0	2	4	21	11	119
ADAMAWA	32	1	6	16	12	5	15	0	2	1	16	9	115
AKWA IBOM	8	2	7	7	21	4	4	0	2	3	18	4	80
ANAMBRA	7	1	8	19	56	6	21	0	2	4	15	9	148
BAUCHI	11	1	6	10	8	7	43	0	2	4	14	23	129
BAYELSA	4	1	6	2	3	4	2	0	2	2	5	4	35
BENUE	3	1	6	9	33	9	12	0	2	2	13	11	101
BORNO	21	0	6	5	5	2	5	0	1	1	4	6	56
CROSS RIVER	9	1	7	15	15	8	9	1	2	4	16	11	98
DELTA	11	3	8	15	24	12	17	0	1	5	15	13	124
EBONYI	7	2	5	7	20	3	10	22	3	2	15	9	105
EDO	13	2	10	17	52	13	29	7	3	10	30	28	214
Ekiti	2	1	12	0	15	2	12	0	3	1	5	2	55
ENUGU	13	2	8	12	38	8	7	0	2	5	29	7	122
FCT	21	8	10	22	14	40	11	1	14	10	19	19	193
GOMBE	29	1	6	4	6	2	12	2	2	2	6	10	82
IMO	11	2	7	14	74	6	13	0	1	5	25	10	168
JIGAWA	11	1	5	5	2	2	30	0	1	1	-	4	62
KADUNA	7	6	6	20	63	20	44	1	2	5	37	41	252
KANO	31	4	6	12	10	12	120	0	3	2	11	49	260
KATSINA	39	1	5	8	7	3	33	0	1	7	3	18	125
KEBBI	9	0	5	7	3	3	11	0	2	0	1	5	46
KOGI	17	1	5	10	26	9	14	1	1	3	11	6	104
KWARA	4	1	6	12	21	5	12	0	1	2	10	5	79
LAGOS	27	6	20	25	57	83	91	1	20	19	60	84	493
NASARAWA	26	1	5	7	18	5	14	2	3	2	5	9	97
NIGER	2	1	5	15	24	7	23	0	3	2	3	18	103
OGUN	22	3	10	20	17	5	16	0	4	3	4	12	116
ONDO	6	2	12	25	43	9	28	1	4	1	42	17	190
OSUN	13	2	11	13	27	6	27	0	6	2	28	13	148
OYO	9	2	13	49	80	21	79	2	4	4	100	35	398
PLATEAU	5	1	6	13	71	9	17	0	3	1	5	25	157
RIVERS	9	2	10	14	23	20	15	1	2	5	22	33	156
SOKOTO	9	1	5	7	7	3	6	0	2	1	2	5	48
TARABA	9	0	5	6	33	3	8	0	1	1	3	5	74
YOBE	8	0	5	8	3	3	6	0	1	2	0	3	39
ZAMFARA	21	1	5	3	2	2	29	0	1	3	2	40	109
TOTAL	500	66	276	464	961	369	862	43	105	131	615	613	5,000

A total of two thousand, nine hundred and thirty five (2,935) public and academic institutions in the country were covered on census basis at federal level, state level and local government level for the Public Institution Component.

The distribution of the Institutions were; seven hundred and eighty two (782) ministries, eight hundred and twenty four (824) parastatals, one thousand, one hundred and twenty one (1,121) Agencies, thirty two (32) Research Institutes and one hundred and seventy five (175) Academic Institutions.

**Table 2.2 Number of Ministries/Parastatals/Agencies and Academic Institutions by State**

S/NO.	STATES	MINISTRIES	PARASTATALS	AGENCIES	RESEARCH INSTITUTIONS	ACADEMIC INSTITUTIONS	TOTAL
1	ABIA	21	27	15	1	4	68
2	ADAMAWA	22	22	26		3	73
3	AKWA IBOM	21	15	18		1	56
4	ANAMBRA	17	12	12	4	4	49
5	BAUCHI	24	33	26	1	3	87
6	BAYELSA	17	19	44	2	3	85
7	BENUE	14	20	21	2	6	63
8	BORNO	21	18	28	1	7	75
9	CROSS RIVER	22	28	43		1	94
10	DELTA	21	13	37		3	74
11	EBONYI	16	16	40	1	2	75
12	EDO	21	15	12	1	5	54
13	EKITI	14	27	42		3	86
14	ENUGU	31	18	41	1	5	96
15	GOMBE	19	18	38		2	77
16	IMO	18	14	20		4	56
17	JIGAWA	15	15	43	2	6	81
18	KADUNA	28	38	36	4	12	118
19	KANO	19	28	44		7	98
20	KATSINA	14	18	27		2	61
21	KEBBI	18	16	28		5	67
22	KOGI	20	25	19	1	5	70
23	KWARA	20	21	20		5	66
24	LAGOS	24	48	43	4	7	126
25	NASARAWA	16	20	16		3	55
26	NIGER	22	27	27	1	4	81
27	OGUN	21	20	30	1	10	82
28	ONDO	23	23	20		6	72
29	OSUN	16	22	14		4	56
30	OYO	22	20	12	4	6	64
31	PLATEAU	23	32	26		3	84
32	RIVERS	25	17	25		4	71
33	SOKOTO	18	16	31		6	72
34	TARABA	13	20	30	1	6	69
35	YOBE	23	26	49		12	110
36	ZAMFARA	19	23	39		2	83
37	FCT	64	34	79		4	181
	<b>TOTAL</b>	<b>782</b>	<b>824</b>	<b>1121</b>	<b>32</b>	<b>175</b>	<b>2934</b>

## 2.5 Sample Achieved

Tables 2.3 to 2.5 below showed the response rate for formal sector and public institutions respectively while formal was sector 92.3per cent and public institutions was 85.4 per cent. Both formal sectors and public institutions had 7.7 per cent and 14.6 per cent non response rate respectively. Details of Zonal and state retrieval rates are as shown in the tables.

**Table 2.3: Retrieval of Formal Sectors. Questionnaires for Job Creation**

Zone	S/n	State	Formal Sectors		
			Expected	Covered	Response Rate
North Central	1	Benue	101	92	91.1
	2	Kogi	104	103	99.0
	3	Kwara	79	72	91.1
	4	Nasarawa	97	93	95.9
	5	Niger	103	101	98.1
	6	Plateau	157	149	95.0
	7	FCT	193	179	93.0
		<b>Sub- Total</b>	<b>834</b>	<b>789</b>	<b>95.0</b>
North East	1	Adamawa	115	98	85.2
	2	Bauchi	129	115	89.1
	3	Borno	56	23	41.1
	4	Gombe	82	72	88.0
	5	Taraba	74	66	89.2
	6	Yobe	39	32	82.1
		<b>Sub- Total</b>	<b>495</b>	<b>406</b>	<b>82.0</b>
North West	1	Jigawa	62	61	98.4
	2	Kaduna	252	242	96.0
	3	Kano	260	250	96.2
	4	Katsina	125	125	100.0
	5	Kebbi	46	46	100.0
	6	Sokoto	48	48	100.0
	7	Zamfara	109	104	95.4
		<b>Sub- Total</b>	<b>901</b>	<b>876</b>	<b>97.2</b>

<b>South East</b>	1	Abia	119	110	92.4
	2	Anambra	148	142	96.0
	3	Ebonyi	105	90	86.0
	4	Enugu	122	112	92.0
	5	Imo	168	154	92.0
		<b>Sub- Total</b>	<b>662</b>	<b>608</b>	<b>92.0</b>
<b>South South</b>	1	Akwa Ibom	80	74	93.0
	2	Bayelsa	35	30	86.0
	3	Cross River	98	95	97.0
	4	Delta	124	121	97.6
	5	Edo	214	204	95.3
	6	Rivers	158	149	94.3
		<b>Sub- Total</b>	<b>709</b>	<b>673</b>	<b>95.0</b>
<b>South West</b>	1	Ekiti	55	29	89.1
	2	Lagos	493	470	95.3
	3	Ogun	116	106	91.0
	4	Ondo	190	168	88.4
	5	Osun	148	131	89.0
	6	Oyo	398	339	85.2
		<b>Sub- Total</b>	<b>1400</b>	<b>1263</b>	<b>90.2</b>
		<b>Total</b>	<b>5000</b>	<b>4615</b>	<b>92.3</b>

Table 2.4: Retrieval of Public Institutions. Questionnaires for Job Creation

Zone	S/n	State	Public Institutions		
			Expected	Covered	Response Rate
North Central	1	Benue	63	46	73.0
	2	Kogi	70	51	73.0
	3	Kwara	66	107	162.1
	4	Nasarawa	55	57	103.6
	5	Niger	81	76	94.0
	6	Plateau	84	73	87.0
	7	FCT	181	61	34.0
		<b>Sub- Total</b>	<b>600</b>	<b>471</b>	<b>79.0</b>
North East	1	Adamawa	73	52	71.2
	2	Bauchi	87	68	78.2
	3	Borno	75	48	64.0
	4	Gombe	77	64	83.1
	5	Taraba	69	75	109.0
	6	Yobe	110	65	59.1
		<b>Sub- Total</b>	<b>491</b>	<b>372</b>	<b>76.0</b>
North West	1	Jigawa	81	95	117.3
	2	Kaduna	118	64	54.2
	3	Kano	98	68	69.4
	4	Katsina	61	45	73.8
	5	Kebbi	67	82	122.4
	6	Sokoto	72	84	116.7
	7	Zamfara	83	125	151.0
		<b>Sub- Total</b>	<b>580</b>	<b>563</b>	<b>97.1</b>

South East	1	Abia	68	58	85.3
	2	Anambra	49	52	106.1
	3	Ebonyi	75	55	73.3
	4	Enugu	96	77	80.2
	5	Imo	56	77	137.5
		Sub- Total	344	319	93.0
South South	1	Akwa Ibom	56	40	71.4
	2	Bayelsa	85	64	75.3
	3	Cross River	94	82	87.2
	4	Delta	74	43	58.1
	5	Edo	54	46	85.2
	6	Rivers	71	71	100.0
		Sub- Total	434	346	80.0
South West	1	Ekiti	86	91	106.0
	2	Lagos	126	67	53.2
	3	Ogun	82	73	89.0
	4	Ondo	72	43	59.7
	5	Osun	56	79	141.1
	6	Oyo	64	83	129.7
		Sub- Total	486	436	88.0
		Total	2935	2507	85.4

## 2.6 Survey Instrument

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The survey instruments used for data collection were:

- EA sketch maps
- Establishment Questionnaire
- Establishment selection sheet
- Lodgement 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, Central Bank of Nigeria (CBN), National Directorate of Employment (NDE) and Office of the Chief Economic Adviser to the President

## 2.7 Publicity

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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.

## 2.8 Training for Fieldwork

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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 equally lasted for one (1) day. The training strategy adopted for the survey was mainly, classroom session in which the contents of all the questionnaires were explained to the participants. In addition, to this, there was session for general discussions as well as questions and answers session.

## 2.9 Fieldwork Arrangement

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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 staff of State Statistical Agencies (SSAs) were involved in data collection.

## 2.10 Monitoring of Fieldwork

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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.

## 2.11 Coordination

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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.

## 2.12 Retrieval of Records

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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.

## 2.13 Data Processing and Analysis

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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 (CSPPro) 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.



### 3. FINDINGS

#### 3.1 Data Processing and Analysis

##### 3.1.1 Formal Sector:

##### 3.1.2 Response Rate achieved by Sector

The survey result shows that 92.30 percent response rate was achieved nationwide.

Table 3.1 below shows that Building and Construction; Wholesale and Retail Trade; Repair of Motor Vehicles and Household Goods; Hotels and Restaurants; Other Community, Social and Personal Service Activities Sectors recorded 100 percent response rate each. The table further reveals that Agriculture, Hunting, Forestry and Fishing; Mining and Quarrying; Manufacturing; Transport, Storage and Communication; Financial Intermediation; Real Estate, Renting and Other Business Activities; Education; Health and Social Work sectors achieved above average per cent response rate.

Table 3.1: Distribution of Establishments by Response Rate and Sector

<i>Sector</i>	<i>No. Expected</i>	<i>No. Achieved (Analyzable)</i>	<i>Percent (%) Achieved</i>
<b>Agriculture, Hunting, Forestry and Fishing</b>	500	383	76.60
<b>Mining and Quarrying</b>	43	42	97.67
<b>Manufacturing</b>	862	838	97.22
<b>Building and Construction</b>	66	66	100.00
<b>Wholesale and Retail trade: Repair of Motor vehicles and Household goods</b>	613	613	100.00
<b>Hotel and Restaurant</b>	369	369	100.00
<b>Transport, storage and Communication</b>	131	129	98.47
<b>Financial Intermediation</b>	464	363	78.23
<b>Real Estate, Renting and Business Activities</b>	604	543	89.90
<b>Education</b>	248	214	86.29
<b>Health and Social work</b>	961	944	98.23
<b>Other Community Social and personal service activities</b>	111	111	100.00
<b>Total</b>	5,000	4,615	92.30

Fig. 3.1: Number of Establishment Expected/Achieved



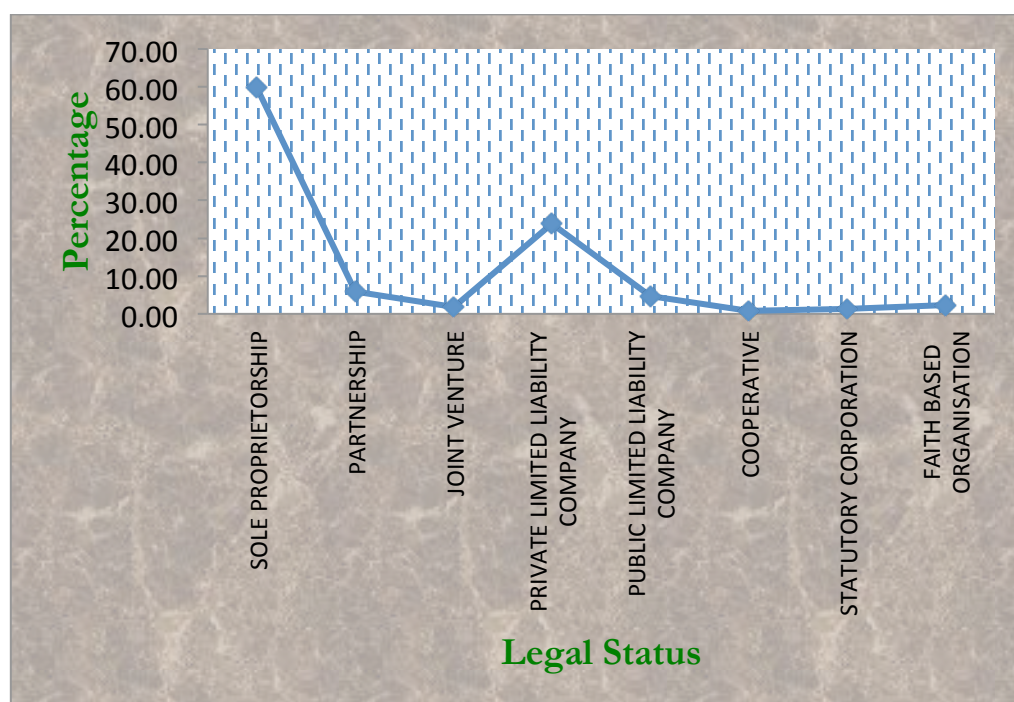
### 3.2 Establishment by legal status

The survey result reveals that out of 5,000 establishments canvassed, 4,615 establishments responded in the fourth quarter of 2012 and first quarter of 2013. Table 3.2 shows that Sole Proprietorship had the highest response rate of 59.80 per cent with 2,760 establishments. The second dominance of ownership status in the country is the Private Limited Liability Company accounting for 23.75 per cent with 1,096 establishments. The lowest response rate of 0.74 per cent was recorded in Co-operative with only 34 establishments.

Table 3.2: Establishment by Legal status

<i>LEGAL STATUS</i>	<i>Number</i>	<i>Percent</i>
<b>SOLE PROPRIETORSHIP</b>	2,760	59.80
<b>PARTNERSHIP</b>	268	5.81
<b>JOINT VENTURE</b>	82	1.78
<b>PRIVATE LIMITED LIABILITY COMPANY</b>	1,096	23.75
<b>PUBLIC LIMITED LIABILITY COMPANY</b>	214	4.64
<b>COOPERATIVE</b>	34	0.74
<b>STATUTORY CORPORATION</b>	57	1.24
<b>FAITH BASED ORGANISATION</b>	104	2.25
<b>Total</b>	4,615	100.00

Fig. 3.2: Percentage Distribution of Establishments by Legal Status



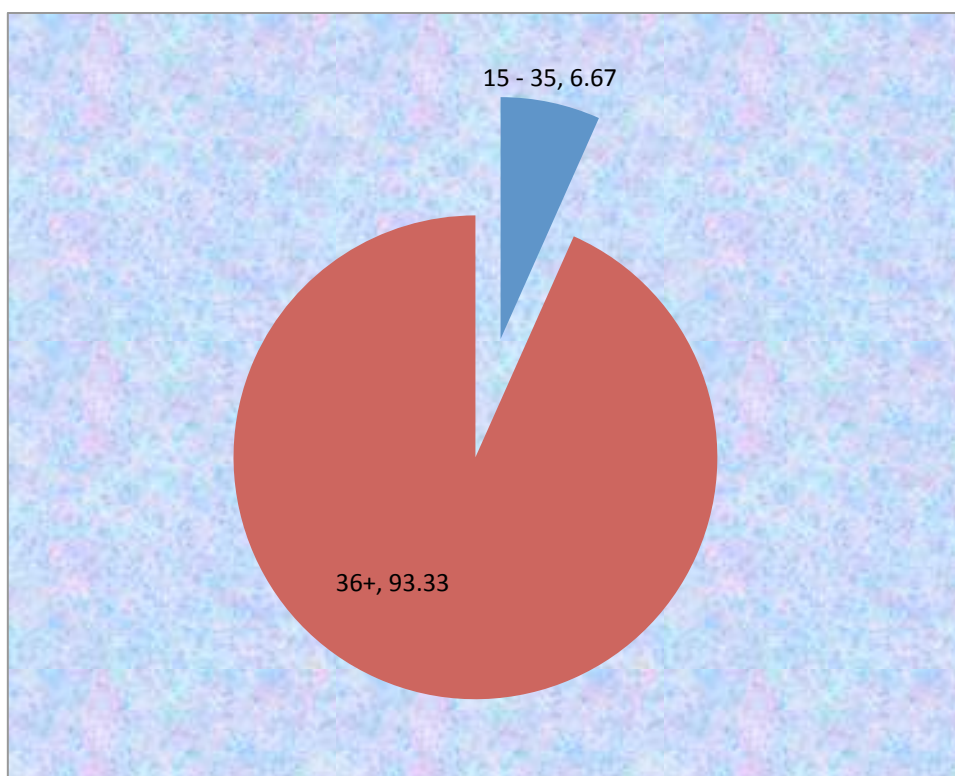
### 3.3 Age of Owner (Sole Proprietorship)

In terms of age distribution of Owners as regards to Sole Proprietorship, table 3.3 below shows that the age bracket of 36 and above has a higher percentage of Sole Proprietors with 93.33 per cent while the Youth age bracket of (15-35 years) accounted for just 6.67 per cent.

**Table 3.3: Distribution by Age Group of Owners (Sole Proprietorship)**

Age Group	Number	per cent
15 – 35	184	6.67
36 +	2,576	93.33
<b>Total</b>	<b>2,760</b>	<b>100.00</b>

**Fig. 3.3: Percentage Distribution by Age of Owners (Sole Proprietorship)**



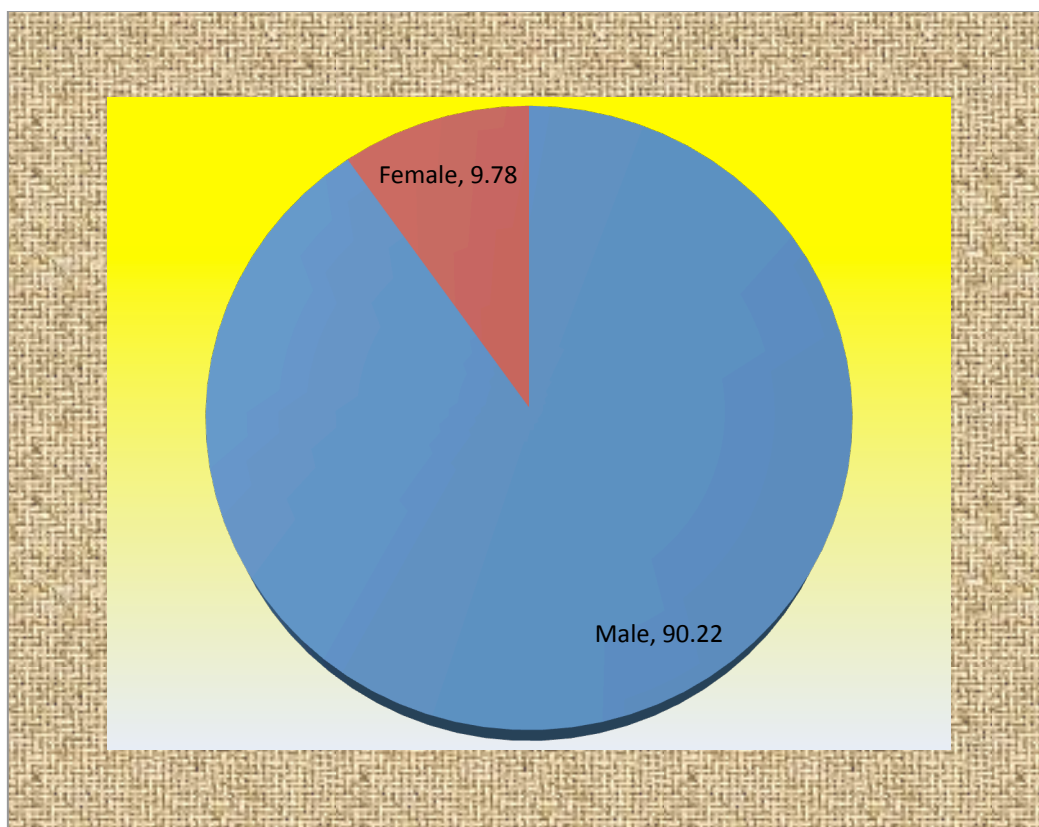
### 3.4 Sole Proprietorship by Sex

The survey result shows that Male Ownership of Establishments is higher with 90.22 per cent, than the female counterparts with 9.78 per cent (See Table 3.4 and fig. 3.4 below).

Table 3.4: Distribution of Owners by Sex (Sole Proprietorship)

Sex	Number	percentage
Male	2,490	90.22
Female	270	9.78
<b>Total</b>	<b>2,760</b>	<b>100.00</b>

Fig. 3.4: Distribution of Owners by Sex (Sole Proprietorship)



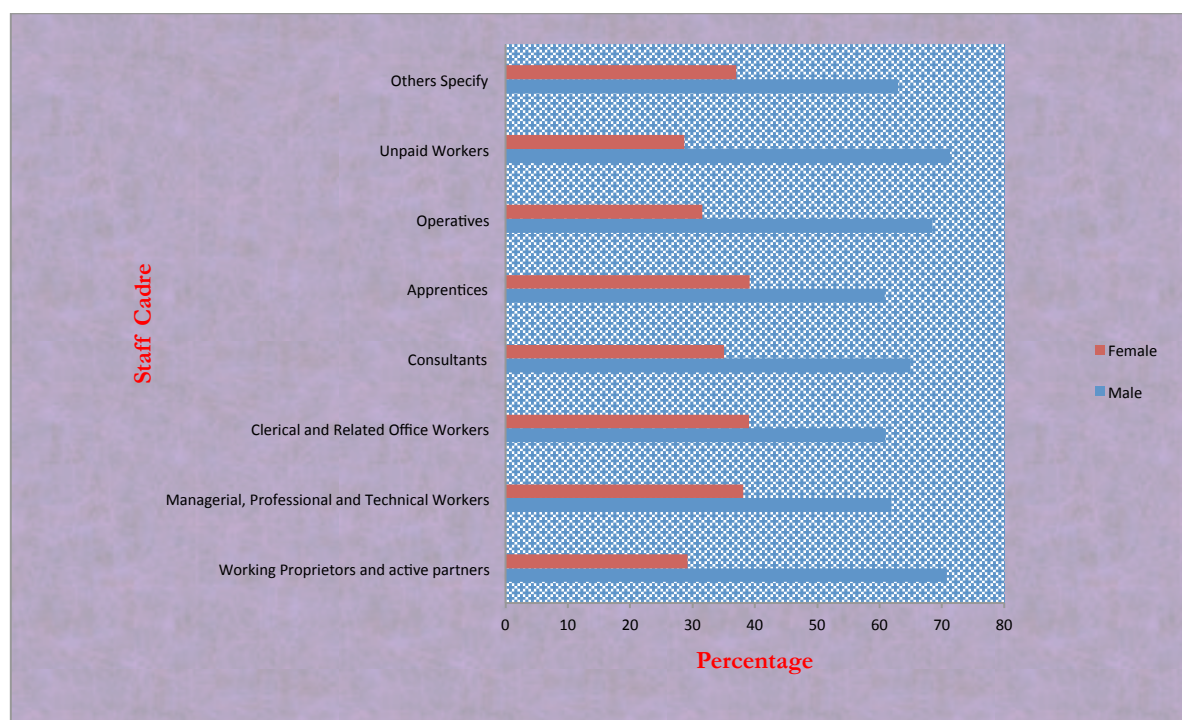
### 3.5 Total Employees by Staff Cadre and Sex – Fourth Quarter 2013

A total of 2,460,056 persons were employed in fourth quarter 2012, of which 1,564,545 persons representing 63.60 percent were males while 895,511 were females representing 36.40 per cent. In the distribution of employees by cadre, Managerial, Professional and Technical Workers recorded the highest number of employees of 978,927(39.79 per cent). Followed by Clerical and Related Office Workers with 578,042 persons (23.50 per cent) .The lowest number of employees was recorded with Unpaid Workers category with 23,784 persons (0.97 per cent). See table 3.5 and figure 3.5 below

**Table 3.5: Distribution of Employees by Staff Cadre and Sex – Fourth Quarter 2012**

Staff Cadre	Number of Employees full and part time					
	Male	Percent	Female	%	Total	%
Working Proprietor and Active partners	73,561	70.77	30,387	29.23	103,947	4.23
Managerial, Professional and Technical workers	605,284	61.83	373,643	38.17	978,927	39.79
Clerical and Related office workers	352,042	60.90	226,000	39.10	578,042	23.50
Consultants	30,672	64.96	16541	35.04	47,213	1.92
Apprentices	65,462	60.81	42,186	39.19	107,649	4.38
Operatives	374,699	68.41	172,987	31.59	547,686	22.26
Unpaid workers	16,952	71.28	6,832	28.72	23,784	0.97
Others	45,873	63.01	26,934	36.99	72,807	2.96
Total	1,564,545	63.60	895,511	36.40	2,406,056	100.00

Fig. 3.5: Distribution of Employees by Staff Cadre and Sex – Fourth Quarter 2012



### 3.6 Total Employees by Staff Cadre and Sex – First Quarter 2013

A total of 2,615,544 persons were employed on full time and part time in the first quarter 2013 for all cadres. It is observed that Managerial, Professional and Technical Workers cadre recorded the highest of 1,108,278 employees (43.94 per cent) comprising of 621,342 males and 486,936 females. Followed by Clerical and Related Office Workers with 655,844 (25.07 per cent) consisting of 439,973 males and 215,871 females. See table 3.6 below.

Table 3.6: Total Employees by Staff Cadre and Sex – First Quarter 2013

<i>Staff Cadre</i>	<i>Total Both Full and Part Time</i>				<i>Total</i>	<i>Percentage</i>
	<i>Male</i>	<i>Percentage</i>	<i>Female</i>	<i>Percentage</i>		
Working Proprietor and Active partners	65,546	69.44	28,849	30.56	94,395	3.61
Managerial, Professional and Technical workers	621,342	56.06	486,936	43.94	1,108,278	42.37
Clerical and Related office workers	439,973	67.08	215,871	32.92	655,844	25.07
Consultants	31,069	65.03	16,709	34.97	47,778	1.83
Apprentices	62,294	65.01	33,524	34.99	95,818	3.66
Operatives	365,721	70.50	152,999	29.50	518,719	19.83
Unpaid workers	13,862	66.37	7,024	33.63	20,887	0.80
Others	47,970	64.98	25,854	35.02	73,824	2.83
<b>Total</b>	<b>1,647,777</b>	<b>63.00</b>	<b>967,787</b>	<b>37.00</b>	<b>2,615,544</b>	<b>100.00</b>

### 3.7 Total Employees by Sector and Sex – Fourth Quarter 2012

Table 3.7 below shows a distribution of 2,460,056 employees into different sectors and sexes in fourth quarter 2012. Of this number of employees, 1,564,545 were males (63.60 percent) and 895,511 were females (36.40 percent).

Education sector had the highest number of 1,442,247 employees with a breakdown of 860,788 males (59.68 percent) and 581,489 females (40.32 percent). Followed by Manufacturing sector with 290,148 employees, with a breakdown of 233,465 males (80.46 percent) and 56,683 females (19.54 percent)

The lowest number of 7,572 employees was recorded in Mining and Quarrying sector, with 5,227 males (60.03 percent) and 2,345 females (30.97 percent).



Table 3.7: Total Employees by Sector and Sex – Fourth Quarter 2012

SECTOR	Total Both Full and Part Time				Total
	Male	Percentage	Female	Percentage	
Agriculture, Hunting, Forestry and Fishing	14,453	81.54	3,271	18.46	17,725
Mining and Quarrying	5,227	69.03	2,345	30.97	7,572
Manufacturing	233,465	80.46	56,683	19.54	290,148
Building and Construction	18,620	93.22	1,354	6.78	19,974
Wholesale and Retail trade: Repair of Motor vehicles and Household goods	108,825	72.59	41,091	37.41	149,916
Hotel and Restaurant	38,687	61.87	23,845	38.13	62,533
Transport, storage and Communication	64,443	82.35	13,811	17.65	78,254
Financial Intermediation	69,434	61.94	42,657	38.06	112,091
Real Estate, Renting and Business Activities	74,515	68.16	34,807	31.84	109,322
Education	860,788	59.68	581,459	40.32	1,442,247
Health and Social work	52,619	39.30	81,278	60.70	133,897
Other Community Social and personal service activities	23,467	64.51	12,910	35.49	36,378
Total	1,564,545	63.60	895,511	36.40	2,460,056

### 3.8 Total Employees by Sector and Sex – First Quarter 2013

During the first quarter 2013, a total of 2,615,544 persons were employed across the sectors and sexes with breakdown of 1,647,777 males and 967,767 females

Education Sector recorded the highest number of employees of 1,507,922, while Mining and Quarrying Sector recorded the least number of employees of 6,736. See table 3.8 below.

Table 3.8: Total Employees by Sector and Sex – First Quarter 2013

SECTOR	Total Both Full and Part Time				Total	Percentage
	Male	Percentage	Female	Percentage		
Agriculture, Hunting, Forestry and Fishing	13,286	79.96	3,330	20.04	16,617	0.64
Mining and Quarrying	4,825	71.63	1,911	28.37	6,736	0.26
Manufacturing	223,114	80.38	54,452	19.62	277,567	10.61
Building and Construction	41,545	96.36	1,569	3.64	43,114	1.65
Wholesale and Retail trade: Repair of Motor vehicles and Household goods	109,534	78.59	29,839	21.41	139,373	5.33
Hotel and Restaurant	33,101	58.67	23,318	41.33	56,419	2.16
Transport, storage and Communication	63,705	81.76	14,210	18.24	77,915	2.98
Financial Intermediation	62,490	27.69	163,201	72.31	225,690	8.63
Real Estate, Renting and Business Activities	71,482	69.88	30,808	30.12	102,289	3.91
Education	948,833	62.92	559,089	37.08	1,507,922	57.65
Health and Social work	52,096	41.50	73,447	58.50	125,543	4.80
Other Community Social and personal service activities	23,765	65.36	12,593	34.64	36,359	1.39
Total	1,647,777	63.00	967,767	37.00	2,615,544	100.00

### 3.9 Total Numbers of Employees by Sector and Sex – Fourth Quarter 2012 and First Quarter 2013

During the fourth quarter of 2012, the employees in all the sectors were 2,460,056 whereas in the first quarter of 2013, the total employees rose to 2,615,544, showing an increase of 10.68 percent. Education sector recorded the highest number of employees with 860,788 males and 581,459 females whereas Mining and Quarrying Sector recorded the least of 5,227 and 2,345 in the fourth quarter of 2012 respectively

Similarly, in the first quarter of 2013, Education Sector recorded the highest number of (males with 948,833) and (females with 559,089). The same trend occurred as Mining and Quarrying maintained the rear with 4,825 males and 1,911 females.

During the fourth quarter of 2012, the total number of employees was 1,564,545 males and 895,511 females whereas by the first quarter of 2013, the total number of males increased to 1,647,777 and that of females equally increased to 967,767. See table 3.9 below.

**Table 3.9: Distribution of Employees by sector and Sex on both Full and Part Time – first Quarter 2013**

<i>Staff Sector</i>	<i>Total employees(Full and Part Time) Fourth Quarter 2012</i>			<i>Total employees(Full and Part Time) First Quarter 2013</i>		
	Male	Female	Total	Male	Female	Total
<b>Agriculture,Hunting, Forestry and Fishing</b>	14,453	3,271	17,725	13,286	3,330	16,617
<b>Mining and Quarrying</b>	5,227	2,345	7,572	4,825	1,911	6,736
<b>Manufacturing</b>	233,465	56,683	290,148	223,114	54,452	277,567
<b>Building and Construction</b>	18,620	1,354	19,974	41,545	1,569	43,114
<b>Wholesale and Retail trade: Repair of Motor vehicles and Household goods</b>	108,825	41,091	149,916	109,534	29,839	139,373
<b>Hotel and Restaurant</b>	38,687	23,845	62,533	33,101	23,318	56,419
<b>Transport, storage and Communication</b>	64,443	13,811	78,254	63,705	14,210	77,915
<b>Financial Intermediation</b>	69,434	42,657	112,091	62,490	163,201	225,690
<b>Real Estate, Renting and Business Activities</b>	74,515	34,807	109,322	71,482	30,808	102,289
<b>Education</b>	860,788	581,459	1,442,247	948,833	559,089	1,507,922
<b>Health and Social work</b>	52,619	81,278	133,897	52,096	73,447	125,543
<b>Other Community Social and personal service activities</b>	23,467	12,910	36,378	23,765	12,593	36,359
<b>Total</b>	1,564,545	895,511	2,460,056	1,647,777	967,767	2,615,544

### 3.10 Jobs Created by Staff Cadre Fourth Quarter 2012 and First Quarter 2013

Table 3.10 below shows that the Managerial, Professional and Technical Workers had the highest number of employment generated for the fourth quarter 2012 with 62,914 jobs (41.39 percent) and 92,178 jobs (52.88 percent) in the first quarter 2013.

Clerical and related office workers had the second highest number of jobs created with 47,650 (31.35 percent) in the fourth quarter 2012 and maintained the second highest number of jobs created with 19,951 jobs (11.44 percent) in the first quarter 2013.

The least number of jobs created was in unpaid workers, which had 851 jobs (0.56 percent) in the fourth quarter 2012 while consultants with 1,185 jobs (0.68 percent) in the first quarter 2013.

Table 3.10: Distributions of Jobs Created by Staff Cadre Fourth Quarter 2012 and First Quarter 2013

<i>Staff Cadre</i>	<i>Fourth Quarter 2012</i>		<i>First Quarter 2013</i>	
	Number of jobs created	percentage	Number of jobs created	Percentage
Working Proprietor and Active partners	7,650	5.03	6,180	3.54
Managerial, Professional and Technical workers	62,914	41.39	92,178	52.88
Clerical and Related office workers	47,650	31.35	19,951	11.44
Consultants	1,056	0.69	1,185	0.68
Apprentices	5,350	3.52	13,254	7.60
Operatives	18,052	11.81	18,727	10.74
Unpaid workers	851	0.56	2,236	1.28
Others	8,494	5.59	20,615	11.83
Total	152,018	100	174,326	100

### 3.11 Jobs Created by Staff Cadre and Sex - Fourth Quarter 2012 and First Quarter 2013

Table 3.11 shows that, in the fourth quarter of 2012, the number of males employed 70,876 (46.62 per cent) was lower than females with 81,142 (53.38 percent). In first quarter 2013, the number of females 92,715 (53.18 per cent) was still be higher than the number of males (81,611) with 46.82 percent

The highest number of males and females employees were recorded in the Managerial, Professional and Technical Workers with 26,672 (42.39 percent) and 36,242 (57.61 percent) in fourth quarter 2012 respectively. This is followed by the Clerical and Related Office Workers with 23,160 males (48.60 percent) and 24,490 females (51.40 percent). The least number of employees was recorded with the Unpaid Workers cadre having 683 males (64.68 percent) and 373 females (35.32 percent).

In the first quarter 2013, it was observed that the highest number of employees was recorded in Managerial, Professional and Technical Workers having 33,030 males (35.83 percent) and 59,148 females (64.17 percent). This is followed by the Operatives cadre which recorded 10,425 males (52, 25 percent) and the Apprentices cadre which recorded 9,582 females (47.30 percent). The least number was recorded with Consultants which had 582 males (49.10 percent) and 603 females (50.90 percent).

**Table 3.11: Distributions of Jobs Created by Staff Cadre and sex - fourth Quarter 2012 and First Quarter 2013**

Staff Cadre	Total Number of jobs created (Both Full and Part Time) Fourth Quarter 2012				Total Number of jobs created (Both Full and Part Time) First Quarter 2013			
	Male	%	Female	%	Male	%	Female	%
Working Proprietor and Active partners	3,884	50.76	3,271	49.24	2,295	37.13	3,885	62.87
Managerial, Professional and Technical workers	26,672	42.39	36,242	57.61	33,030	35.83	59,148	64.17
Clerical and Related office workers	23,160	48.60	24,490	51.40	10,425	52.25	9,526	47.75
Consultants	683	64.68	373	35.32	582	49.10	603	50.90
Apprentices	3,027	56.58	2,323	43.42	3,672	27.70	9,582	72.30
Operatives	10,109	56.00	7,943	44.00	11,536	61.60	7,192	38.40
Unpaid workers	635	74.62	216	25.38	1,590	71.10	646	28.90
Others	2,705	31.85	5,788	68.15	18,483	89.65	2,133	10.35
<b>Total</b>	<b>70,876</b>	<b>46.62</b>	<b>81,142</b>	<b>53.38</b>	<b>81,611</b>	<b>46.82</b>	<b>92,715</b>	<b>53.18</b>

### 3.12 Jobs Created among Youths (15 – 35 years) by Staff Cadre - Fourth Quarter 2012 and First Quarter 2013

Table 3.12 below shows that Managerial, Professional and Technical Workers had the highest number of jobs created with 35,144 (33.42 percent) in the fourth quarter 2012 and 68,621 jobs (50.85 percent) created in the first quarter 2013. However, the least job created was in the Unpaid Workers cadre which recorded 768 new jobs (0.73 percent) in the fourth quarter 2012 as against Consultant's cadre which recorded 827 jobs (0.61 percent) in the first quarter 2013.

**Table 3.12: Distribution of Job Created among Youths (15 -35 years) by Staff Cadre- Fourth Quarter 2012 and First Quarter 2013**

Staff Cadre	Fourth Quarter 2012		First Quarter 2013	
	15-35years	percentage	15-35years	Percentage
Working Proprietor and Active partners	6,164	5.86	4,378	3.24
Managerial, Professional and Technical workers	35,144	33.42	68,621	50.85
Clerical and Related office workers	36,671	34.8	12,402	9.19
Consultants	792	0.75	827	0.61
Apprentices	4,893	4.65	12,423	9.21
Operatives	13,346	12.69	14,311	10.60
Unpaid workers	768	0.73	2,142	1.59
Others	7685	7.01	19,834	14.70
Total	105,153	100	134,952	100

### 3.13 Jobs Created by Sector - Fourth Quarter 2012 and First Quarter 2013

A total number of 152,018 and 174,326 jobs were created in fourth quarter 2012 and first quarter 2013 respectively, showing an increment of 14.46 per cent. This consists of 60,876 males and 48,142 females for fourth quarter 2012 and 81,611 males and 92,715 females for first quarter 2013.

Education Sector had the highest number of jobs created in the fourth quarter 2012 and first quarter 2013, with 76,547 (50.35 per cent) and 68,838 (39.49 percent) respectively. However, it was observed that there was a 10.07 percent decrease in first quarter 2013 as compared to fourth quarter 2012.

The least number of jobs created was in Mining and Quarrying sector for both quarters with 216(0.14 per cent) and 193 (0.11 percent) in fourth quarter 2012 and first quarter 2013 respectively.

Table 3.13: Distribution of Job Created by Sector – Fourth Quarter 2012 and First Quarter

<i>Sectors</i>	<i>Fourth Quarter 2012</i>	<i>Percent</i>	<i>First Quarter 2013</i>	<i>Percent</i>
<b>Agriculture, Hunting, Forestry and Fishing</b>	878	0.58	1,269	0.73
<b>Mining and Quarrying</b>	216	0.14	193	0.11
<b>Manufacturing</b>	8,238	5.42	11,080	6.36
<b>Construction</b>	1,434	0.94	2,341	1.34
<b>Wholesale and Retail trade: Repair of Motor vehicles</b>	2,203	1.45	4,425	2.54
<b>Hotel and Restaurant</b>	3,025	1.99	3,845	2.21
<b>Transport, storage and Communication</b>	1,951	1.28	2,409	1.38
<b>Financial Intermediation</b>	24,175	15.90	39,241	22.51
<b>Real Estate, Renting and Business Activities</b>	3,359	2.21	5,597	3.21
<b>Education</b>	76,547	50.35	68,838	39.49
<b>Health and Social work</b>	6,552	15.49	26,827	15.39
<b>Other Community Social and personal service activities</b>	441	4.24	8,262	4.74
<b>Total</b>	<b>152,018</b>	<b>100</b>	<b>174,326</b>	<b>100</b>

### 3.14 Jobs Created by Sector and Sex - Fourth Quarter 2012 and First Quarter 2013

Education Sector created 76,547 jobs with 40,712 males and 35,835 females in fourth quarter 2012 and 68,838 jobs with 37,107 males and 31,731 females in first quarter 2013.

Mining and Quarrying generated the least jobs of 216 with 115 males and 101 females in fourth quarter 2012 and 193 jobs with 143 males and 50 females in first quarter 2013.

Table 3.14: Distribution of Job Created by Sector and Sex – Fourth Quarter 2012 and First Quarter

<i>Sectors</i>	<i>Fourth Quarter 2012</i>		<i>First Quarter 2013</i>	
	Male	Female	Male	Female
<b>Agriculture, Hunting, Forestry and Fishing</b>	740	139	910	359
<b>Mining and Quarrying</b>	115	101	143	50
<b>Manufacturing</b>	6,869	1,369	8,718	2,363
<b>Construction</b>	1,391	43	2,281	60
<b>Wholesale and Retail trade: Repair of Motor vehicles</b>	1,464	739	3,019	1,406
<b>Hotel and Restaurant</b>	1,559	1,465	1,790	2,055
<b>Transport, storage and Communication</b>	1,652	299	1,810	599
<b>Financial Intermediation</b>	12,115	12,059	19,241	20,000
<b>Real Estate, Renting and Business Activities</b>	2,000	1,359	3,316	2,281
<b>Education</b>	40,712	35,835	37,107	31,731
<b>Health and Social work</b>	1,982	21,570	2,985	23,842
<b>Other Community Social and personal service activities</b>	277	6,164	290	7,972
<b>Total</b>	<b>70,876</b>	<b>81,142</b>	<b>81,611</b>	<b>92,715</b>

### 3.15 Jobs Created among Youths (15 – 35 years) by Sector and Sex - Fourth Quarter 2012 and First Quarter 2013

The table below shows that the Education Sector has the highest number of jobs created among the youth (age 15 -35 years) with 37,816 jobs (64.59 percent) in fourth quarter 2012 and 43,171 jobs (31.99 percent) in first quarter 2013. This indicates that there was increase of 14.1 percent from first quarter 2013 as compared to fourth quarter 2012. This is followed by the Health and Social Work Sector with 21,275 jobs in fourth quarter 2012 and Financial Intermediation sector with 37,087 jobs in first quarter 2013.

It was also observed that Mining and Quarrying Sector had the least jobs created with 134 jobs in fourth quarter 2012 and 160 jobs in first quarter 2013.



Table 3.15: Jobs Created among Youths (15 – 35 years) by Sector and Sex - Fourth Quarter 2012 and First Quarter 2013

<i>Sectors</i>	<i>Fourth Quarter 2012</i>	<i>First Quarter 2013</i>
<b>Agriculture, Hunting, Forestry and Fishing</b>	635	1,091
<b>Mining and Quarrying</b>	134	160
<b>Manufacturing</b>	6,321	7,691
<b>Construction</b>	989	515
<b>Wholesale and Retail trade: Repair of Motor vehicles</b>	1,928	3,719
<b>Hotel and Restaurant</b>	2,731	3,290
<b>Transport, storage and Communication</b>	1,383	1,287
<b>Financial Intermediation</b>	23,081	37,087
<b>Real Estate, Renting and Business Activities</b>	2,508	4,138
<b>Education</b>	37,816	43,171
<b>Health and Social work</b>	21,275	24,672
<b>Other Community Social and personal service activities</b>	6,359	8,129
<b>Total</b>	<b>105,160</b>	<b>134,950</b>

### 3.16 Occupation of new Employees

The analysis of data reveals that the total number of new jobs by occupation in the fourth quarter, 2012 was 152,016 (male – 70,876, female – 81,142) for full and part time employees. See appendix (table 13.1)

Table 13.2 in the appendix shows that first quarter of 2013; new employees by occupation were 174,326 of which males were 81,611 and female 92,715.

The comparative analysis of new employees by occupation in the fourth quarter of 2012 and first quarter 2013, shows that there was an increase of 14.67 per cent (22,310 persons)

Further analysis shows that Sales, Marketing and Public Relations Professionals recorded 30,111 being the highest number of new full and part time employees in first quarter 2013, followed by Nursing and Midwifery Professionals which recorded 9,343 for both full and part time new employees. The least number of employees was recorded in Information and Communication Technology Service Managers with only 16 persons.

In the fourth quarter of 2012, Subsistence Crop Farmers recorded the highest number of new employees which was 25,021 followed by Nursing and Midwifery Professionals which were 17,804. The Mobile Plant Operators recorded the least number of 10 new employees in the fourth quarter, 2012.

### 3.17 Reasons for Hiring New Employees by sectors – Fourth Quarter 2012 and First Quarter 2013

Table 14.1 in the appendix shows that most of the staff were hired on the promotion of the former occupant to a new position with 11.30 per cent, closely followed by Seasonal Growth as the second reason for hiring new employees with 11.26 percent.

The first quarter 2013 data also show the same pattern with the previous quarter.

Comparing the two quarters it is observed that the figure dropped in the first Quarter 2013 when compared with that of fourth quarter figure of 2012 in the same Education sector. See table 14.1 and 15.1 in the appendix and figure 3.6 and 3.7 below

Fig. 3.6: Percentage Distribution of Reasons for Hiring New Employees by Sectors-fourth Quarter 2012

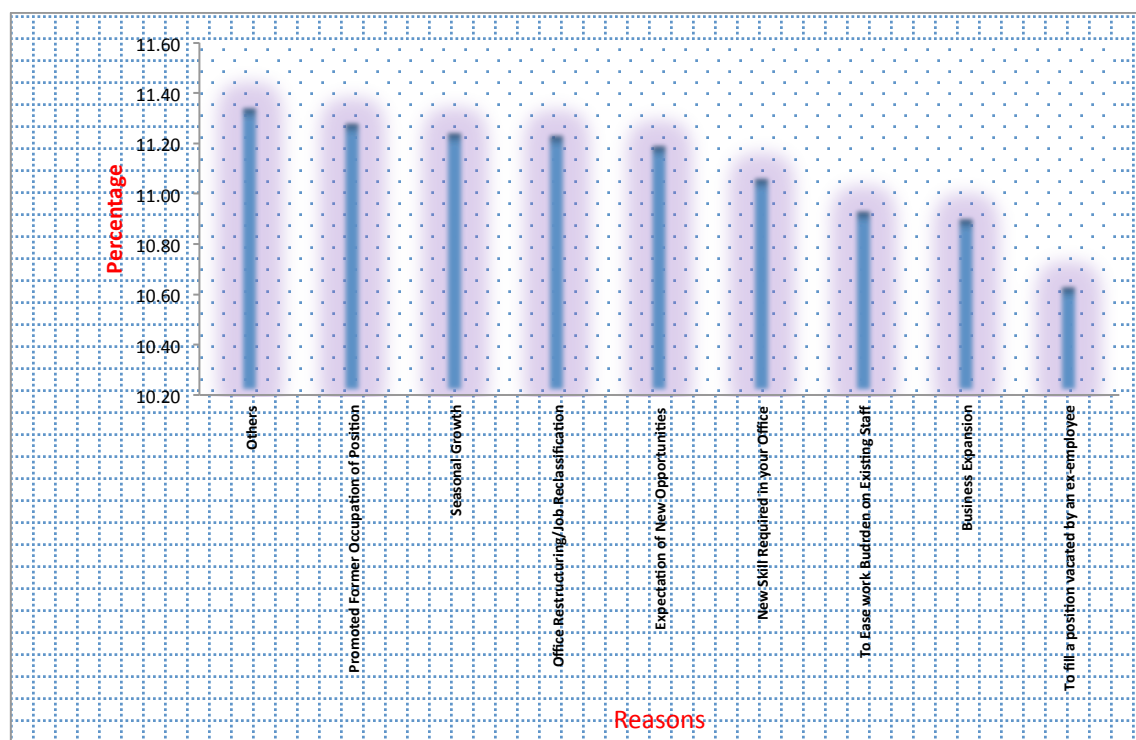
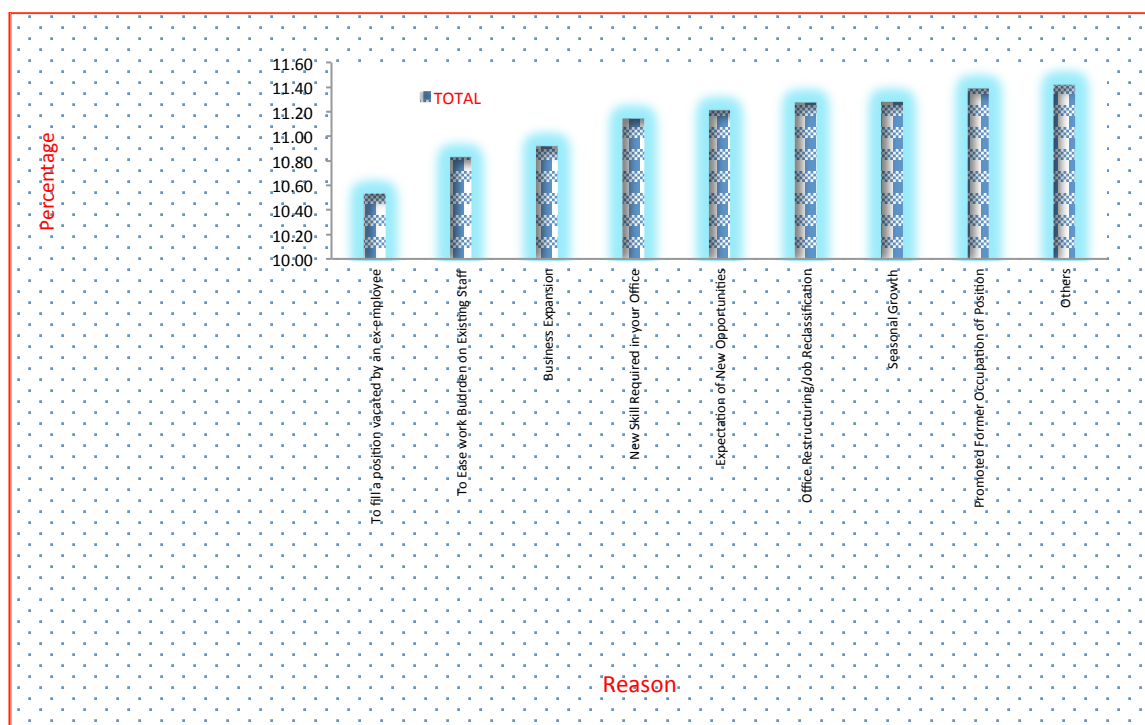


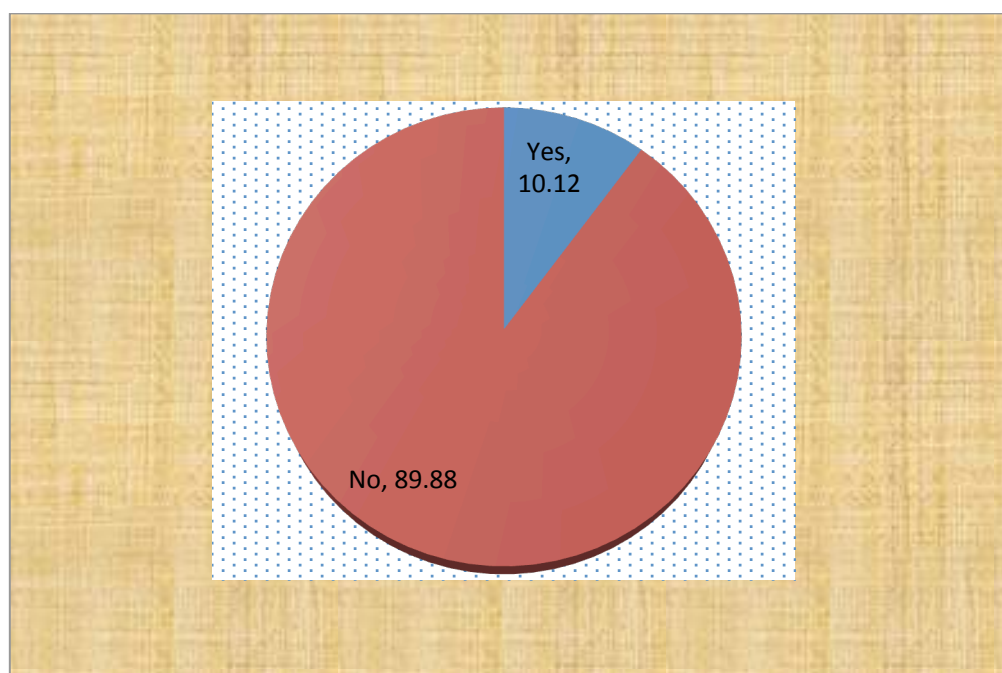
Fig. 3.7: Percentage Distribution of Reasons for Hiring New Employees by Sectors - First Quarter 2013



### 3.18 Unoccupied positions in Establishments

The result of the survey shows that 467 establishments (representing 10.12 percent) affirmed of having unoccupied position as at 31<sup>st</sup> March 2013. See figure 3.8 below.

Fig. 3.8: Unoccupied positions in Establishments



### 3.19 Unoccupied Positions (full time and part time) by Staff Cadre – First Quarter 2013

By the end of the first quarter 2013 there were total of 49,968 unoccupied job positions. The greatest instance of these occurred in the Managerial, Professional and Technical Workers cadre with 18,792 job slots representing 37.61 per cent of the entire value of untaken jobs. The next highest figures emanated from the Clerical and Related Office Workers cadre with 10,102 vacancies representing 20.22 per cent. The least number of vacancies occurred in the Unpaid Workers Cadre where only 109 vacancies existed representing only 0.22 per cent thereof. See table 3.20 below.

Table 3.19: Unoccupied Positions (full time and part time) by staff cadre – First Quarter 2013

<i>Staff Cadre</i>	<i>Full Time</i>			<i>Part Time</i>			<i>Total ( Full Time and Part Time)</i>				<i>All Total</i>
	Male	Female	Total	Male	Female	Total	Male	%	Female	%	
<b>Managerial, Professional and Technical Workers</b>	9,765	7,872	17,638	498	657	1,154	10,263	54.61	8,529	45.39	18,792
<b>Clerical and Related Office Workers</b>	5,653	4,127	9,780	158	164	322	5,811	57.52	4,291	42.48	10,102
<b>Apprentices</b>	2,182	2,958	5,140	295	568	863	2,477	41.26	3,526	58.74	6,003
<b>Operatives</b>	4,021	1,607	5,628	183	143	326	4,204	70.61	1,750	29.39	5,954
<b>Others</b>	1,882	2,484	4,366	355	318	673	2,237	44.40	2,801	55.60	5,038
<b>Working Proprietors and active partners</b>	1,727	722	2,448	173	48	220	1,900	71.18	769	28.82	2,669
<b>Consultants</b>	951	236	1,186	74	40	115	1,025	78.78	276	21.22	1,301
<b>Unpaid Workers</b>	16	69	85	24	0	24	40	36.49	69	63.51	109
<b>TOTAL</b>	<b>26,197</b>	<b>20,074</b>	<b>46,271</b>	<b>1,759</b>	<b>1,938</b>	<b>3,697</b>	<b>27,956</b>	<b>55.95</b>	<b>22,012</b>	<b>44.05</b>	<b>49,968</b>

### 3.20 Unoccupied Positions (full time and part time) by Sector

In the consideration of Unoccupied Positions in Nigeria as at 31<sup>st</sup> March 2013 by sectors of the economy, the highest number of Unoccupied Positions was recorded in the Education sector with 21,031 Unoccupied Positions, representing 42.09 percent of the total (49,968 Unoccupied Positions).

Next to the Education Sector is the Health and Social work sector recording 12,166 vacancies which is 24.35 percent of the total vacancies. The sector with the lowest vacancies is the Mining and Quarry Sector with only 14 vacancies which is less than one percent of the total. See table 3.20 below.

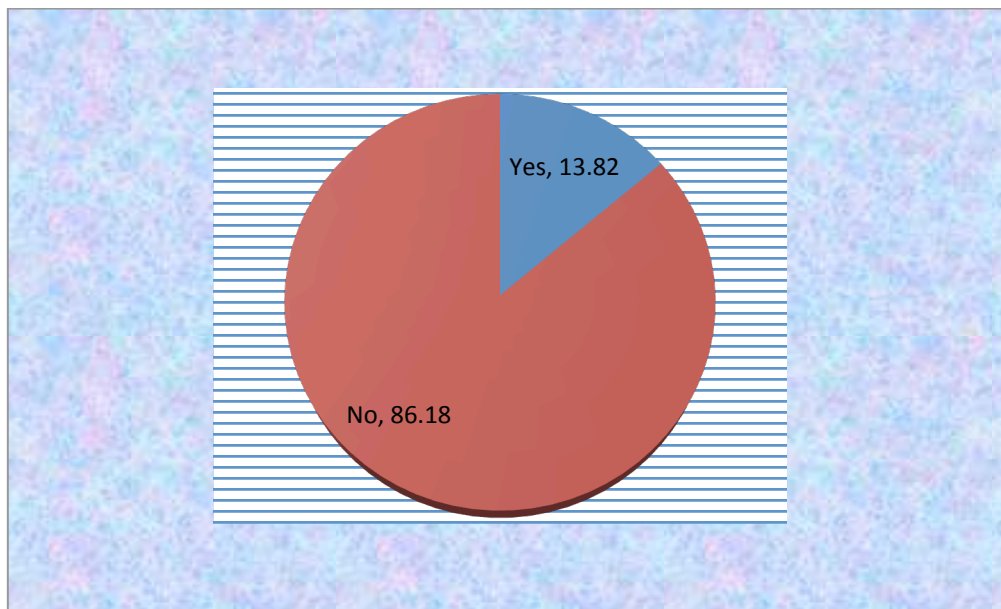
Table 3.20: Unoccupied Positions (full time and part time) by Sector

SECTOR	Full Time			Part Time			Total Full Time and Part Time				All Total
	Male	Female	Total	Male	Female	Total	Male	%	Female	%	
Education	11,581	7,903	19,484	645	902	1,547	12,226	58.14	8,805	41.86	21,031
Health and Social Work	3,949	7,644	11,593	313	259	573	4,263	35.04	7,903	64.96	12,166
Manufacturing	4,243	690	4,933	431	249	680	4,674	83.27	939	16.73	5,613
Financial Intermediation	1,840	1,605	3,445	239	311	549	2,079	52.05	1,915	47.95	3,994
Real Estate, Renting and Business Activities	2,030	1,378	3,409	74	91	165	2,104	58.88	1,470	41.12	3,573
Wholesale and Retail Trade; Repair of Motor Vehicles and Hou	1,345	270	1,616	40	40	80	1,385	81.71	310	18.29	1,695
Hotels and Restaurants	441	224	665	14	58	72	456	61.85	281	38.15	737
Agriculture, Hunting, Forestry and Fishing	291	147	438	3	14	16	294	64.70	160	35.30	454
Other Community, Social and Personal Service Activities	227	114	341	0	15	15	227	63.74	129	36.26	357
Transport, Storage and Communications	153	66	219	0	0	0	153	69.75	66	30.25	219
Construction	91	24	115	0	0	0	91	79.14	24	20.86	115
Mining and Quarrying	5	9	14	0	0	0	5	33.33	9	66.67	14
TOTAL	26,197	20,074	46,271	1,759	1,938	3,697	27,956	55.95	22,012	44.05	49,968

### 3.21 Pension Scheme – 4th Quarter 2012

The outcome of the analysis indicates that 638 establishments (representing 13.82 percent) affirmed having the pension scheme as at 31<sup>st</sup> December, 2012. See figure 3.9 below:

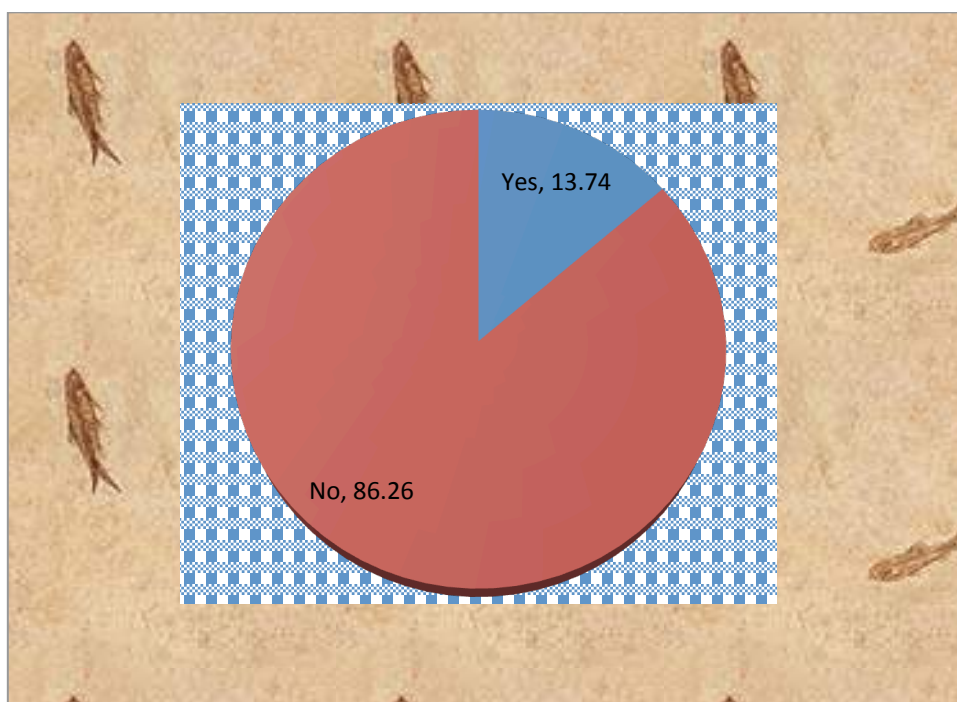
Fig. 3.9: Pension Scheme – 4th Quarter 2012



### 3.22 Pension Scheme – 1st Quarter 2013

The result of the analysis shows that 634 establishments (representing 13.74 percent) affirmed having the pension scheme as at 31<sup>st</sup> March, 2013. See table 20.0 in the appendix and figure 4.10 below.

Fig. 3.9: Pension Scheme – 1st Quarter 2013



### 3.23 Pension Scheme by Sector

Table 3.23 indicates that Health and Social Work with 151 establishments (representing 23.67 percent) as at 31<sup>st</sup> December, 2012 and 152 establishments (representing 23.97 percent) as at 31<sup>st</sup> March, 2013 is the Sector having the highest number of establishments operating the Pension Scheme while Mining and Quarrying is the lowest Sector operating the pension scheme with 2 establishments (representing 0.31 percent) as at 31<sup>st</sup> December, 2012 and 2 establishments (representing 0.32 percent) as at 31<sup>st</sup> March, 2013.

Table 3.23: Pension Scheme by Sector

SECTOR	4th Quarter 2012		1st Quarter 2013	
	Yes	Percentage	Yes	Percentage
Health and Social Work	151	23.67	152	23.97
Financial Intermediation	141	22.10	140	22.08
Manufacturing	100	15.67	98	15.46
Wholesale and Retail Trade; Repair of Motor Vehicles and Household goods	50	7.84	49	7.73
Hotels and Restaurants	47	7.37	48	7.57
Education	39	6.11	39	6.15
Real Estate, Renting and Business Activities	36	5.64	36	5.68
Agriculture, Hunting, Forestry and Fishing	24	3.76	25	3.94
Transport, Storage and Communications	20	3.13	19	3.00
Construction	14	2.19	14	2.21
Other Community, Social and Personal Service Activities	14	2.19	12	1.89
Mining and Quarrying	2	0.31	2	0.32
TOTAL	638	100	634	100

### 3.24 Physically Challenged Persons by Sector and Sex – Fourth Quarter 2012

A total of 3,109 physically challenged persons were employed, of which 1,757 persons were males and 1,352 persons were females.

Manufacturing sector recorded a total of 2,235 persons of this category of staff as the highest among the sectors, of which 1,197 are males and 1,038 females.

Health and Social Work Sector employed a total of 426 Physical Challenged persons, of which 207 were males and 219 females. See table 4.24 below:

Table 3.24: Physically Challenge Persons by Sector and Sex- fourth Quarter 2012

SECTOR	4 <sup>th</sup> QTR 2012		
	Male	Female	Total
Mining and Quarrying	1	0	1
Agriculture, Hunting, Forestry and Fishing	232	20	252
Real Estate, Renting and Business Activities	5	0	5
Wholesale and Retail Trade; Repair of Motor Vehicles and Household goods	38	13	51
Construction	4	2	6
Transport, Storage and Communications	6	4	10
Other Community, Social and Personal Service Activities	7	4	11
Education	41	35	76
Financial Intermediation	11	9	20
Manufacturing	1,197	1,038	2,235
Health and Social Work	207	219	426
Hotels and Restaurants	8	8	16
<b>TOTAL</b>	<b>1,757</b>	<b>1,352</b>	<b>3,109</b>



### 3.25 Physically Challenged Persons by Sector and Sex – First Quarter 2013

It is observed that a total of 2,987 physically challenged persons were employed, of which 1,586 persons were males and 1,311 were females. Manufacturing sector took the lead as 2,175 physically challenged persons were employed, of which 1,137 were males and 1,038 were females. This was followed by Health and Social Work, with a total of 378 persons of which 204 are males and 174 represent female counterpart. See table 3.25 below.

**Table 3.25: Physically Challenge Persons by Sector and Sex- First Quarter 2013**

<i>SECTOR</i>	<i>1st QTR 2013</i>		
	Male	Female	Total
<b>Mining and Quarrying</b>	1	0	1
<b>Agriculture, Hunting, Forestry and Fishing</b>	134	26	160
<b>Real Estate, Renting and Business Activities</b>	4	2	6
<b>Wholesale and Retail Trade; Repair of Motor Vehicles and Household goods</b>	33	10	43
<b>Construction</b>	4	2	6
<b>Transport, Storage and Communications</b>	6	4	10
<b>Other Community, Social and Personal Service Activities</b>	5	4	9
<b>Education</b>	40	33	73
<b>Financial Intermediation</b>	11	10	21
<b>Manufacturing</b>	1,137	1,038	2,175
<b>Health and Social Work</b>	204	174	378
<b>Hotels and Restaurants</b>	7	8	15
<b>TOTAL</b>	<b>1,586</b>	<b>1,311</b>	<b>2,897</b>

### 3.26 Physically Challenge Persons by Sector and Sex for Fourth Quarter 2012 and First Quarter 2013

Manufacturing sector remains the leading sector in employment of physically challenged persons with a total of 4,410, representing 73.43 percent compared to other sectors.

Health and Social Work employed a total of 804 persons being represented by 13.39 percent.

In all the sectors, a total of 6,006 physically challenged persons were employed in both fourth quarter 2012 and first quarter 2013 of which 3,343 persons were males (55.66 percent) and 2,663 persons were females (44.34 percent). See table 3.26 below

Table 3.25: Total Physically Challenge Persons by Sector and Sex- Fourth Quarter 2012 and First Quarter 2013

SECTOR	4th QTR 2012			1st QTR 2013			Total (Male and Female)			
	Male	Female	Total	Male	Female	Total	Male	%	Female	%
Mining and Quarrying	1	0	1	1	0	1	2	100.00	0	0.00
Agriculture, Hunting, Forestry and Fishing	232	20	252	134	26	160	366	88.83	46	11.17
Real Estate, Renting and Business Activities	5	0	5	4	2	6	9	81.82	2	18.18
Wholesale and Retail Trade; Repair of Motor Vehicles and Household goods	38	13	51	33	10	43	71	75.53	23	24.47
Construction	4	2	6	4	2	6	8	66.67	4	33.33
Transport, Storage and Communications	6	4	10	6	4	10	12	60.00	8	40.00
Other Community, Social and Personal Service Activities	7	4	11	5	4	9	12	60.00	8	40.00
Education	41	35	76	40	33	73	81	54.36	68	45.64
Financial Intermediation	11	9	20	11	10	21	22	53.66	19	46.34
Manufacturing	1,197	1,038	2,235	1,137	1,038	2,175	2,334	52.93	2,076	47.07
Health and Social Work	207	219	426	204	174	378	411	51.12	393	48.88
Hotels and Restaurants	8	8	16	7	8	15	15	48.39	16	51.61
<b>TOTAL</b>	<b>1,757</b>	<b>1,352</b>	<b>3,109</b>	<b>1,586</b>	<b>1,311</b>	<b>2,897</b>	<b>3,343</b>	<b>793</b>	<b>2,663</b>	<b>407</b>

### 3.27 Number that Exited by Sector and Sex – Fourth Quarter 2012 and First Quarter 2013

Analysis of survey data reveals that in the fourth quarter of 2012, a total of 66,564 employees exited as shown in table 24.0. Full time employees were 59,540 representing 89.45 percent while part time employees were only 7,023 representing 10.55 percent.

By sector, education had the highest no of 41,489 employees that exited in the fourth quarter of 2012 representing 62.33 per cent. Followed by manufacturing which accounted for 5,419 employees that exited with 8.14 per cent. The least is Mining and Quarrying which had 94 employees that exited with 0.14 per cent

In the first quarter of 2013, education recorded the highest number of 33,650 that exited compare to the fourth quarter 2012 there is a decrease of 7,839 employees showing a decline of 18.89 per cent. Followed by manufacturing which had 4,035 employees that exited in the first quarter and when compare to the fourth quarter there is a decrease of 1,382 employees. See table 23 in the appendix.

Spatial distribution by gender or sex shows that in the fourth quarter of 2012, a total of 37,548 males' employees in full and part time jobs exited while 29,015 females also went out of job. During the first quarter of 2013, 34,009 male employees in full and part time employment exited, whereas a total of 20,590 female employees exited their jobs.

However, there was a decrease in the number of exited employees in the first quarter 2013, with 3,539 males and 8,425 females when compared with fourth quarter, 2012. See tables 23.0 and 24.0 in the appendix.

### 3.28 Number that Exited by Staff Cadre and Sex – Fourth Quarter 2012 and First Quarter 2013

Analysis of the survey data by staff cadre reveals that in fourth Quarter – 2012, a total of 66,564 employees exited their jobs as shown on Table 26.0 in the appendix. From the total number, full-time employees were 59,540 representing 89.45 per cent, while Part-Time employees were 7,023 representing 10.55 per cent. The analysis also revealed that staff cadre Managerial Professional and Technical Workers recorded the highest number of employees of 27,697 representing 41.61 per cent of the total, which was followed by Clerical and Related Office Workers amounting to 14,620 representing 21.96 per cent of the total in fourth quarter 2012. The least was recorded in Unpaid Workers Cadre amounting to 527 employees, representing 0.79 per cent of the total. See tables 25.0 and 26.0 in the appendix.

A Comparative analysis of the Number that Exited by Staff Cadre shows that 54,599 employees exited in first quarter 2013 as against 66,564 employees that exited in fourth quarter 2012, showing a decrease of 11,965 employees as at first quarter 2013. The two staff cadres (Managerial, Professional and Technical Workers) and (Clerical and Related Office Workers) mentioned as the most pronounced staff cadres in fourth quarter 2012 remained the highest respectively in first quarter 2013 amounting to 22,994

employees, representing 42.11 per cent of the total as Managerial/Professional, Technical Workers and 14,287 employees, representing 26.17 per cent of the total as Clerical and Related Office Workers. The least were Unpaid Workers amounting to 479 employees, representing 0.88 per cent of the total.

Further analysis of first quarter 2013 figure of 54,599 employees that exited shows that Full-Time employees were 51,730 representing 94.75 per cent, while Part-Time employees was 2,869 representing 5.25 per cent.

A Spatial distribution by gender shows that in fourth Quarter 2012, 33,246 males representing 55.84 per cent were Full-Time employees, while 26,294 females representing 44.16 per cent also were Full-Time employees. Out of the 7,023 Part-Time employees in fourth quarter 2012, 4,302 males representing 61.25 per cent was recorded, while 2,721 females representing 38.75 per cent was recorded. The Gender distribution during first quarter 2013 revealed that 31,919 males representing 61.70 per cent were Full-Time employees, while 19,811 females representing 38.30 per cent were Full-Time employees.

A Comparative analysis of the number that exited (Staff Cadre) by Sex shows that in fourth quarter 2012, a total of 37,548 males in both Full and Part-Time employees exited, while 34,009 male employees exited in first quarter 2013 showing a decrease of 3,539. 29,015 females in both Full and Part-Time employees exited in first quarter 2013 showing a decrease of 8,425 female employees that exited. See tables 25.0 and 26.0 in the appendix.

### 3.29 Reason(s) for Exited by Staff Cadre and Sex Fourth Quarter 2012

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The result of the survey shows that a total of 66,564 persons exited their jobs in this quarter. Majority of the employees exited their jobs to pursue further education with 21,823 persons. Out of this number, females recorded 12,607 persons while males recorded 9,216. Slowdown in business was given as a reason for employees exiting their jobs which accounted for 14,412 persons. See table 27.0 in the appendix.

### 3.30 Reason(s) for Exited by Staff Cadre and Sex First Quarter 2013

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In the first quarter 2013, 54,599 employees exited their jobs majorly to pursue further education followed by those who left due to “Slowdown in Business” with 10,285 persons.

More employees exited in the Education Sector with 29,103 persons followed by Manufacturing Sector with 9,016 persons. See table 28.0 in the appendix.

### 3.31 Number of Jobs Created by Sectors (First Quarter 2013) Youth (aged 15-35)

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A total of 134,954 new jobs were created across the various economic sectors in Nigeria in the first Quarter of 2013 for youths. The registration of new jobs witnessed a climb to 134,954 new jobs from the 105,158 figure of the fourth Quarter of 2012. Out of the 134,954 new jobs in the first quarter of 2013, there were 112,176 new full time jobs created while new part time jobs stood at 22,778.

The Education sector has the highest number of new jobs in the first quarter of 43,170.. The number of full time jobs created in this sector is 32,492 while 10,678 new part time jobs were created simultaneously.

The financial Intermediation sector recorded second in number of new jobs created in the first quarter of 2013. Full time jobs increased by 36,293 jobs in the first quarter while part time increased by 794 new jobs. Deficit job created was noticed in the construction section in first quarter 2013. See table 31.0 in the appendix.

### 3.32 Number of Jobs Created by Staff Cadre - First Quarter 2013 (Youth aged 15-35)

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In consideration of new jobs created in the first quarter of 2013 by work cadres, the greatest numbers of jobs created were in the managerial, professional and Technical workers cadre with a total of 68,622 new jobs. Out of this figure 61,614 new jobs were on the full time basis while 7,008 were part time jobs.

Furthermore, workers in the operative cadre ranked second in number of jobs created in first quarter of 2013 with 14,311 jobs. Out of this number 12,166 were full time jobs while 2,145 were part time jobs.

There was a decline in Jobs created for Youth (Age 15 – 35) in Working Proprietors and Active Partners Cadre by 787 representing -15.24 percent. (see table 32.0 in appendix)

## 4. PUBLIC INSTITUTION

### 4.1 Introduction

The public sector vis-a-vis public institution refers to the part of the economy concerned with providing basic government services to the people. The statistics from this sector often refer to as social statistics is equally important as statistics from other sector of the economy. It is used for the evaluation of the quality of services available to a particular group or organization and determining the wants or needs of a people. Social statistics is also being used for describing social circumstances and identifying areas of concern

In the recently concluded survey on quarterly job creation and Labour force, 4<sup>th</sup> quarter 2012 and 1<sup>st</sup> quarter 2013, a total of 3992 public institutions were reportedly covered.

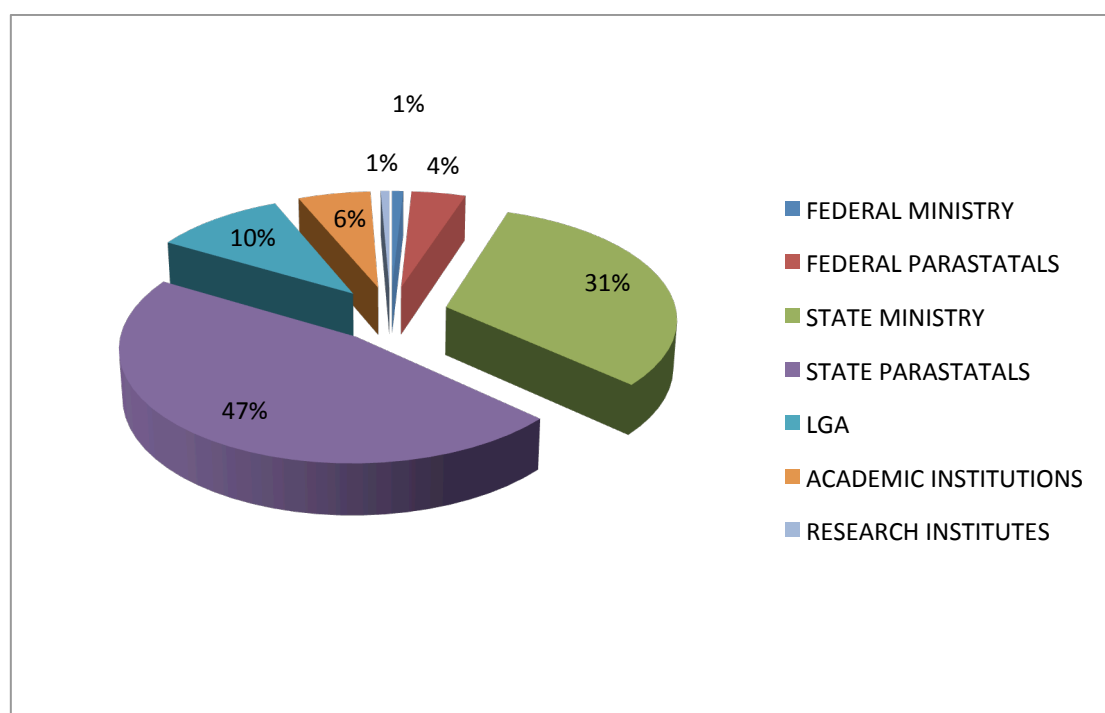
### 4.2 Reported Institutions

Table 1 shows the distribution of public institutions by type for the first quarter 2013. A total of 3,992 institutions was reported as at first quarter 2013 compared to 3,982 institutions as at third quarter 2012. In first quarter 2013, State Parastatals reported 49 percent out of the public institutions, while State Ministry and Local Government Areas reported 20 and 19 percent respectively. Research Institutes and Federal Ministries reported the least with 1 percent each.

Table 4.2: Distribution of Public Institution by Type

TYPE OF ESTABLISHMENT/INSTITUTION	NUMBER	per cent
FEDERAL MINISTRY	27	1
FEDERAL PARASTATALS	212	5
STATE MINISTRY	792	20
STATE PARASTATALS	1943	49
LGA	774	19
ACADEMIC INSTITUTIONS	211	5
RESEARCH INSTITUTES	33	1
TOTAL	3992	100

Fig. 4.1: Reported Institution by Type



#### 4.3 Number of Employees in Public Sector by Cadre (October – December 2012 and January – March 2013)

Table 2 gives the distribution of employees in public sector by cadre for the fourth quarter of 2012 (Oct-Dec) and first quarter of 2013 (Jan- Mar). On national level, a total of 1,008,276 employees were recorded in the first quarter of 2013, showing an increase of 2766 employees from that of fourth quarter of 2012. As at first quarter 2013, Nigerian males recorded 64.6 percent of employees, while Nigerian female recorded 35.0 percent. Officers excluding Management Staff recorded the highest number of employees among the cadres with 237,472 males and 161,609 females.

#### 4.4 Number of Employees in Local Government Areas by Cadre (October – December 2012 and January – March 2013)

Table 3 shows the distribution of employees in local government areas by cadre for the fourth quarter of 2012 and first quarter of 2013. Nigerian employees as at first quarter 2013 recorded a total of 825,399 employees which showed a decline from that of fourth quarter of 2012 with 15,692 employees. This table shows that non-Nigerians were not being employed at the local government level at both quarters. In first quarter 2013, Nigerian males recorded 73.9 percent compared to 26.1 percent for females.

#### 4.5 Number of Employees in Academic Sector (Academic) by Cadre (October – December 2012 and January – March 2013)

Table 4 records the distribution of employees in academic sector by cadre in Nigeria, for the fourth quarter of 2012 and first quarter of 2013. In the fourth quarter of 2012, there was 49882 academic staff in the academic sector of which Nigerians accounted for 99.6 percent as against 0.4 percent recorded for non-Nigerians. For Nigerian employees, male dominated with 81.6 percent, while for non-Nigerians, male also dominated with 69.7 percent as against 30.3 percent recorded for their female counterparts.

There was a drop in the number of academic staff in the first quarter of 2013 to 49711 employees, a 0.3 percent decrease from 2012 figure. However, in the cadre distribution of the employees, Principal/Senior Lecturers showed dominance both in the fourth quarter 2012 and first quarter 2013 with 30.6 percent in each of the quarter's total staff respectively.

#### 4.6 Number of Employees in Academic Sector (Non-Academic) by Cadre (October – December 2012 and January – March 2013)

Table 5 presents the distribution of non-academic staff by cadre in the Academic Sector in Nigeria, for fourth quarter 2012 and first quarter 2013. A total of 74063 non-academic staff was recorded in the fourth quarter of 2012, dropping to 70,474 in the first quarter of 2013 which translated to a 4.8 percent decrease.

Across board, male dominated in almost all the cadres of employments, except in Other Non-Academic Staff where female showed dominance. Among Nigerians, male had 67.6 percent of the total employed in the fourth quarter of 2012, while of the non-Nigerians; male also recorded the highest with 90.2 percent of the total. In the first quarter of 2013, male Nigerians had the highest (45,814), translating to 67.6 percent, while for non-Nigerians, male had the highest (2425), accounting for 89.7 percent.



#### 4.7 Employment Gaps in Public Institutions (October – December 2012 and January – March 2013)

Table 6 shows the distribution of employment gap in public institutions by occupation group, for the fourth quarter of 2012 and first quarter of 2013. In the fourth quarter, a total of 151401 employment gaps were declared in Public Institutions showing Nigerians (151333) and non-Nigerians (68). The gap declared on Nigerian employees had the largest, representing (99per cent) with male dominance at 67.0 percent.

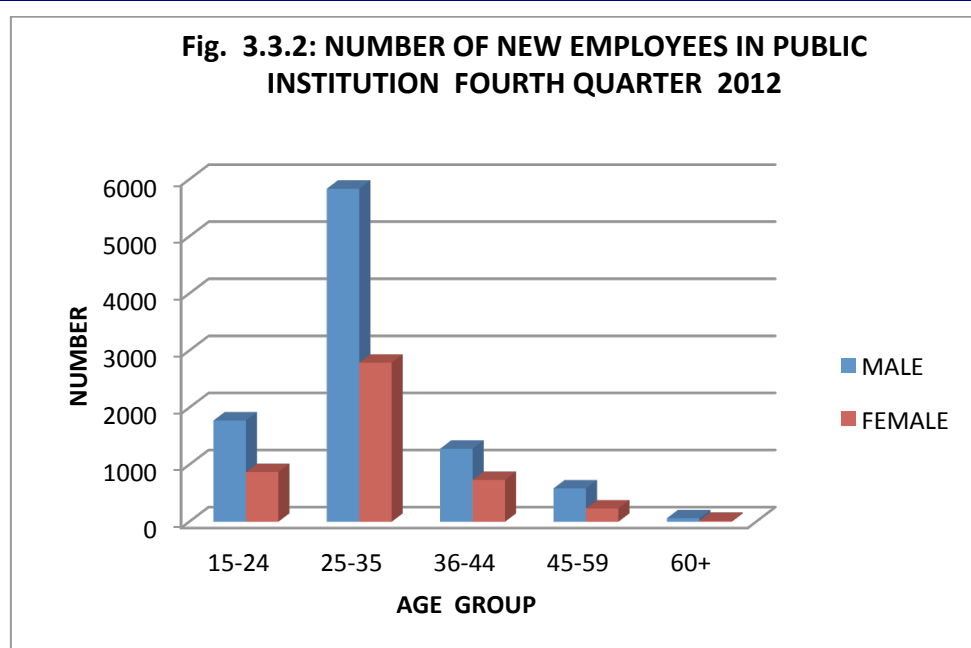
However, the total of 157,169 in the first quarter of 2013 showed an increase of 5,836 or 3.7 percent compared with the figure of the fourth quarter of 2012. Although the gap for Nigerian employees narrowed by 806, it still represented the largest in the first quarter of 2013 with 64.0 percent. In the same vein, Managing Director/Chief Executive as a single occupation group had the largest gaps both in the fourth quarter of 2012 and the first quarter of 2013 with 19.5 percent and 18.9 percent of the totals respectively.

#### 4.8 New Employees in Public Sector by Type of Institutions, Age Group and Gender (October – December 2012)

Table 7(a) shows New Employees by types of Institutions, Age Group and Gender, fourth quarter 2012 and first quarter 2013. A total of 24,975 (male and female) new Employees was recorded in the fourth quarter 2012 as against 24,368 new employees in the first quarter of 2013, which showed a difference of 607 new employees translating to 2.43 percent decrease.

In the fourth quarter, the age group 25-35 recorded the highest number of Employees with 10,278 male and 4,928 female followed by age group 15-24 with 3,124 male and 1,532 female. The least number of employees was recorded in age bracket 60 and above with 106 male and 26 female.

Fig. 4.2: Number of New Employees in Public Institutions Fourth Quarter 2012

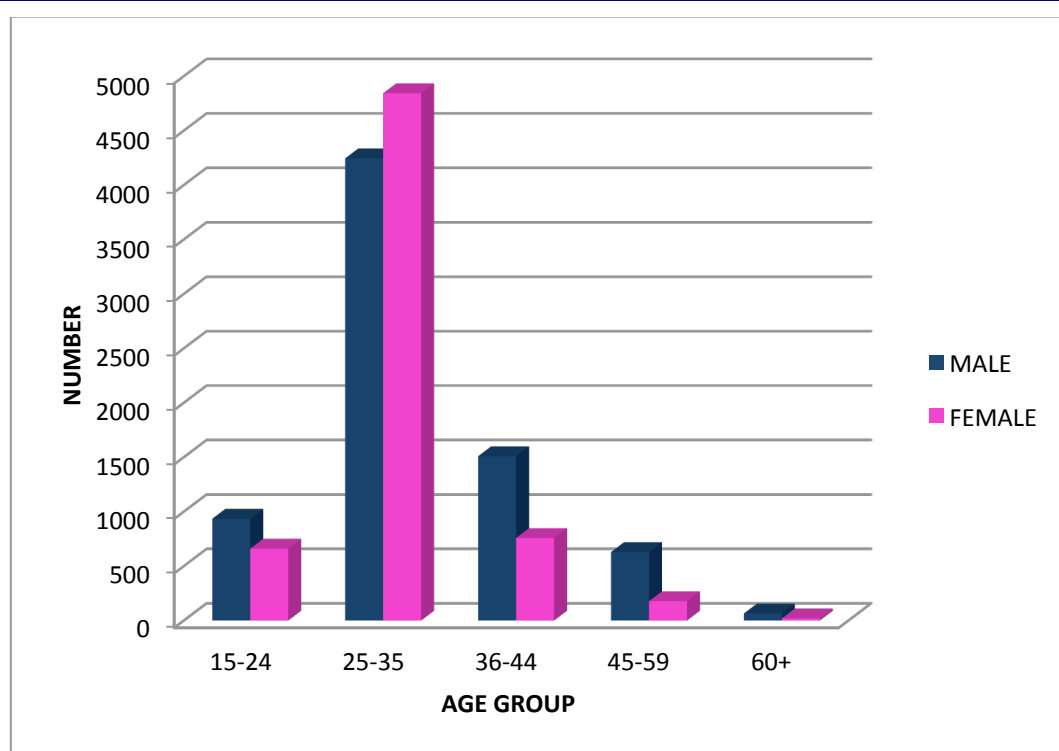


#### 4.9 New Employees in Public Sector by Type of Establishment, Age Group and Gender (January – March 2013)

Table (7b). The record of first quarter 2013 showed that, age bracket 25-35 reflected 27.3 percent decrease in the number of male employed and 73.3 percent increase in the number of female employed over the figure of fourth quarter 2012. While age group 36-44 recorded an increase of 40.3 percent in male and 4.6 percent increase in female over fourth quarter 2012.

Among the age grouping, sixty years and above recorded 7.6 percent increase in the number of male employed and 22.2 percent increase in female employee as against the figure of fourth quarter 2012.

Fig. 4.3: Number of New Employees in Public Institutions First Quarter 2013



#### 4.10 Number of New Employees Occupation and Gender (October – December 2012)

Table 8 shows that the total number of new employee declared in the fourth quarter of 2012 was put at 24,975, out of which Nigerians constituted 99.7 percent. Male made up the largest number of Nigerians employed with 67.3 percent.

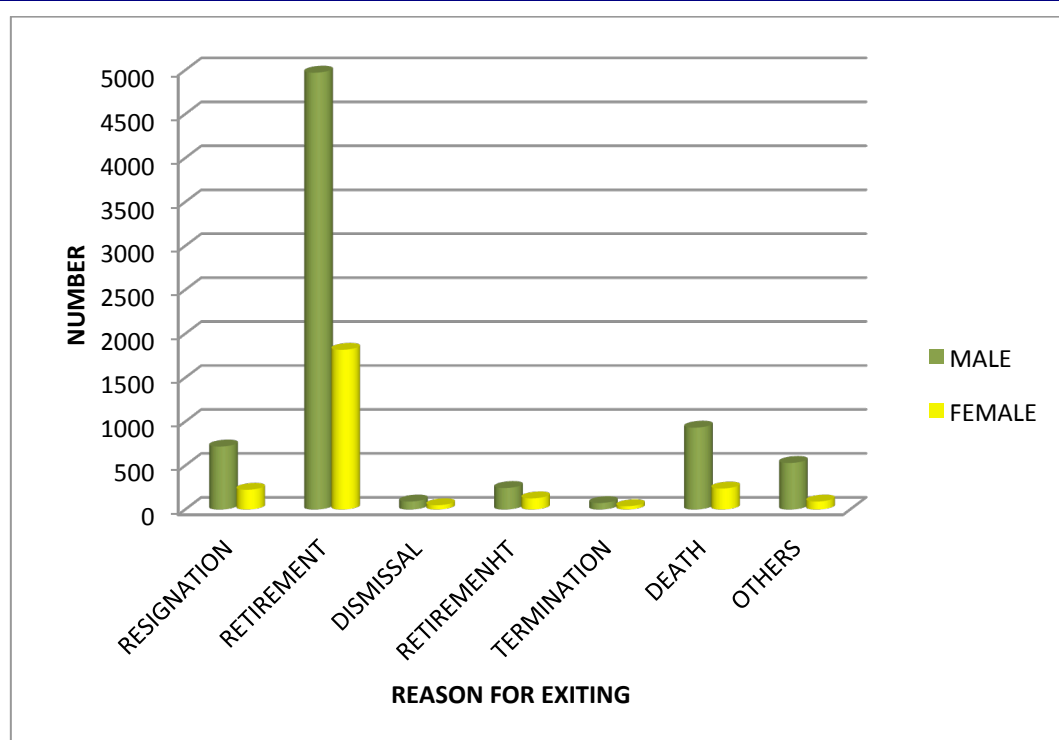
However, the first quarter of 2013 saw a slight decrease in the number of new employees by 606, representing a 2.4 percent decrease. Nigerians constituted the largest number of the new employees in the first quarter with 97.8 percent. In another development, Secondary Education Teachers as a singular occupation group recorded more new employees both in the fourth quarter and first quarter with 14.9 percent and 15.5 percent respectively.

#### 4.11 Number of Staff that Exited Public Service by Cadre and Gender (October – December 2012)

Table 9(a) distributes the number of employees that exited Public Service by Cadre in the fourth quarter of 2012 through various types of exiting. It shows that a total of 17,866 employees exited, with Retirement recording the highest with 66.9 percent. This was followed by Death with a distant 11.5 percent, whereas Termination recorded the least with 1.1 percent.

In a related development, Retirement as one of the reasons for exiting, also recorded the highest among the Cadres where Officers Excluding Management Staff Cadre recorded the highest in both male and female with 1969 and 662 in that order.

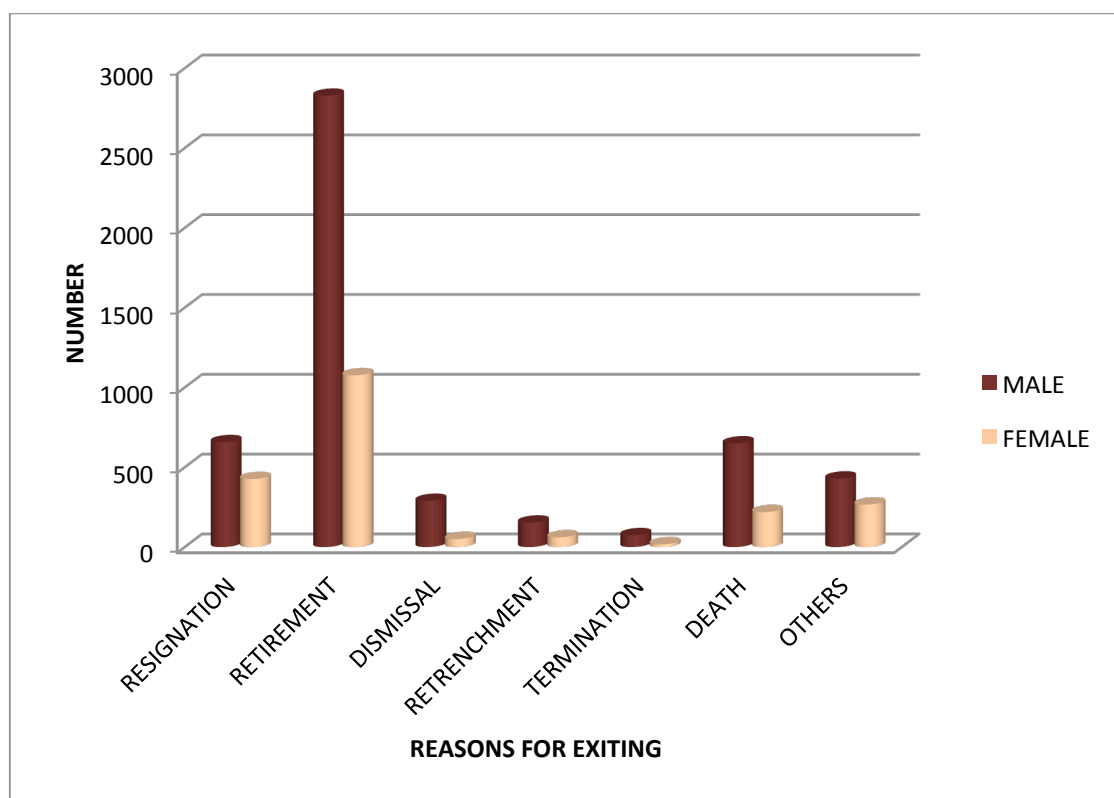
Fig. 4.4: Distribution of Number of Staff that Exited Public Service by Cadre and Gender (October – December 2012)



#### 4.12 Number of Staff that Exited Public Service by Cadre and Gender (January – March 2013)

Table 9(b) shows the distribution of staff that exited the Public Service in the first quarter of 2013, which recorded 12,665 showing a 29.1 percent decrease from the previous quarter's figure. Retirement, with 6873, recorded the highest, accounting for 54.3 percent of the total that exited, followed by Resignation with 15.1 percent. Termination recorded the least (160), translating to 1.3 percent of the total. Among the cadres, Officers Excluding Management Staff also had the highest, although with a 36.6 percent decrease in male and 25.2 percent increase in female figures of the previous quarter.

Fig. 4.5: Distribution of Number of Staff that Exited Public Service by Cadre and Gender (January – March 2013)



## 5. CONCLUSION

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The new dawn of taking Jobs Creation issue in the country serious becomes obvious and clear when the Federal Government constitutes the following stakeholders, National Bureau of Statistics (NBS), National Planning Commission (NPC), Office of Chief Economic Adviser to the President, Federal Ministry of Labour and Productivity (FMLP), National Directorate of Employment (NDE), Central Bank of Nigeria (CBN) and Office of the Special Assistant on Job Creation to collect relevant data on new jobs created between fourth quarter 2012 and first quarter 2013 in the country.

The survey generated a lot of data that would be used for further policy formulation Monitoring and Evaluation of jobs created in the country. Besides, the result reveals considerable indicators like jobs created in a particular sector and cadre.

Other employment indicators that emerged from the current job creation survey include number of jobs created by sector, number of new employees by occupation, number of employees in fourth quarter 2012 and first quarter, 2013, number of employees exited, Reasons for exiting, occupational distribution of new jobs etc. which would be useful in formulation of employment policy and monitoring of the problem of unemployment in the country.

There were basically new employments across the occupation groups of the Public Institution in the first quarter of 2013, although not as many as were employed in the fourth quarter of 2012 where a total of 24,975 new employments was recorded. The decrease by 2.4 per cent in the first quarter of 2013 might not be unconnected with the fact that the MDAs (Ministries, Departments and Agencies) do always scrap-up a bare survival in the first quarter of the year in the absence of the budget.