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# NIGERIA LABOUR FORCE STATISTICS REPORT Q4 2022 & Q1 2023



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# **Nigeria Labour Force Survey (NLFS)**

## **4<sup>th</sup> Quarter 2022 and 1<sup>st</sup> Quarter 2023 Report**

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## LIST OF ABBREVIATIONS

<b>CAPI</b>	Computer Assisted Personal Interviewing
<b>EAs</b>	Enumeration Areas
<b>FCT</b>	Federal Capital Territory
<b>ICLS</b>	International Conference of Labour Statisticians
<b>ILO</b>	International Labour Organisation
<b>LU</b>	Labour Underutilization
<b>NBS</b>	National Bureau of Statistics
<b>NLFS</b>	Nigeria Labour Force Survey
<b>Q1</b>	Quarter 1
<b>Q4</b>	Quarter 4
<b>UNSC</b>	United Nations Statistical Commission

## HIGHLIGHTS OF THE REPORT

- The National Bureau of Statistics (NBS) has enhanced its methodology of collecting labour market data through the Nigeria Labour Force Survey (NLFS) in line with International Labour Organisation (ILO) guidelines.
- The data collection for the revised NLFS is based on a sample of 35,520 households nationwide. It is conducted continuously throughout the year, with national-level results produced quarterly and state-level results at the end of a full year.
- The results presented in this report are for the reference periods of Q4 2022 and Q1 2023.
- About three-quarters of working-age Nigerians<sup>1</sup> were employed – 73.6% in Q4 2022 and 76.7% in Q1 2023. This shows that most people were engaged in some type of jobs for at least one hour in a week, for pay or profit.
- About one-third (36.4% in Q4 2022 and 33.2% in Q1 2023) of employed persons worked less than 40 hours per week in both quarters. This was most common among women, individuals with lower levels of education, young people, and those living in rural areas.
- Underemployment rate which is a share of employed people working less than 40 hours per week and declaring themselves willing and available to work more was 13.7% in Q4 2022 and 12.2% in Q1 2023.
- The share of wage employment was 13.4% in Q4 2022 and 11.8% in Q1 2023.
- Most Nigerians operate their own businesses or engaged in farming activities. The shares are 73.1% and 75.4% in Q4 2022 and Q1 2023 respectively.
- A further 10.7% in Q4 2022 and 10.6% in Q1 2023 were engaged helping (without pay or profit) in a household business.
- In Q4 2022, 2.6% were engaged as Apprentices/Interns and 2.2% in Q1, 2023.

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<sup>1</sup> *Note: Nigerians in this report comprise all residents in Nigeria*

- Unemployment stood at 5.3% in Q4 2022 and 4.1% in Q1 2023. This aligns with the rates in other developing countries where work, even if only for a few hours and in low-productivity jobs, is essential to make ends meet, particularly in the absence of any social protection for the unemployed.
- 22.3% of the working age population were out of labour force in Q4 2022, while it was 20.1% in Q1, 2023.
- The rate of informal employment among the employed Nigerians was 93.5% in Q4 2022 and 92.6% in Q1 2023.

## INTRODUCTION

The National Bureau of Statistics (NBS) has the mandate of producing and managing official statistics to guide government policies and programmes in the country. These official statistics are produced routinely in line with set standards and guidelines that govern their production. The Nigeria Labour Force Survey (NLFS) is one of the routine surveys conducted by NBS to produce labour market statistics intended to support policies and programmes of government, as well as for public use.

This report presents the results for Q4 2022 and Q1 2023 being the first using the revised methodology of the NLFS officially publicised by NBS in November 2022. The methodology and standards, as a matter of best practice, are routinely reviewed and updated in line with current realities and evidence-based information.

The last labour force report published was amidst COVID-19 pandemic for the period of Q4 2020, which reported a headline unemployment rate of 33.3% and an underemployment rate of 22.8%. As part of its routine methodological review and enhancement processes, NBS commenced work in 2021 with the World Bank and the International Labour Organisation (ILO) to update the methodology and processes for conducting the NLFS, which culminated in the results being presented in this report.

Labour is often the only asset and main determinant of household income as well as whether people will live in or out of poverty. Therefore, it is essential to know whether people work, how long they work, and the types of jobs they are engaged in. The NLFS enables vital labour market statistics to be monitored regularly across Nigeria, including the employment-to-population ratio, unemployment rate, underemployment rate, and key job characteristics. NLFS data provides crucial evidence-based indicators to help inform policy making. Accordingly, NBS has significantly enhanced the methodology it uses to collect labour market data through the NLFS. This is in terms of the concepts and definitions used, as well as in the actual conduct of the survey. This has been done using International Labour Organisation (ILO) guidelines of the 19<sup>th</sup> International Conference of Labour Statisticians (ICLS) Resolutions<sup>2</sup>.

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<sup>2</sup> [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrumen4rt/wcms\\_230304.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrumen4rt/wcms_230304.pdf)

In terms of the definitions, below are some of the significant changes made under the recent revision:

Item	Old Methodology	New Methodology
<b>Working Age Population</b>	Persons aged 15 – 64 years	Persons aged 15 years and above.
<b>Employment</b>	All those of working age population who were engaged in any activity that produce goods or provide services for a minimum of 20 hours in the reference period.	All those of working age population who during the reference period were engaged in any activity to produce goods or provide services for pay or profit.
<b>Labour Force</b>	Working Age Population (15 – 64 years) that are employed and unemployed	Working Age Population (15 years and above) that are employed and unemployed
<b>Unemployed</b>	Worked below 20 hours or did not work but searching and available in the reference week	Not in employment, actively searching and available (did nothing for pay or profit)
<b>Underemployed</b>	Worked between 20 and 39 hours in a week	Worked less than 40 hours in a week but <i>willing and available for more hours of work</i>
<b>Questionnaire</b>	13th ICLS model questionnaire	19th ICLS model questionnaire
<b>Periodicity</b>	Cross sectional (One off data collection)	Continuous – throughout the year (Longitudinal)
<b>Sample Size</b>	33,300 Households Quarterly	35,520 Households spread across 12 months
<b>Data Collection</b>	17 – 21 days every quarter	Continuously for 12 months
<b>Employment in Agriculture</b>	Recorded as employed if 20 hourly thresholds met	A distinction is made between commercial and subsistence agriculture
<b>Reporting</b>	Quarterly National and State levels estimate	Quarterly National and yearly State levels estimate

**1. Important to note:**

*a) A rise in the unemployment rate is not entirely equivalent to an increase in job losses or vice versa. However, an increase in unemployment can occur due to several reasons, of which loss of an existing job is just one. A rise in unemployment generally means the number of people searching for jobs has increased, which can occur because:*

- i. people previously outside the labour force (e.g., students, housewives, etc.) have now joined the labour force.*
- ii. People previously working have lost their jobs and are now in search of jobs.*

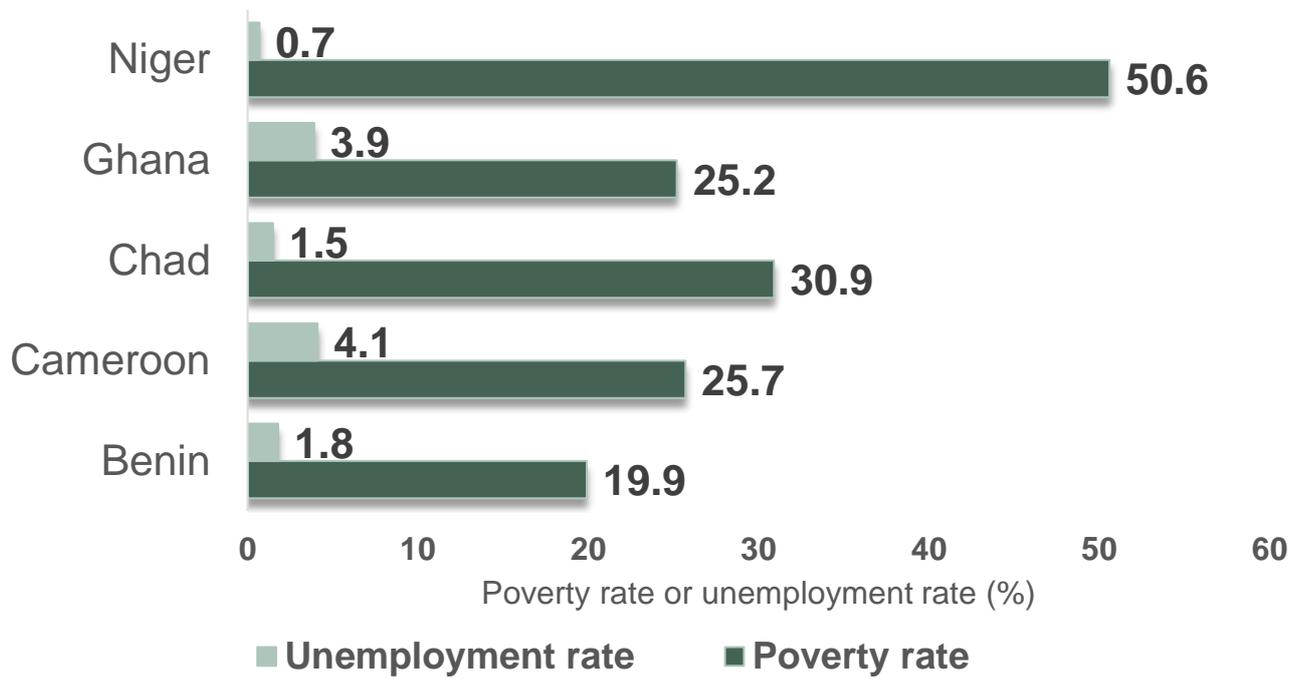
*Often, it is a combination of these two reasons stated above.*

- b) Following from a) (i) above, an increase in labour force size can lead to a drop in the unemployment rate. The labour force does not change simply from job losses, since those people previously had jobs and were already in the labour market, which does not change due to job loss. Rather, what causes an expansion in the size of the labour force is the increase in the number of persons within the working age population, who were previously not willing or able to work, but who are now available and actively looking for work.*
- c) The 1 hour a week benchmark for determining whether a person is employed or not is not to say that working an hour a week is sufficient to cater for the person's needs. Furthermore, labour force statistics deals with whether persons are engaged or not in any activity for pay or profit, and the nature of that engagement. The living standards or welfare of a person is captured by different indicators – poverty and other welfare statistics.*
- d) It is also possible for persons to be engaged in employment and yet live below the poverty line. This phenomenon termed Working Poor<sup>3</sup> is very common across low-income and lower-middle income countries. A look at the poverty and unemployment rates of Nigeria's neighbours shows a very similar pattern. See figure 1.*

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<sup>3</sup> [wcms\\_696387.pdf \(ilo.org\)](#)

**FIGURE 1: UNEMPLOYMENT VS POVERTY RATE (NIGERIA'S NEIGHBOURS)**



(Source: World Bank)

## REVISED METHODOLOGY AND SURVEY DESIGN

Typical of all household-based surveys in NBS, the approach adopted in collecting the required information for this survey was the Computer Assisted Personal Interviewing (CAPI). The data collection was carried out in all the 36 states of the Federation and the Federal Capital Territory (FCT). Enumeration Areas (EAs) in both urban and rural areas were canvassed for the exercise. In this revision, three changes in the labour force survey methodology deserve specific attention:

### **First, the questionnaire has been redesigned in line with international best practice.**

The new questionnaire for the NLFS follows the ILO template<sup>4</sup> but has been adapted carefully for the Nigerian context. This means that employment, including temporary absence, subsistence agriculture, job characteristics, underemployment, and unemployment can be more precisely captured. The labour market statistics in Nigeria will now be suitable for international comparisons, which provides additional guidance to policymakers.

### **Second, data collection has been modified to follow a continuous approach.**

Previous labour force surveys in Nigeria had aimed to conduct four separate surveys for the entire year to provide quarterly and state-level estimates. Presently, NBS' field teams are continuously collecting data, allowing for quarterly national-level estimates. A sample of 33,300 households per quarter was used in the previous labour force surveys, however, it is now 35,520 households for the entire year, divided across 12 months. This allows for national-level quarterly estimates and full year state-level results. This is being implemented with smaller field teams, which are easier to manage combined with constant fieldwork monitoring by NBS headquarters staff, this makes it possible to identify and fix any data issues in real time and improve fieldwork and data quality as the survey progresses. This continuous measurement approach for labour force surveys is implemented in most developed countries (ILO, 2018). It also provides the bedrock for a labour force survey methodology that is sustainable.

### **Third, the schedule for fieldwork has been adjusted to reduce proxy response.**

In previous labour force surveys, the fieldwork for each quarter lasted between 17 – 21 days. This meant that enumerators would spend approximately 2 days in each enumeration area; those

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<sup>4</sup> ILO. (2023). *Labour force survey (LFS) resources: The global reference for labour force survey design*. Retrieved from ILOSTAT: <https://ilostat.ilo.org/resources/lfs-resources/>

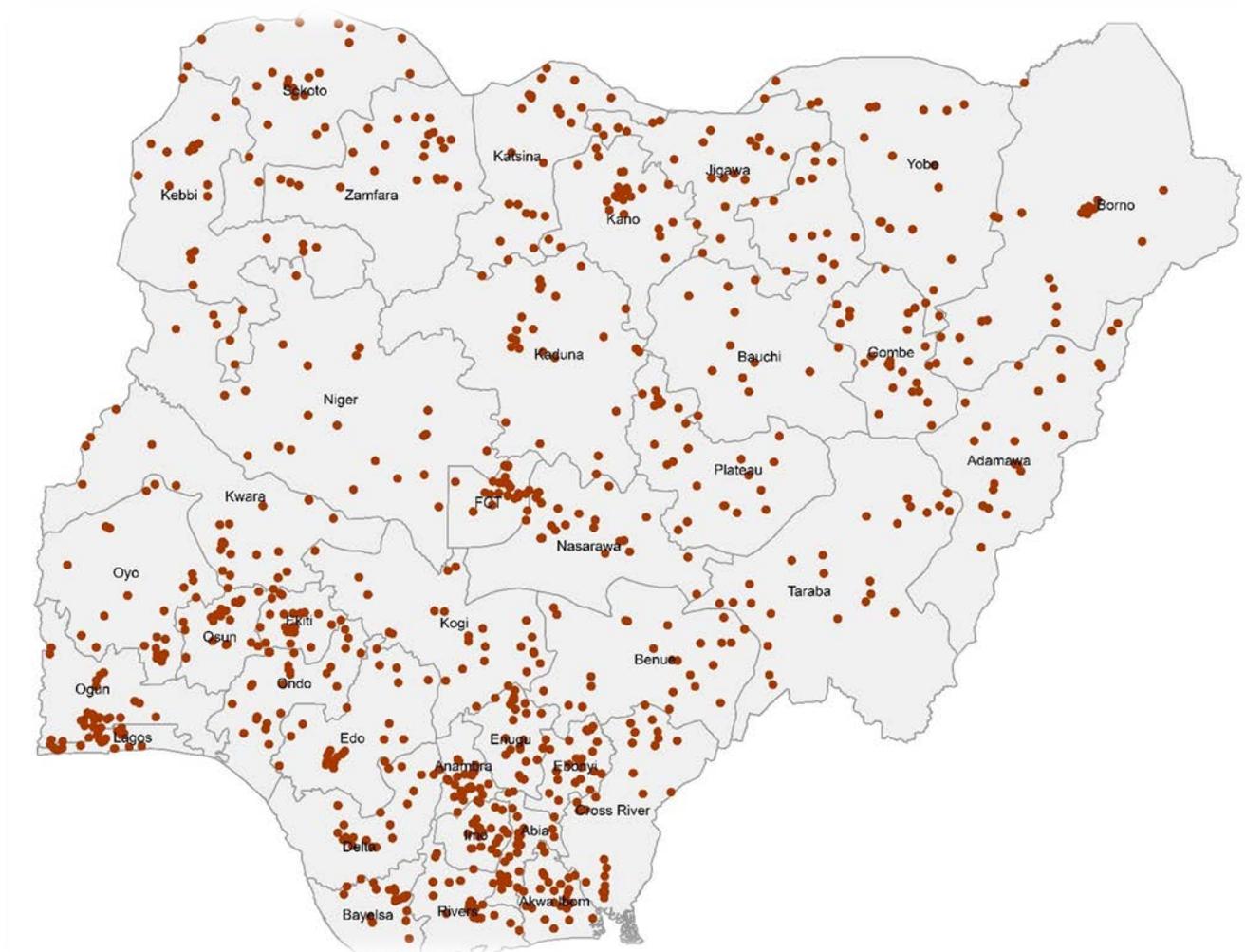
days could fall within the working week or at the weekend and it was not possible to always wait for respondents to accommodate their schedules. In the revised methodology, each field team spends one week in each enumeration area and interviews take place between Wednesdays to Sundays. This gives the enumerators time to interview the eligible respondents in person, capturing those who were not available for interview weekdays but available on weekends. This reduces the extent of proxy response where household members answer on behalf of others. Proxy response can reduce data quality because household members may not have sufficient knowledge pertaining to their work.

All these changes and enhancements to the survey conduct make it impossible to do a direct comparison of these new results with the old series.

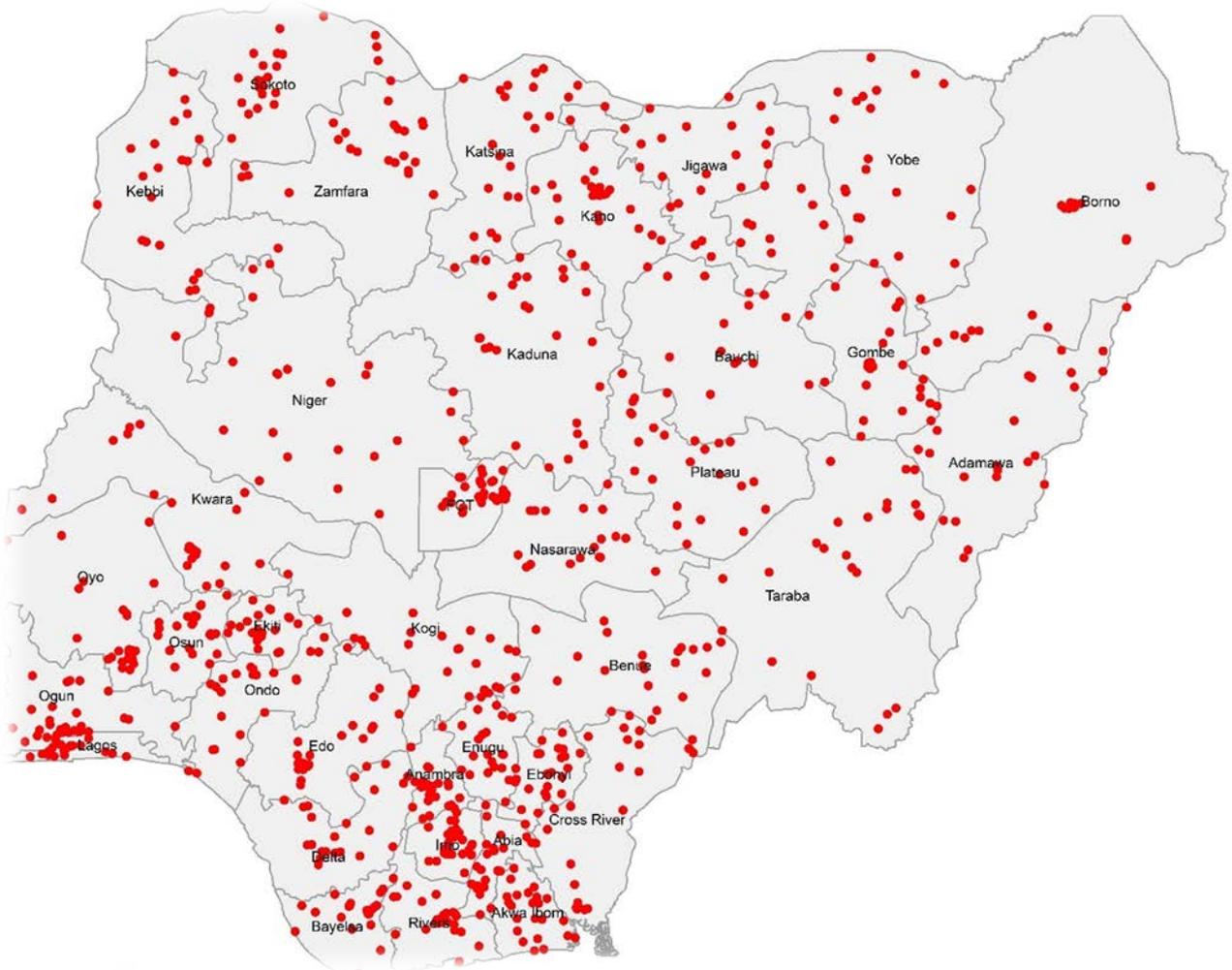
## COVERAGE

The survey was carried out in all the 36 states of the Federation and the Federal Capital Territory. The figure below shows the enumeration areas covered in the country.

**FIGURE 2: COVERAGE BY ENUMERATION AREAS Q4 2022**



**FIGURE 3: COVERAGE BY ENUMERATION AREAS Q1 2023**



## KEY DEFINITIONS AND CONCEPTS

Table 1 provides a list of definitions for some of the key labour market concepts used in this report.

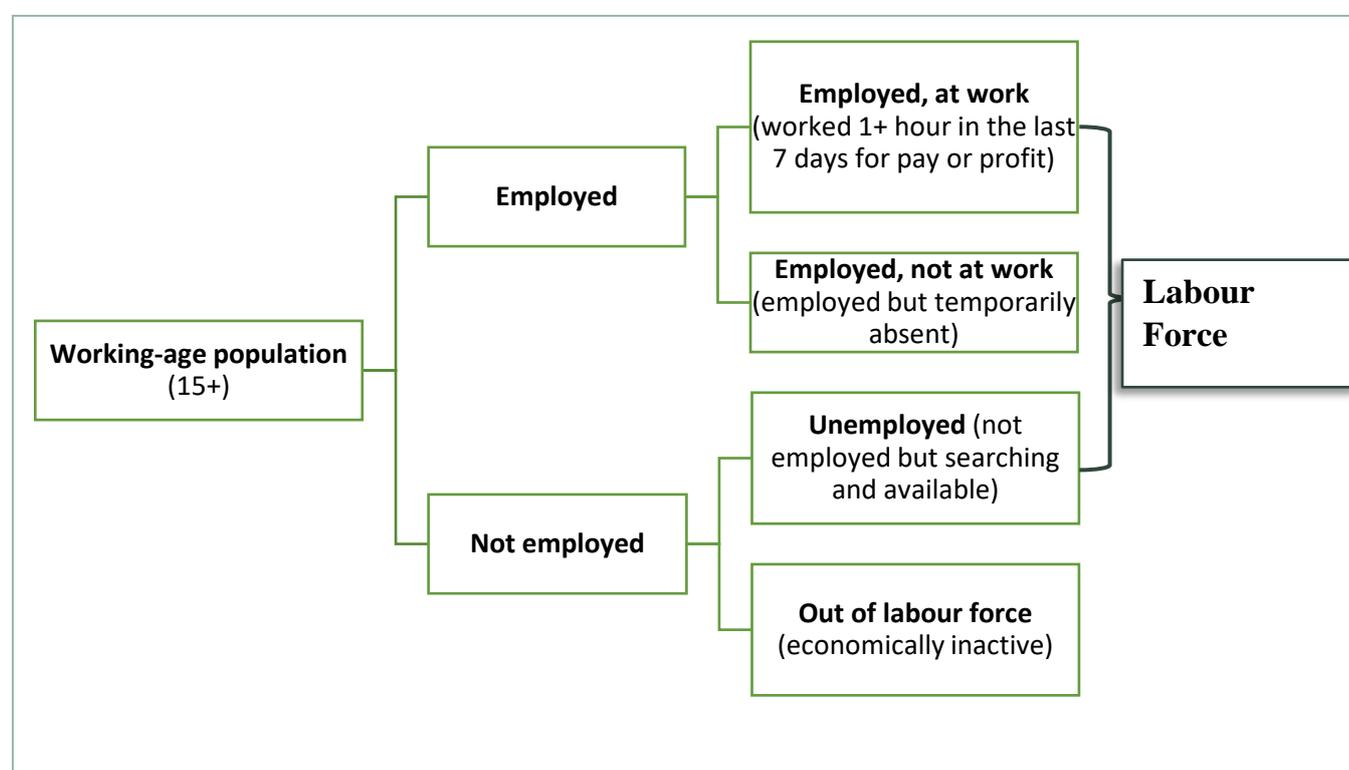
**TABLE 1: LIST OF KEY LABOUR MARKET DEFINITIONS**

<i>Key term</i>	<i>Definition</i>
<b>Active search</b>	Taking specific actions to search for paid work or to start a business during the past 4 weeks.
<b>Available to work</b>	Being available to start work (or additional work) either last week or in the next 2 weeks.
<b>Employed, at work</b>	Individuals who are working for pay or profit and who worked for at least one hour in the last 7 days.
<b>Employed, temporarily absent</b>	Individuals who typically work for pay or profit but were temporarily absent from work during the past 7 days (due to working time arrangements, such as “flexiwork”, or temporary absence, such as sick leave, vacation, or parental leave).
<b>Working-Age Population</b>	Persons aged 15 years and above
<b>Employment-to-population ratio</b>	The proportion of the working-age population that is employed.
<b>Extended labour force</b>	The combination of the labour force and the potential labour force
<b>Outside labour force</b>	Those who are not in the labour force. This group is sometimes described as “economically inactive”.
<b>Labour force</b>	Working Age Population that are employed and unemployed.
<b>Labour force participation rate</b>	The proportion of the working-age population that is in the labour force.
<b>Pay or profit</b>	Pay or profit refers to any type of remuneration that is: <ul style="list-style-type: none"> <li>• In cash or in kind (including wages or salaries for time worked or profits from sale or barter of goods)</li> <li>• Already paid or expected to be paid (remuneration that is payable)</li> <li>• Paid directly to the person performing the work or indirectly to/through a household member</li> </ul>
<b>Potential labour force</b>	Those who are outside the labour force but who are either actively searching for paid work but not available or available but not actively searching.
<b>Primary job</b>	The job that an individual spends the most time doing.
<b>Proxy response</b>	A response made on behalf of a target respondent by another member of the household.

<b>Subsistence agriculture</b>	Farmers that grow food crops or rear livestock solely to meet the needs of themselves and their households, whereby their produce is mainly not sold at market to generate income or profit.
<b>Underemployed</b>	Those employed individuals working 1-39 hours per week who are willing to work more hours and are available.
<b>Underemployment rate</b>	The proportion of employed individuals that is underemployed.
<b>Unemployed</b>	Those individuals who are not employed and who are engaged in active search and are available to start a job.
<b>Unemployment rate</b>	The proportion of the labour force that is unemployed.

Figure 4 provides an overview of the structure of the labour market according to the definitions outlined above.

**FIGURE 4: STRUCTURE OF THE LABOUR MARKET**



The Unemployment Rate, therefore, is a percentage of those within the labour force (employed and unemployed) that meets the specific criteria in the revised definition, while underemployment rate is a percentage of employed persons working under 40 hours who express willingness and availability to work more hours.

$$\text{Unemployment Rate} = \frac{\text{Number of Unemployed}}{\text{Labour Force}} \times 100$$

Where;

*Number of Unemployed = those who did not work for at least 1 hour in the last 7 days, but are available and searching for work*

*Labour Force = those aged 15 and above who are working or available and searching for work*

$$\text{Underemployment Rate} = \frac{\text{Number of Underemployed}}{\text{Number Employed}} \times 100$$

*Where;*

*Number of Underemployed = those who are employed for 1-39 hours in the reference period but are willing and available for additional hours of work*

*Number of Employed = All those of working age population who during the reference period were engaged in any activity to produce goods or provide services for pay or profit.*

## PRESENTATION OF RESULTS

Table 2 presents an overall picture of the working age population by work status for both reference periods; Q4 2022 and Q1 2023. The results showed that most Nigerians are engaged in either working for pay or profit; or engaged in subsistence farming.

**TABLE 2: WORKING AGE POPULATION BY STATUS OF WORK (%)**

Period	Sex	Employed at Work	Employed not at Work	Subsistence Agriculture at Work	Subsistence Agriculture not at Work	Not Working <sup>5</sup>	Total
<b>Q4 2022</b>	<b>Female</b>	67.31	1.68	4.10	0.15	26.76	<b>100</b>
	<b>Male</b>	77.35	1.05	5.48	0.21	15.91	<b>100</b>
	<b>Total</b>	72.24	1.37	4.78	0.18	21.44	<b>100</b>
<b>Q1 2023</b>	<b>Female</b>	73.37	1.24	2.97	0.07	22.35	<b>100</b>
	<b>Male</b>	77.85	1.01	3.99	0.12	17.03	<b>100</b>
	<b>Total</b>	75.57	1.12	3.47	0.09	19.75	<b>100</b>

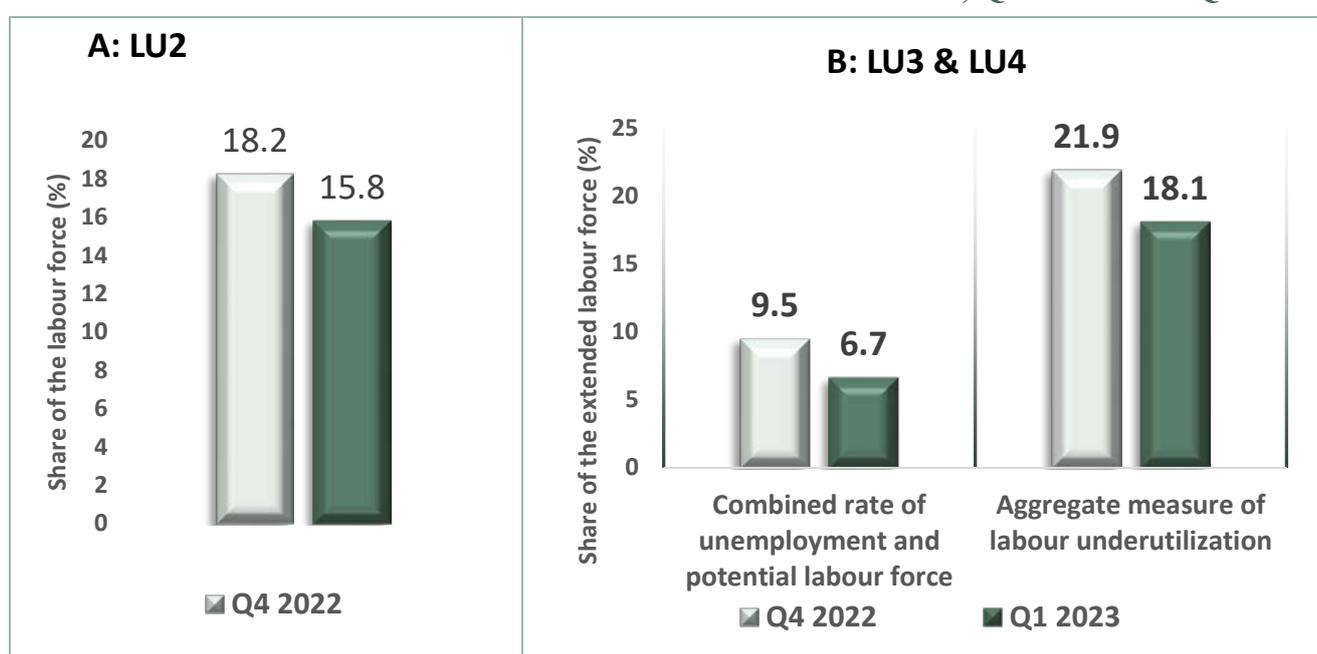
## 2. Labour Underutilization (LU1-LU4) in Nigeria.

There are several standard measures of labour underutilization. The unemployment rate is one of such measures known as LU1 which was 5.3% in Q4 2022 and 4.1% in Q1 2023. LU2 is the combined rate of underemployment and unemployment, as a share of the total labour force; this was 18.2% in Q4 2022 and 15.8% in Q1 2023 (Figure 5). LU3 is the combined rate of unemployment and the potential labour force as a share of the extended labour force, where the extended labour force is the combination of the labour force and potential labour force; this was 9.5% in Q4 2022 and 6.7% in Q1 2023. LU4 is the combined rate of underemployment, unemployment, and the potential labour force as a share of the extended labour force; this was 21.9% in Q4 2022 and 18.1% in Q1 2023. See Table 3 below.

<sup>5</sup> Not Working comprises of unemployed and out of labour force, hence does not equate to unemployment rate.

**TABLE 3: FORMS OF LABOUR UNDERUTILIZATION**

Forms of LU	Indicators	Q4 2022 (%)	Q1 2023 (%)
LU1	Unemployment Rate	5.3	4.1
LU2	Unemployment Rate + Underemployment Rate	18.2	15.8
LU3	Unemployment Rate + Potential Labour Force	9.5	6.7
LU4	Unemployment Rate + Underemployment Rate + Potential Labour Force	21.9	18.1

**FIGURE 5. MEASURES OF LABOUR UNDERUTILIZATION, Q4 2022 AND Q1 2023**

### 3. What share of Nigerians are working and in which jobs?

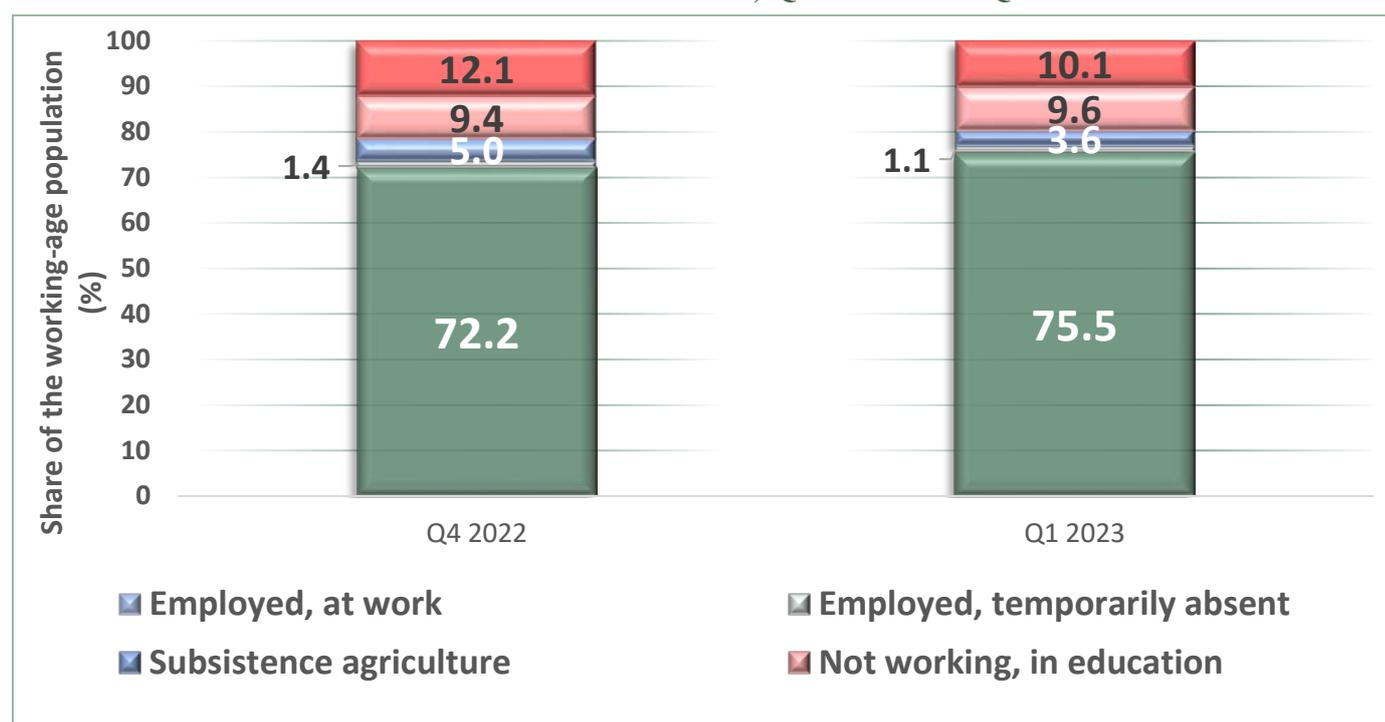
This section of the report presents the main statistics on the share of Nigerians that were employed and the types of jobs in which they are primarily engaged in. The statistics are disaggregated according to Sex, Educational Attainment, Age, and Urban/Rural (Figure 5).

#### 4. What share of Nigerian residents are employed?

About three-quarters of working-age Nigerian residents were employed in some type of jobs in Q4 2022 and Q1 2023.

To count as employed, an individual must have worked for at least one hour in the previous seven days – making them *employed at work* – or they must typically work for pay or profit, even if they did not do so in the previous seven days – making them *employed, but temporarily absent*. This approach follows the ILO standard. In Q4 2022, 72.2% of working-age Nigerians were employed, at work and a further 1.4% were employed but temporarily absent (Figure 6). In Q1 2023, 75.5% of working-age Nigerians were employed at work and 1.1% were employed but temporarily absent. Combining those employed at work with those employed but temporarily absent gives the overall employment-to-population ratio of 73.6% for Q4 2022 and 76.6% in Q1 2023.

**FIGURE 6: SHARE OF WORKING-AGE NIGERIANS THAT ARE EMPLOYED OR WORKING IN SUBSISTENCE AGRICULTURE, Q4 2022 AND Q1 2023**



**Some Nigerians were also engaged in subsistence agriculture, but these workers are not counted as employed in this report.**

Farmers who grow crops solely to meet the needs of themselves or their households and whose produce is mainly not sold in markets to generate income are classified as *subsistence farmers*; a prominent example of own-use production work. About 5.0% of working-age Nigerians were subsistence farmers in Q4 2022 and 3.6% in Q1 2023. However, since these activities do not generate pay or profit, these individuals are not counted as employed.

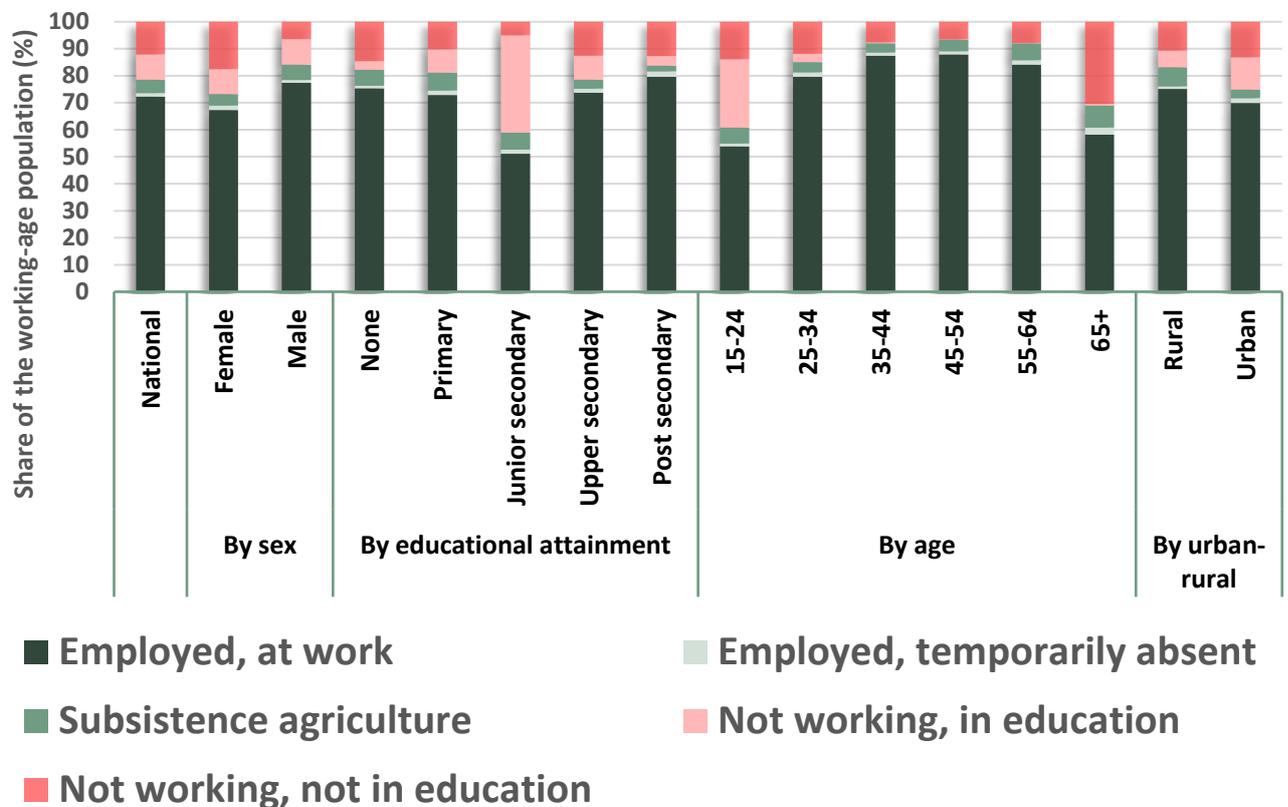
**Sizeable differences emerged in the share of working-age Nigerians who were working in Q4 2022 and Q1 2023 in terms of Sex, Educational Attainment, Age, and Urban/Rural.<sup>6</sup>**

The share of working-age women who were employed was less than the share of working-age men (see Figure 7 for Q4 2022 results and TABLE A1 in Annex 1 for results from both quarters). The relationship between education and employment was non-linear; those who had attained junior secondary education were the least likely to be employed, because many were still in education; those with primary and upper secondary education were equally likely to be employed, while those with post-secondary education were the most likely to be employed. In terms of age, young people aged 15-24 were the least likely to be employed, followed by older people aged 65 years and above. Finally, rural dwellers were more likely to be employed than urban dwellers.

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<sup>6</sup> These sex, education, age, and urban-rural differences in the share of people in employment would not change qualitatively if subsistence agriculture were included in the definition of employment.

FIGURE 7: SHARE OF WORKING-AGE NIGERIANS THAT ARE EMPLOYED OR WORKING IN SUBSISTENCE AGRICULTURE BY SEX, EDUCATIONAL ATTAINMENT, AGE, AND URBAN-RURAL, Q4 2022



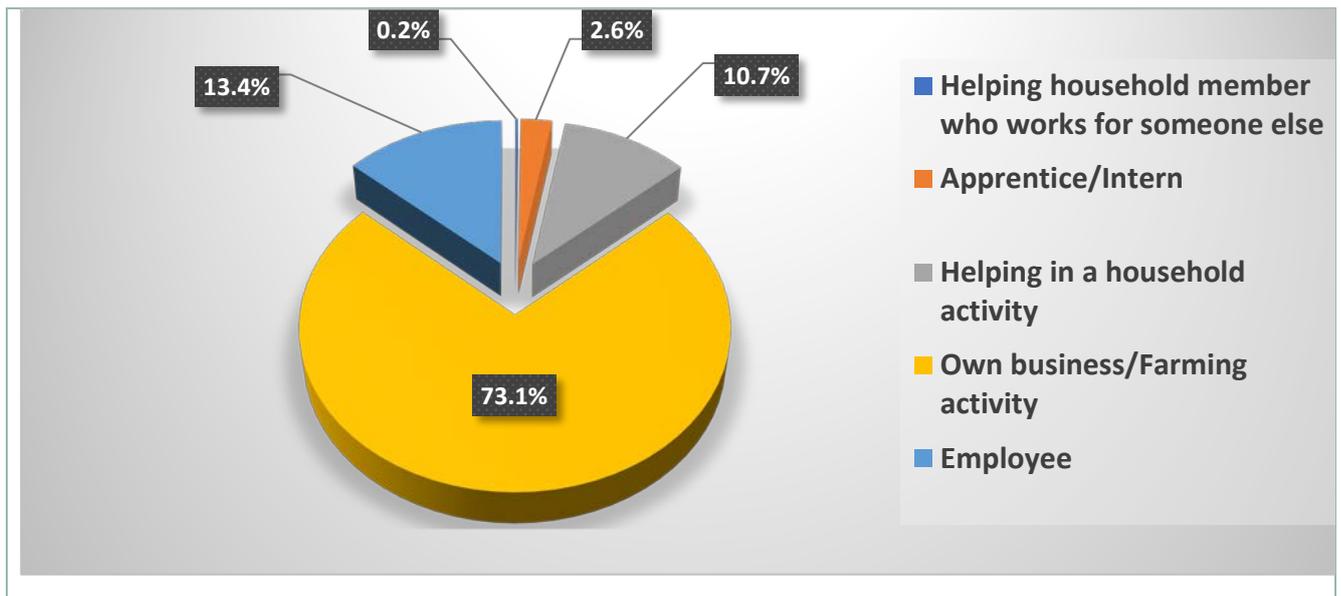
**Note: Sample restricted to Nigerians of working age (aged 15+).**

### 5. Employment Status of Nigerians

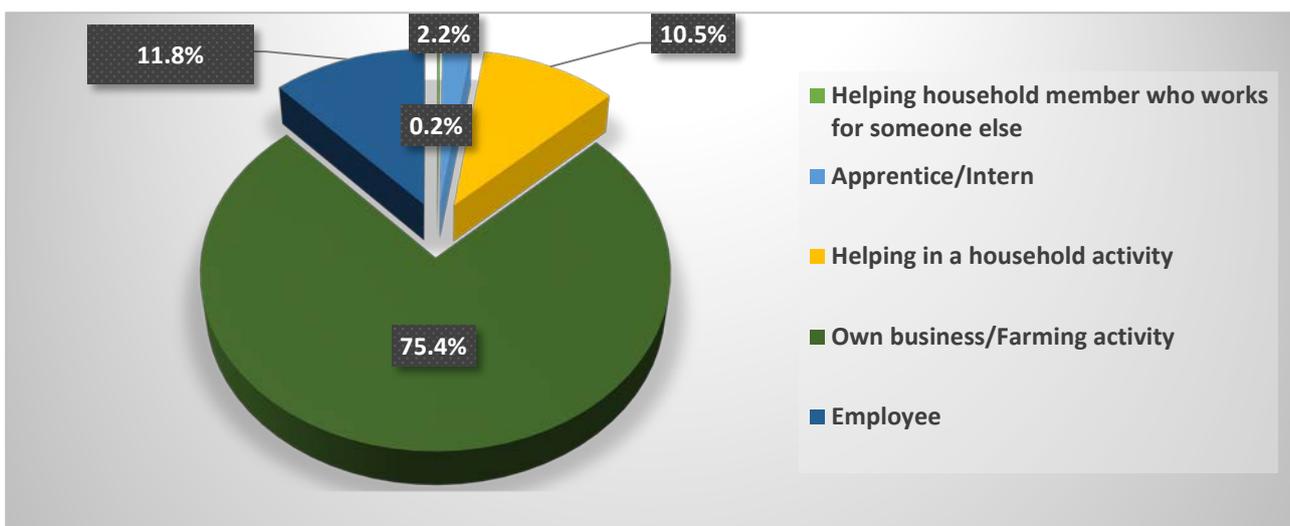
**Majority of Nigerians are self-employed while a much smaller proportion hold wage jobs.**

In Q4 2022 and Q1 2023, 73.1% and 75.4% of employed Nigerians respectively, worked in their own business or farming activity for their primary job (Figure 8 and Annex 1 Table A2). On the other hand, 13.4% (in Q4 2022) and 11.8% (in Q1 2023) of employed Nigerians were engaged as employees (being wage-employed) in their primary jobs. A further 10.7% (in Q4 2022) and 10.5% (in Q1 2023) of employed Nigerians were primarily engaged in helping in a household business, receiving pay or profit indirectly even if it was not their own business. A small proportion of employed Nigerians were primarily engaged as apprentices or interns (2.6% in Q4 2022 and 2.2% in Q1 2023). Those helping a household member who worked for someone else was about 0.2% in both Q4 2022 and Q1 2023.

**FIGURE 8A: PRIMARY JOB TYPES AMONG EMPLOYED NIGERIANS IN Q4 2022**



**FIGURE 8B: PRIMARY JOB TYPES AMONG EMPLOYED NIGERIANS IN Q1 2023**



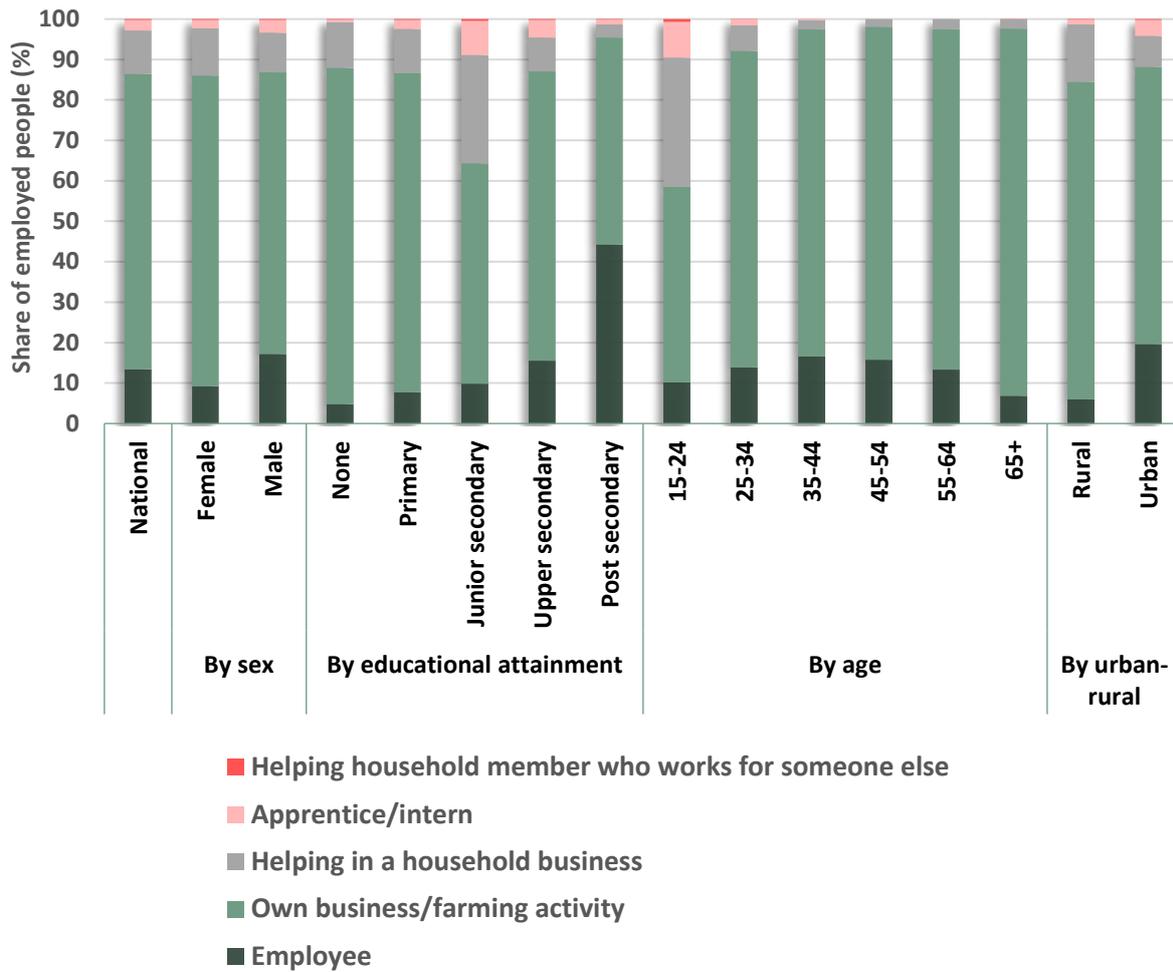
**Note: Sample restricted to employed Nigerians. The primary job is the job the individual spends the most time doing.**

**Sex, educational attainment, age, and urban-rural were strongly associated with the likelihood of holding a wage job.**

Employed men were more likely to engage primarily in wage jobs than employed women (see Figure 9 for Q4 2022 results and TABLE A2 in Annex 1 for results from both quarters). Employed people with higher levels of educational attainment; those with post-secondary education were more likely to engage primarily in wage jobs. In terms of age, employed people

who were aged more than 65 years and those aged 15-24 years were the least likely to engage primarily in wage jobs. Employed urban dwellers were more likely to be primarily engaged in wage jobs than employed rural dwellers.

**FIGURE 9: PRIMARY JOB TYPES AMONG EMPLOYED NIGERIANS, BY SEX, EDUCATIONAL ATTAINMENT, AGE, AND URBAN-RURAL, Q4 2022**



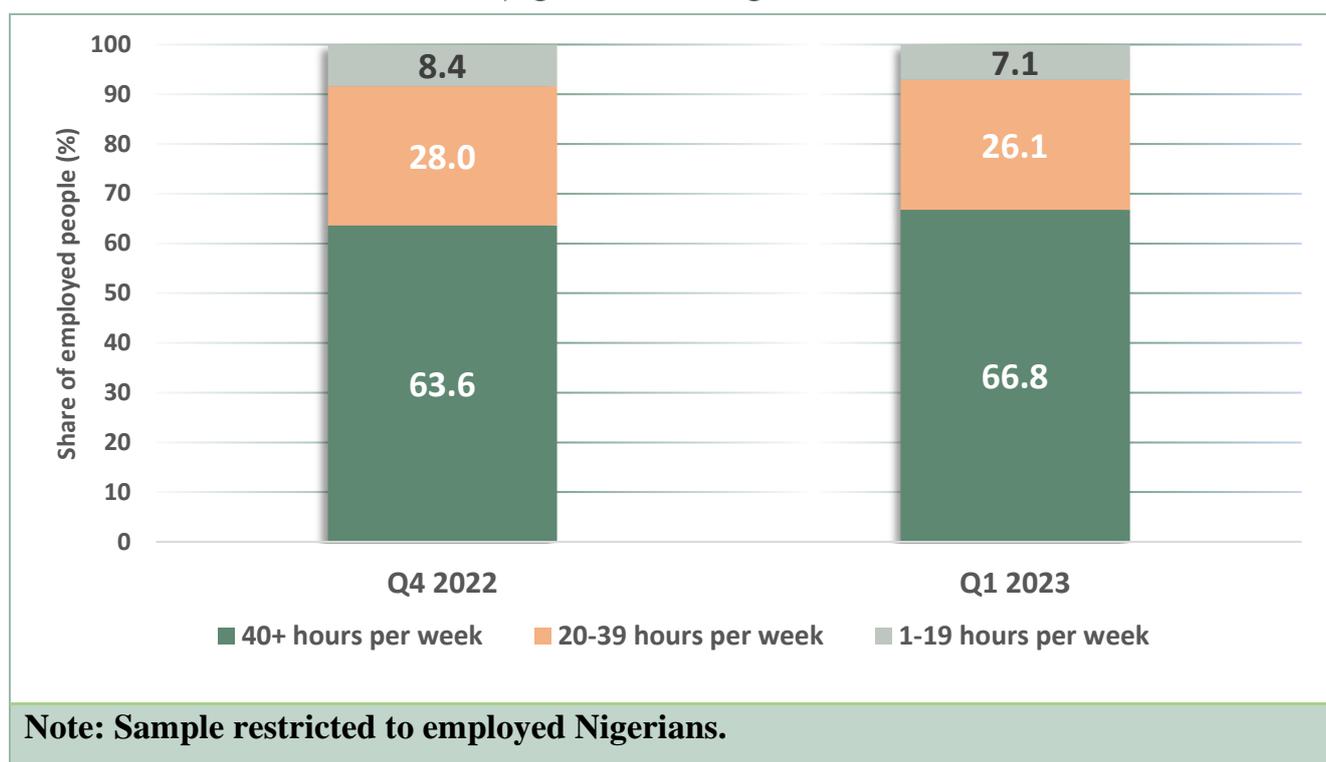
**Note: Sample restricted to employed Nigerians. Primary job is the job the individual spends the most time doing.**

## 6. How many hours per week do Nigerians work?

**Approximately one-third of employed Nigerians worked less than 40 hours per week, and a significant number worked less than 20 hours per week.**

In Q4 2022, 63.6% of employed Nigerians worked for 40 or more hours per week, 28.0% worked 20-39 hours, and 8.4% worked 1-19 hours (Figure 10). In Q1 2023, 66.8% of employed Nigerians worked for 40 or more hours per week, 26.1% worked 20-39 hours, and 7.1% worked 1-19 hours.

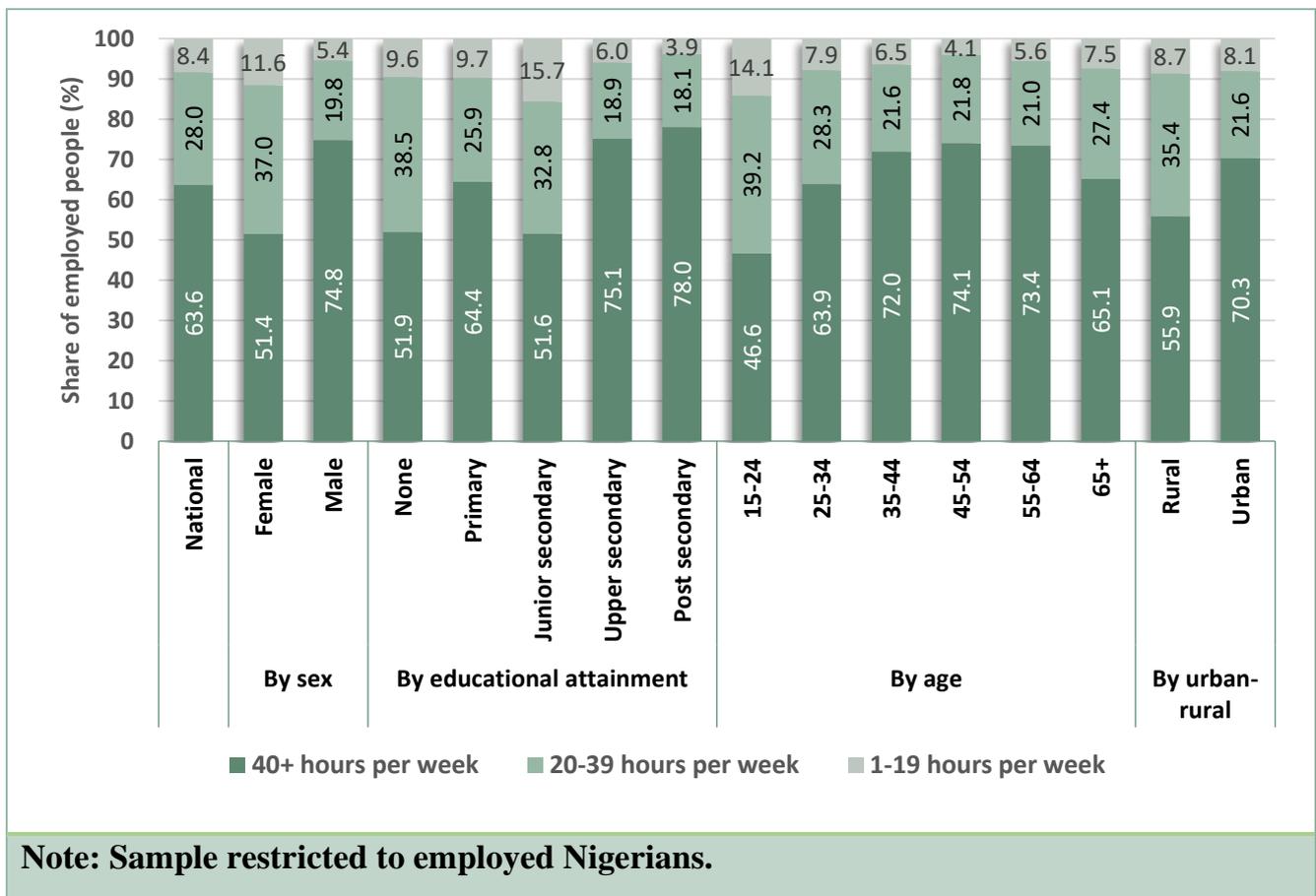
**FIGURE 10: HOURS WORKED, Q4 2022 AND Q1 2023**



### **Hours worked differ according to sex, educational attainment, age, and urban-rural.**

Being employed for less than 40 hours per week was more common for employed women than employed men (see Figure 11 for Q4 2022 results and TABLE A3 in Annex 1 for results from both quarters). Employed Nigerians who had attained upper secondary and post-secondary education were likely to work less than 40 hours a week. In terms of age, the youngest employed Nigerians were the most likely to work less than 40 hours per week. Employed rural dwellers were more likely than employed urban dwellers to work less than 40 hours per week.

**FIGURE 11: HOURS WORKED, BY SEX, EDUCATIONAL ATTAINMENT, AGE, AND URBAN-RURAL, Q4 2022**

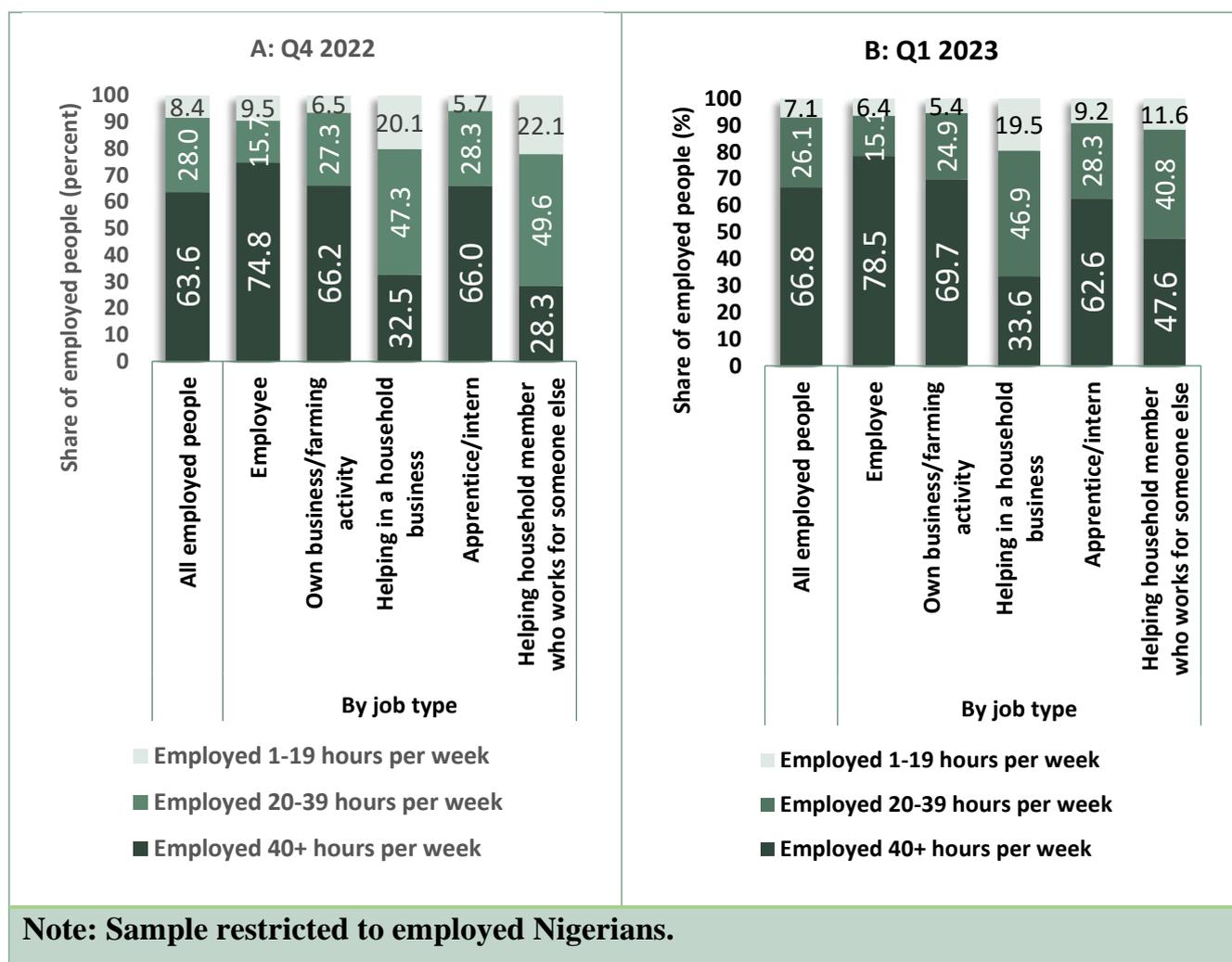


**Note: Sample restricted to employed Nigerians.**

**Wage-employed workers were the most likely to work 40 or more hours per week.**

In Q4 2022, 74.8% of Nigerians in wage-employment, 66.2% of those who worked in their own farms or businesses and 32.5% of those helping in a household business worked 40 hours or more per week (Figure 12). In Q1 2023, 78.5% of Nigerians in wage employment, 69.7% of those who worked in their own farms or businesses and 33.6% of those primarily helping in a household business worked 40 hours or more per week.

**FIGURE 12: HOURS WORKED BY JOB TYPE, Q4 2022 AND Q1 2023**



## 7. What share of Nigerians are underemployed?

### 5.5.1 As in other developing countries, many Nigerians are underemployed.

Those individuals who work low hours, are willing to work more, and available for new jobs are underemployed. Indeed, the definition of the underemployment rate reports the share of employed individuals that worked less than 40 hours per week and were willing and available to work more hours. In line with this, 13.7% of Nigerian workers were underemployed in Q4 2022, and 12.2% in Q1 2023 (Figure 13).

**FIGURE 13: UNDEREMPLOYMENT, Q4 2022 AND Q1 2023**

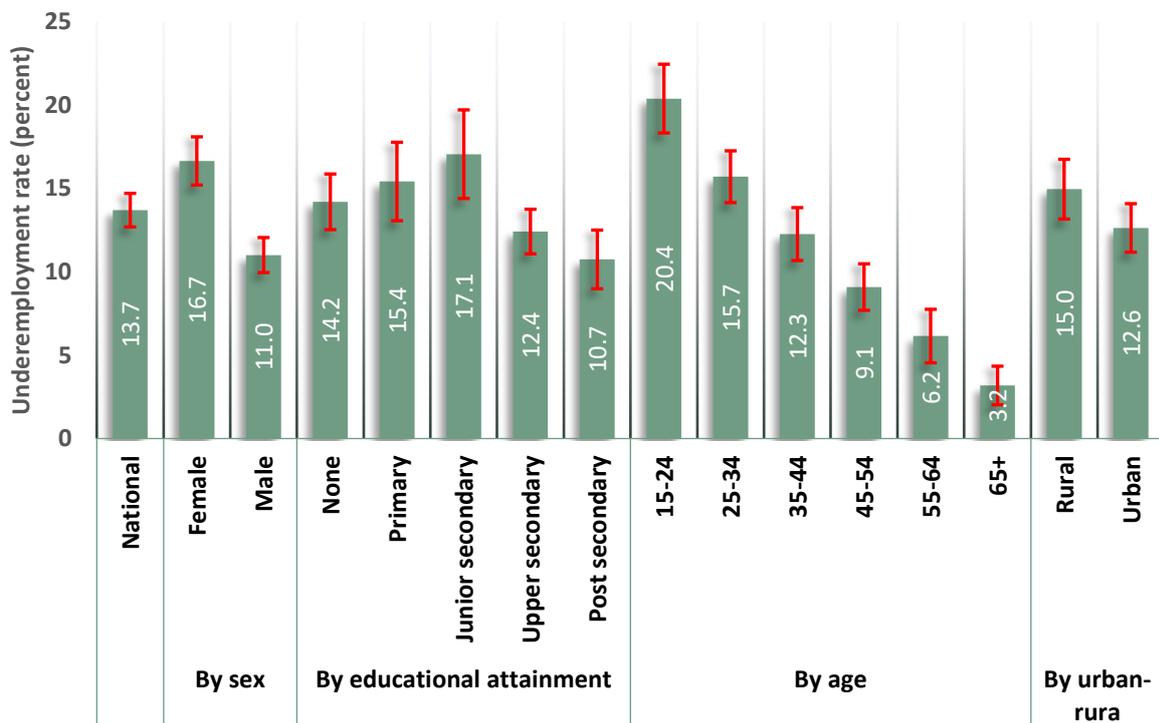


**Note: Sample restricted to employed Nigerians. Underemployed are those who work less than 40 hours per week and who are willing and able to work more hours. Error bars show 95% confidence intervals. Standard errors clustered by enumeration area and adjusted for state-level stratification of the sample.**

### **5.5.2 Differences in underemployment (Time-related) according to sex, educational attainment, age, and urban-rural echo the statistics on hours worked.**

Underemployment disproportionately affected women compared with men (see Figure 14 for Q4 2022 results and TABLE A4 in Annex 1 for results from both quarters). In terms of educational attainment, the underemployment rate was lowest for those with upper secondary and post-secondary education. Young people aged 15-24 years were likely to be underemployed compared to other age groups. Underemployment was more in rural areas than in urban areas.

**FIGURE 14: UNDEREMPLOYMENT, BY SEX, EDUCATIONAL ATTAINMENT, AGE, AND URBAN-RURAL, Q4 2022**



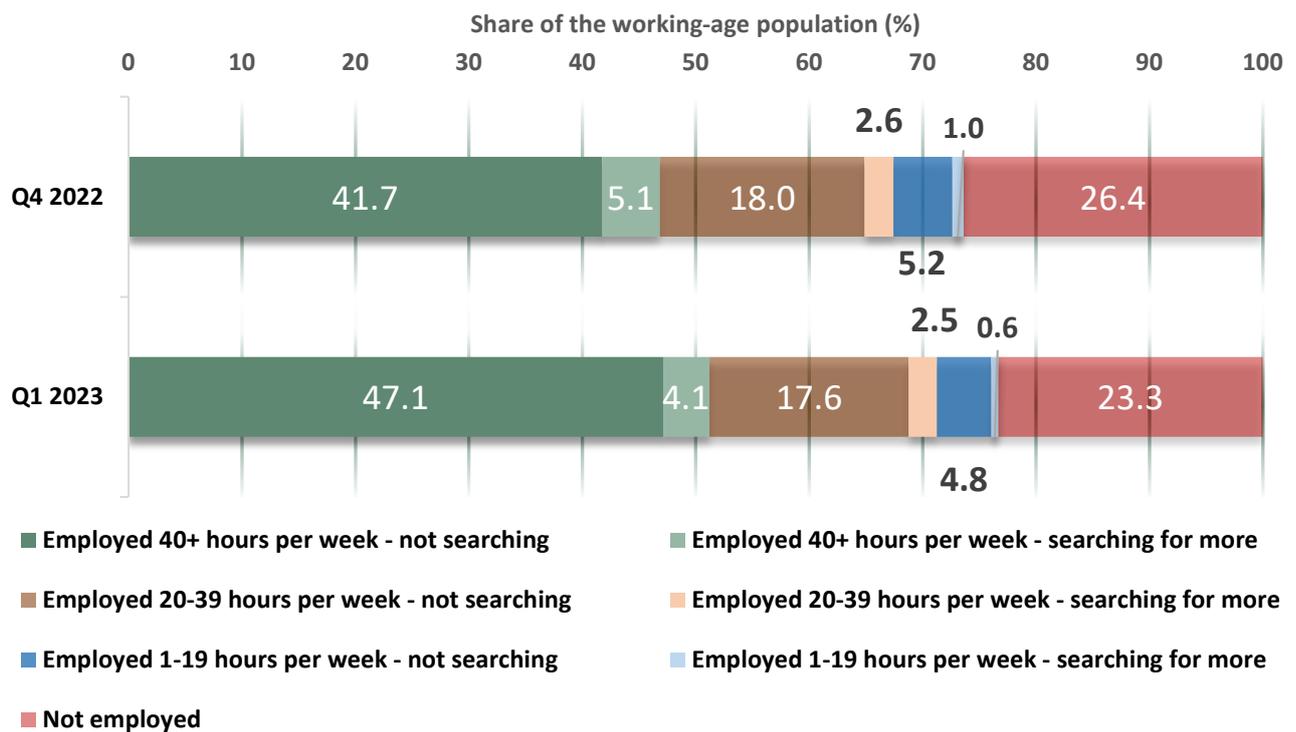
**Note: Sample restricted to employed Nigerians, the denominator for calculating the underemployment rate. Error bars show 95 percent confidence intervals. Standard errors clustered by enumeration area and adjusted for state-level stratification of the sample.**

### 8. Do Nigerians search on the job?

**Some Nigerians search on the job, but it is not as common as being employed but being willing and available to work more.**

The share of working-age Nigerians who were employed but searching for additional work was 8.7% in Q4 2022 and 7.2% in Q1 2023 (Figure 15). In both quarters, the share of employed Nigerians searching for additional work was higher among those working fewer hours per week.

**FIGURE 15: ON THE JOB SEARCH BY HOURS WORKED, Q4 2022 AND Q1 2023**



**Note: Sample restricted to Nigerians of working age (aged 15+). Not employed includes people attending and not attending school as well as subsistence agricultural workers.**

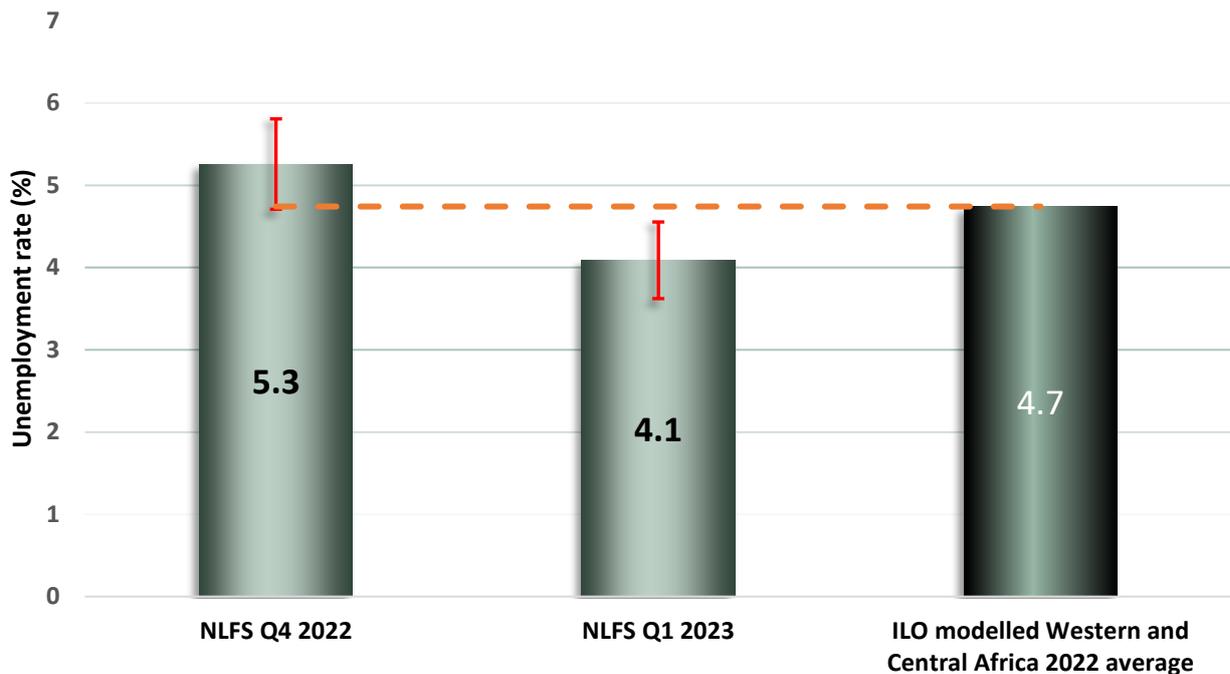
### 9. Unemployment in Nigeria

The unemployment rate is defined as the share of the labour force (the combination of unemployed and employed people) who were not employed but were actively searching and were available for work. The improved NLFS questionnaire measures active search more precisely than in previous labour force surveys in Nigeria by asking whether individuals did anything to find work *during the previous four weeks* and asking them to specify what they did. Similarly, the questions on availability are more specific, asking whether individuals were able to start work either the previous week or the next two weeks. The extra precision in these questions is one reason why it is not possible to compare the unemployment estimates from Q4 2022 and Q1 2023 of the NLFS with previous unemployment estimates in Nigeria directly, even for those previous estimates that attempted to apply the ILO standards.

**Nigeria’s unemployment rate is comparable to other countries in the West African region.**

Applying the definition of unemployment outlined above, Nigeria’s unemployment rate was 5.3% in Q4 2022 and 4.1% in Q1 2023 (Figure 16). This is in line with methodology of other countries in the region; the average modelled ILO unemployment rate estimate for the Western and Central Africa region for 2022 was 4.7%.

**FIGURE 16: UNEMPLOYMENT, Q4 2022 AND Q1 2023**

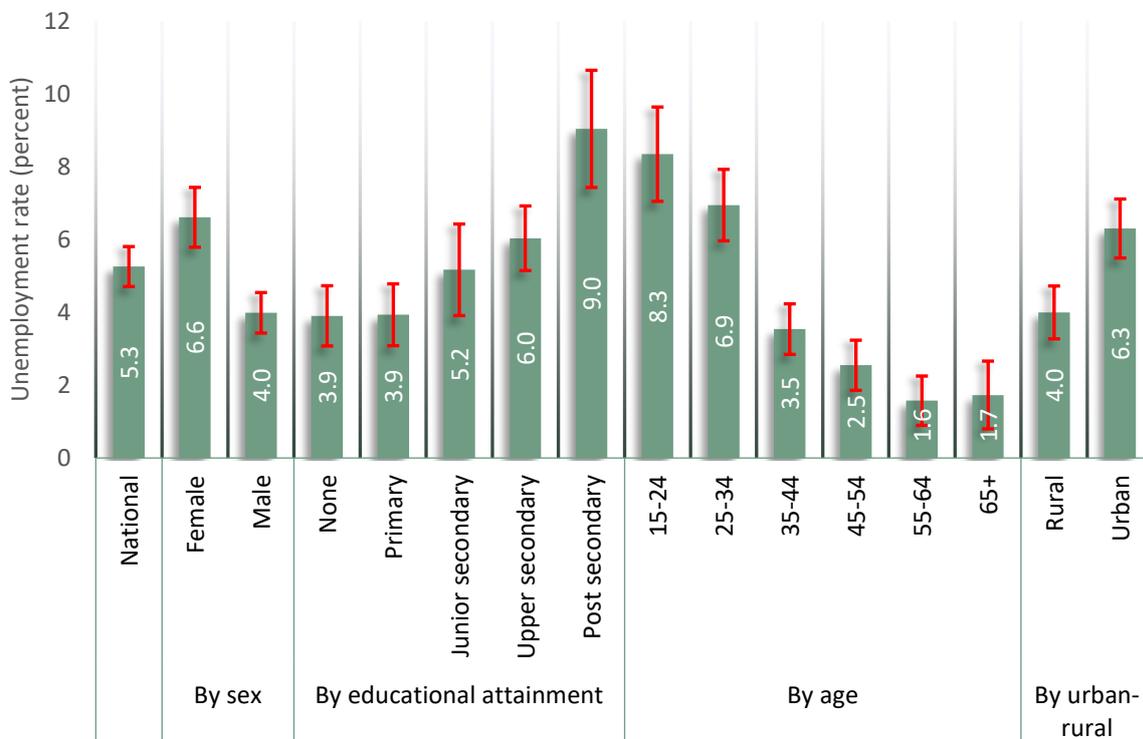


**Unemployment differed according to sex, educational attainment, age, and urban-rural.**

Unemployment was higher among women than among men (see Figure 17 for Q4 2022 results and Table A5 in Annex 1 for results from both quarters). Unemployment was also higher among those with higher educational attainment, being highest for those with post-secondary education. This is a common trend observed in other countries. Those with higher levels of education are more likely to seek formal, wage-employment jobs, which could require longer periods of search. They are also likely to be from higher-income households, which can support them while they conduct search activities. Unemployment was highest for young Nigerians compared to other age groups and higher in urban compared to rural areas.<sup>7</sup>

<sup>7</sup> TABLE A6 in Annex 1 shows the overall labour market status – employed, unemployed, or out of labour force – by sex, educational attainment, age, and urban-rural, for Q4 2022 and Q1 2023.

**FIGURE 17: UNEMPLOYMENT, BY SEX, EDUCATIONAL ATTAINMENT, AGE, AND URBAN-RURAL Q4 2022**

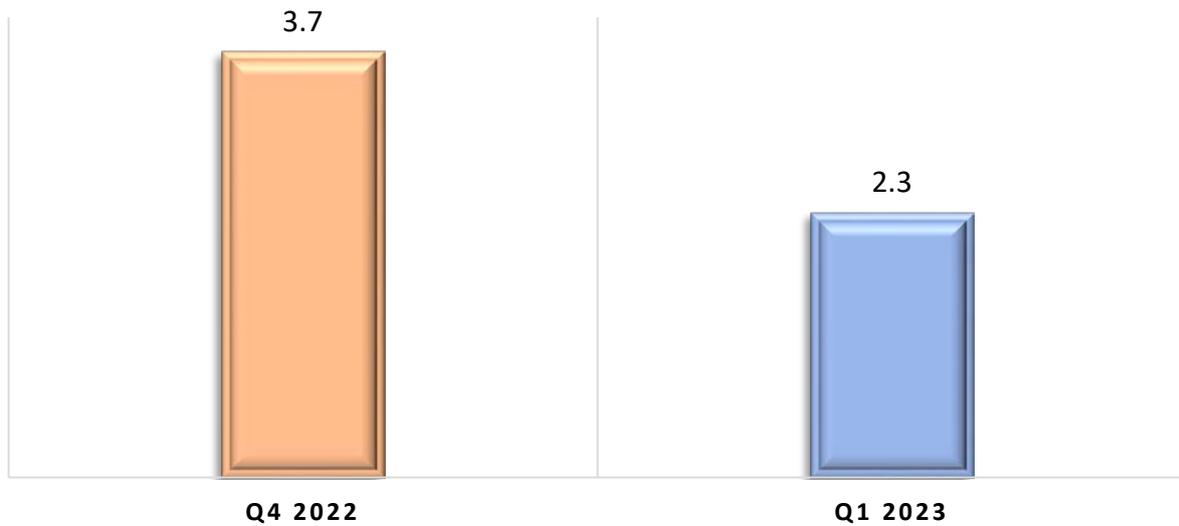


**Note: Error bars show 95 percent confidence intervals. Standard errors clustered by enumeration area and adjusted for state-level stratification of the sample**

**Some Nigerians are outside labour force but are in the potential labour force.**

The labour force covers those who are either employed or unemployed. Some people are not employed but they are either searching for paid work but not available to work or they are available to work but they are not searching; this is the potential labour force population. The share of working-age Nigerians who were out of labour force but in the potential labour force was 3.7% in Q4 2022 and 2.3% in Q1 2023 (Figure 18).

**FIGURE 18: POTENTIAL LABOUR FORCE, Q4 2022 AND Q1 2023**



### **10. Informal Employment in Nigeria**

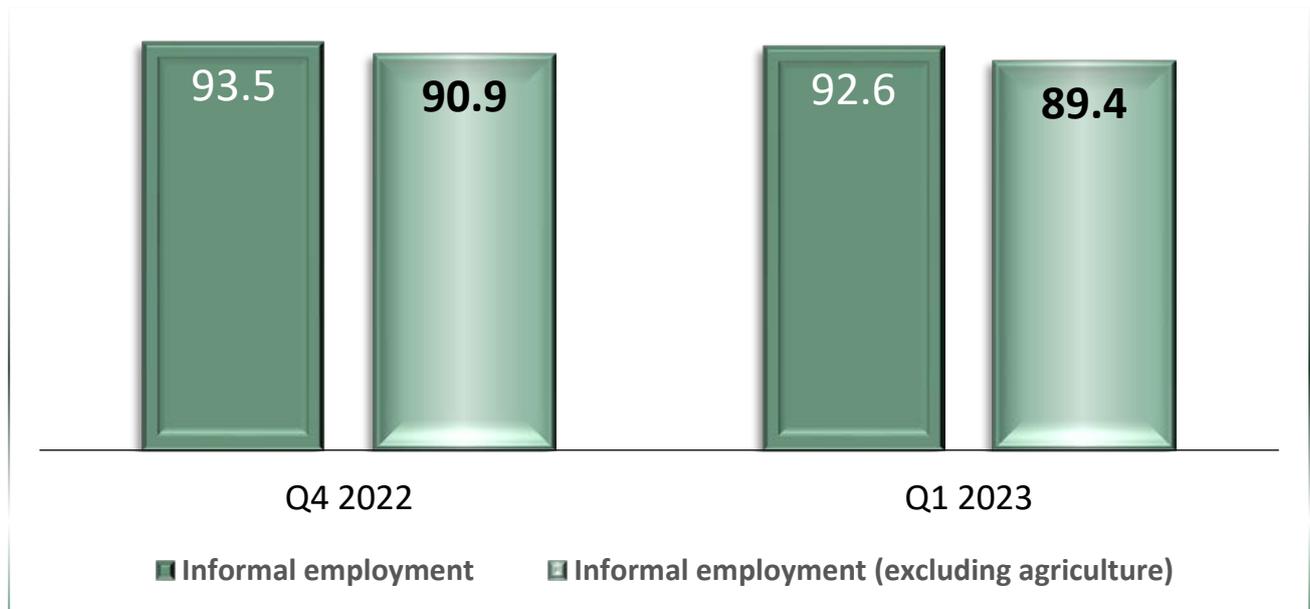
The NLFS collects information on Informal employment in Nigeria. Using the ILO standard definitions, persons with informal main job include the following:

- a) Employees (and persons not classified by status) not protected by national labour legislation in that job:
  - ✓ Employees not affiliated to a social security scheme related to the job (or as a proxy pension funds) or
  - ✓ Employees not entitled to certain employment benefits, i.e., paid annual vacation or paid sick leave.
- b) Entrepreneurs:
  - ✓ Employers; Members of producers' cooperatives;
  - ✓ Own account workers (if what is produced is for sale); If the unit of production is informal
- c) Contributing family workers:
  - ✓ no condition needed; they have informal jobs.

Figure 19 shows the rate of informal employment during the two quarters under review. In Q4 2022, 93.5% of employed Nigerians were engaged in informal employment including agriculture, while 90.9% in informal employment excluding agriculture.

Similarly, in Q1 2023, 92.6% of employed persons were in informal employment which includes agriculture, while 89.4% in informal employment which excludes agriculture. This shows a significantly high rate of informality in the country, which is a common phenomenon in most countries in West and Sub-Saharan Africa.

FIGURE 19: INFORMAL EMPLOYMENT Q4 2022 AND Q1 2023 (%)



## ANNEX 1 – KEY RESULTS BROKEN DOWN BY SEX, EDUCATION, AGE, AND URBAN-RURAL.

**TABLE A1: SHARE OF WORKING-AGE NIGERIANS THAT ARE EMPLOYED OR WORKING IN SUBSISTENCE AGRICULTURE BY SEX, EDUCATIONAL ATTAINMENT, AGE, AND URBAN/RURAL, Q4 2022 AND Q1 2023**

			Employed, at Work	Employed, Temporarily Absent	Subsistence Agriculture	Not Working, in Education	Not Working, not in Education
Q4 2022		<b>National</b>	<b>72.2</b>	<b>1.4</b>	<b>5.0</b>	<b>9.4</b>	<b>12.1</b>
	By Sex	Female	67.3	1.7	4.3	9.2	17.5
		Male	77.4	1.0	5.7	9.5	6.4
	By Educational Attainment	None	75.4	0.9	5.9	3.1	14.6
		Primary	72.9	1.6	6.6	8.6	10.2
		Junior secondary	51.1	1.5	6.3	36.1	5.0
		Upper secondary	73.7	1.4	3.4	8.8	12.6
	By Age	Post-secondary	79.6	2.0	2.2	3.6	12.6
		15-24	53.8	1.0	5.9	25.4	13.8
		25-34	79.6	1.7	3.8	3.0	11.9
		35-44	87.4	1.2	3.5	0.4	7.6
		45-54	87.9	1.2	4.2	0.2	6.6
		55-64	84.1	1.7	6.3	0.0	7.9
	By Urban-Rural	65+	58.3	2.5	8.2	0.5	30.5
Rural		75.1	0.9	7.2	6.1	10.7	
	Urban	69.9	1.7	3.2	12.0	13.2	
Q1 2023		<b>National</b>	<b>75.5</b>	<b>1.1</b>	<b>3.6</b>	<b>9.6</b>	<b>10.1</b>
	By Sex	Female	73.4	1.2	3.0	8.6	13.7
		Male	77.8	1.0	4.1	10.7	6.3
	By Educational Attainment	None	80.3	0.9	4.1	3.1	11.7
		Primary	76.1	1.2	4.8	9.7	8.2
		Junior secondary	52.0	1.0	5.0	37.3	4.6
		Upper secondary	76.2	1.3	2.4	8.8	11.4
	By Age	Post-secondary	82.7	1.5	1.3	3.6	11.0
		15-24	55.7	1.1	5.1	26.5	11.5
		25-34	83.3	1.4	2.0	3.1	10.2
		35-44	91.8	1.0	1.8	0.3	5.0
		45-54	92.1	0.8	2.6	0.1	4.5
		55-64	86.2	1.2	4.6	0.0	8.0
	By Urban-Rural	65+	59.0	1.3	7.4	0.1	32.2
Rural		79.6	1.0	5.1	6.6	7.7	
	Urban	71.5	1.3	2.0	12.7	12.5	

**Note: Percentages shown. Sample restricted to Nigerians of working age (aged 15+).**

**TABLE A2: PRIMARY JOB TYPES AMONG EMPLOYED NIGERIANS BY SEX, EDUCATIONAL ATTAINMENT, AGE, AND URBAN-RURAL, Q4 2022 AND Q1 2023**

			Employee	Own Business / Farming Activity	Helping in a Household Business	Apprentice / Intern	Helping Household Member Who Works for Someone Else
Q4 2022		<b>National</b>	<b>13.4</b>	<b>73.1</b>	<b>10.7</b>	<b>2.6</b>	<b>0.2</b>
	By Sex	Female	9.2	76.9	11.7	2.0	0.2
		Male	17.2	69.6	9.8	3.2	0.2
	By Educational Attainment	None	4.8	83.2	11.3	0.5	0.2
		Primary	7.7	78.8	11.0	2.2	0.2
		Junior secondary	9.8	54.5	26.7	8.5	0.4
		Upper secondary	15.5	71.5	8.3	4.4	0.2
	By Age	Post-secondary	44.3	51.2	3.2	1.2	0.1
		15-24	10.2	48.3	32.0	8.9	0.7
		25-34	13.9	78.2	6.4	1.4	0.1
		35-44	16.6	80.9	2.3	0.2	0.0
		45-54	15.7	82.4	1.9	0.0	0.0
		55-64	13.3	84.2	2.5	0.0	0.0
	By Urban-Rural	65+	6.9	90.8	2.3	0.0	0.0
Rural		6.0	78.5	14.3	1.0	0.2	
	Urban	19.7	68.5	7.6	4.0	0.2	
Q1 2023		<b>National</b>	<b>11.8</b>	<b>75.4</b>	<b>10.5</b>	<b>2.2</b>	<b>0.2</b>
	By Sex	Female	8.6	78.7	10.7	1.9	0.1
		Male	15.0	72.1	10.3	2.4	0.2
	By Educational Attainment	None	3.5	86.5	9.6	0.3	0.1
		Primary	7.0	77.8	12.8	2.2	0.2
		Junior secondary	5.1	58.8	29.4	6.1	0.6
		Upper secondary	13.2	74.6	8.1	4.0	0.1
	By Age	Post-secondary	43.6	52.2	3.1	0.9	0.2
		15-24	7.8	51.5	32.7	7.4	0.6
		25-34	11.4	81.9	5.5	1.2	0.1
		35-44	14.7	82.5	2.6	0.1	0.0
		45-54	15.5	82.5	1.8	0.1	0.1
		55-64	13.9	84.7	1.3	0.0	0.0
	By Urban-Rural	65+	5.1	93.8	1.1	0.0	0.0
Rural		4.9	80.2	13.3	1.3	0.2	
	Urban	19.4	70.0	7.3	3.1	0.2	

**Note: Percentages shown. Sample restricted to employed Nigerians. Primary job is the job the individual spends the most time doing.**

**TABLE A3: HOURS WORKED BY SEX, EDUCATIONAL ATTAINMENT, AGE, AND URBAN-RURAL, Q4 2022 AND Q1 2023**

			Employed 40+ Hours per Week	Employed 20- 39 Hours per Week	Employed 1- 19 Hours per Week	Not Employed
Q4 2022		<b>National</b>	<b>46.8</b>	<b>20.6</b>	<b>6.2</b>	<b>26.4</b>
	By Sex	Female	35.5	25.5	8.0	31.0
		Male	58.6	15.5	4.3	21.6
	By Educational Attainment	None	39.6	29.4	7.3	23.7
		Primary	48.0	19.3	7.3	25.5
		Junior secondary	27.1	17.2	8.2	47.4
		Upper secondary	56.5	14.2	4.5	24.8
	By Age	Post-secondary	63.7	14.8	3.2	18.4
		15-24	25.6	21.5	7.8	45.1
		25-34	51.9	23.0	6.4	18.7
		35-44	63.8	19.1	5.7	11.4
		45-54	66.0	19.5	3.7	10.9
		55-64	63.0	18.0	4.8	14.2
	By Urban- Rural	65+	39.6	16.7	4.5	39.2
Rural		42.5	26.9	6.6	24.0	
	Urban	50.3	15.5	5.8	28.3	
Q1 2023		<b>National</b>	<b>51.2</b>	<b>20.0</b>	<b>5.4</b>	<b>23.3</b>
	By Sex	Female	41.6	25.9	7.2	25.4
		Male	61.3	13.9	3.6	21.2
	By Educational Attainment	None	46.5	27.8	6.8	18.8
		Primary	50.9	19.8	6.5	22.7
		Junior secondary	27.1	18.1	7.9	46.9
		Upper secondary	60.3	14.1	3.1	22.5
	By Age	Post-secondary	68.2	13.2	2.8	15.8
		15-24	26.6	22.5	7.7	43.2
		25-34	57.9	21.9	4.8	15.4
		35-44	69.1	19.6	4.1	7.2
		45-54	73.2	15.7	3.9	7.2
		55-64	68.7	15.0	3.7	12.7
	By Urban- Rural	65+	40.7	15.8	3.8	39.7
Rural		49.4	24.9	6.3	19.4	
	Urban	53.0	15.2	4.5	27.3	

**Note: Percentages shown. Sample restricted to Nigerians of working age (aged 15+). Hours worked only reported for those who are employed. Not employed includes people attending and not attending school as well as subsistence agricultural workers.**

**TABLE A4: UNDEREMPLOYMENT BY SEX, EDUCATIONAL ATTAINMENT, AGE, AND URBAN-RURAL, Q4 2022 AND Q1 2023**

			Point Estimate	95 Percent Upper CI	95 Percent Lower CI
Q4 2022		<b>National</b>	<b>13.7</b>	<b>14.7</b>	<b>12.7</b>
	By sex	Female	16.7	18.1	15.2
		Male	11.0	12.1	10.0
	By Educational Attainment	None	14.2	15.9	12.5
		Primary	15.4	17.8	13.1
		Junior secondary	17.1	19.7	14.4
		Upper secondary	12.4	13.8	11.1
		Post secondary	10.7	12.5	9.0
	By Age	15-24	20.4	22.5	18.3
		25-34	15.7	17.3	14.2
		35-44	12.3	13.9	10.7
		45-54	9.1	10.5	7.7
		55-64	6.2	7.8	4.5
		65+	3.2	4.3	2.0
By Urban-Rural	Rural	15.0	16.8	13.2	
	Urban	12.6	14.1	11.2	
Q1 2023		<b>National</b>	<b>12.2</b>	<b>13.2</b>	<b>11.3</b>
	By Sex	Female	15.1	16.4	13.8
		Male	9.4	10.4	8.5
	By Educational Attainment	None	13.1	14.7	11.6
		Primary	13.6	15.4	11.8
		Junior secondary	16.1	18.8	13.3
		Upper secondary	10.0	11.5	8.5
		Post secondary	10.3	12.5	8.2
	By Age	15-24	18.1	20.0	16.3
		25-34	14.4	15.9	13.0
		35-44	10.3	11.7	9.0
		45-54	7.6	8.8	6.4
		55-64	6.4	7.8	4.9
		65+	2.8	4.0	1.6
By Urban-Rural	Rural	13.5	15.1	12.0	
	Urban	10.8	12.4	9.2	

**Note: Percentages shown. CI = confidence interval. Sample restricted to employed Nigerians. Error bars show 95% confidence intervals. Standard errors clustered by enumeration area and adjusted for state-level stratification of the sample.**

**TABLE A5: UNEMPLOYMENT BY SEX, EDUCATIONAL ATTAINMENT, AGE, AND URBAN-RURAL, Q4 2022 AND Q1 2023**

			Point Estimate	95 Percent Upper CI	95 Percent Lower CI
Q4 2022		<b>National</b>	<b>5.3</b>	<b>5.8</b>	<b>4.7</b>
	By Sex	Female	6.6	7.4	5.8
		Male	4.0	4.5	3.4
	By Educational Attainment	None	3.9	4.7	3.1
		Primary	3.9	4.8	3.1
		Junior secondary	5.2	6.4	3.9
		Upper secondary	6.0	6.9	5.1
		Post secondary	9.0	10.6	7.4
	By Age	15-24	8.3	9.6	7.0
		25-34	6.9	7.9	6.0
		35-44	3.5	4.2	2.8
		45-54	2.5	3.2	1.9
		55-64	1.6	2.3	0.9
		65+	1.7	2.7	0.8
By Urban-Rural	Rural	4.0	4.7	3.3	
	Urban	6.3	7.1	5.5	
Q1 2023		<b>National</b>	<b>4.1</b>	<b>4.6</b>	<b>3.6</b>
	By Sex	Female	5.0	5.7	4.4
		Male	3.1	3.7	2.6
	By Educational Attainment	None	3.2	4.0	2.4
		Primary	3.3	4.1	2.4
		Junior secondary	4.1	5.3	2.9
		Upper secondary	4.7	5.5	4.0
	By Age	Post secondary	6.2	7.3	5.2
		15-24	6.9	8.0	5.7
		25-34	5.0	5.8	4.3
		35-44	2.4	3.0	1.8
		45-54	1.7	2.2	1.2
		55-64	1.9	2.7	1.1
	By Urban-Rural	65+	2.9	4.4	1.4
Rural		2.9	3.5	2.3	
Urban		5.4	6.1	4.6	

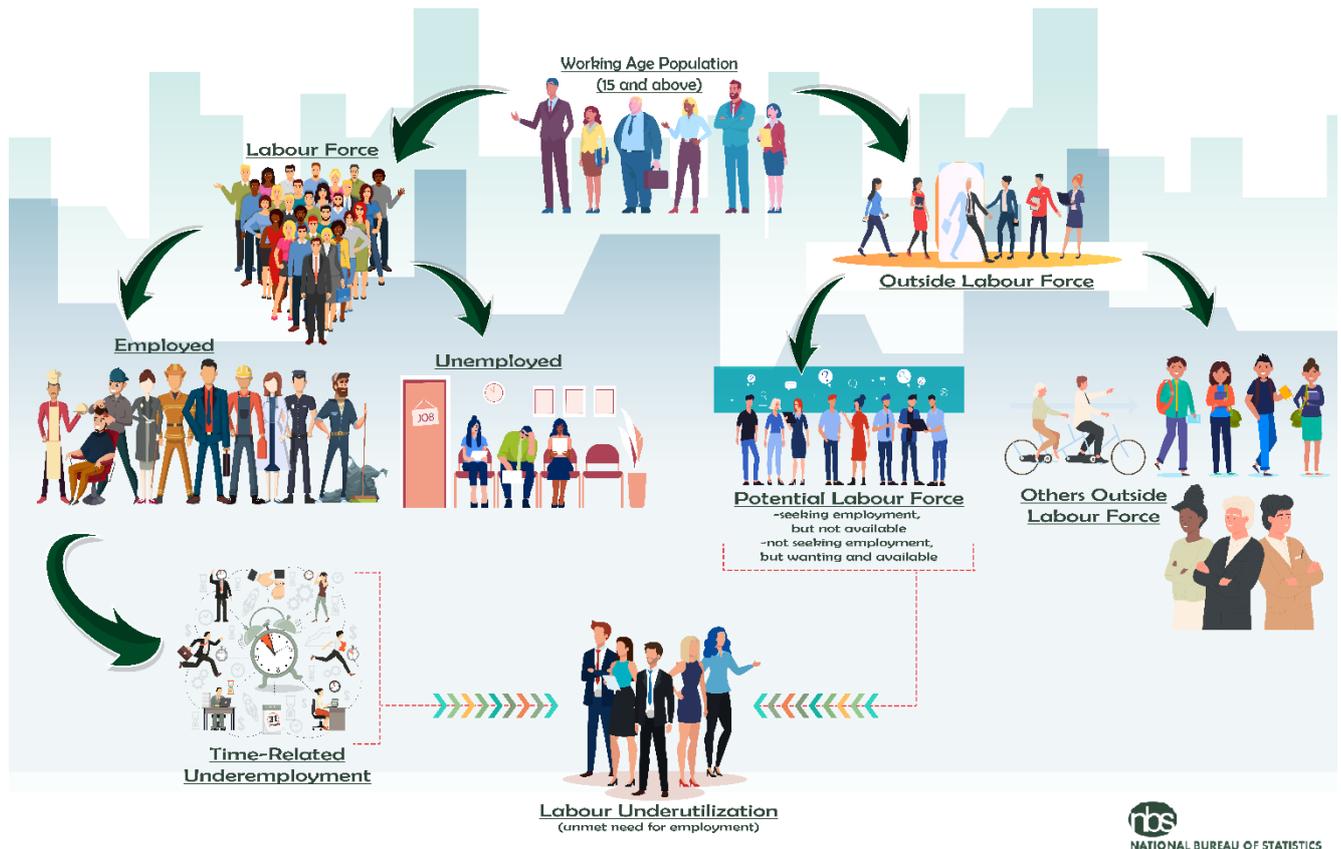
**Note: Percentages shown. Error bars show 95% confidence intervals. Standard errors clustered by enumeration area and adjusted for state-level stratification of the sample.**

**TABLE A6: LABOUR MARKET STATUS BY SEX, EDUCATIONAL ATTAINMENT, AGE, AND URBAN-RURAL, Q4 2022 AND Q1 2023**

			Employed	Unemployed	Out of Labour Force
Q4 2022		<b>National</b>	<b>73.6</b>	<b>4.1</b>	<b>22.3</b>
	By sex	Female	69.0	4.9	26.1
		Male	78.4	3.3	18.3
	By Educational Attainment	None	76.3	3.1	20.6
		Primary	74.5	3.1	22.4
		Junior secondary	52.6	2.9	44.5
		Upper secondary	75.2	4.8	20.0
	By Age	Post secondary	81.6	8.1	10.3
		15-24	54.9	5.0	40.1
		25-34	81.3	6.1	12.7
		35-44	88.6	3.3	8.1
		45-54	89.1	2.3	8.5
		55-64	85.8	1.4	12.8
	By Urban-Rural	65+	60.8	1.1	38.1
Rural		76.0	3.2	20.8	
	Urban	71.7	4.8	23.5	
Q1 2023		<b>National</b>	<b>76.7</b>	<b>3.3</b>	<b>20.1</b>
	By Sex	Female	74.6	4.0	21.4
		Male	78.8	2.5	18.6
	By Educational Attainment	None	81.2	2.7	16.2
		Primary	77.3	2.6	20.1
		Junior secondary	53.1	2.3	44.7
		Upper secondary	77.5	3.9	18.7
	By Age	Post secondary	84.2	5.6	10.2
		15-24	56.8	4.2	39.0
		25-34	84.6	4.5	10.9
		35-44	92.8	2.3	4.9
		45-54	92.8	1.6	5.6
		55-64	87.3	1.7	10.9
	By Urban-Rural	65+	60.3	1.8	37.9
Rural		80.6	2.4	17.0	
	Urban	72.7	4.1	23.1	

**Note: Percentages shown. Sample restricted to Nigerians of working age (aged 15+). Employed includes those at work in the last seven days and temporary absences.**

# ANNEX 2 – LABOUR FORCE STATISTICS FRAMEWORK.



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