NATIONAL BUREAU OF STATISTICS

NIGERIA LABOUR FORCE STATISTICS REPORT Q3 2023

THE WORLD BANK
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International Labour Organization

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INTRODUCTION

This report contains findings from the Nigeria Labour Force Survey (NLFS) for the third quarter of 2023. This is the fourth quarter of results since the National Bureau of Statistics (NBS) revised and improved its methodology for collecting labour market statistics in Nigeria; the new methodology is now aligned with internationally agreed standards and guidelines.

Labour market statistics are among the most important economic indicators, and this makes the regular conduct of NLFS crucial. The NLFS is designed to gather key labour market statistics to support government policies and programmes for more effective planning. The survey provides up-to-date information on the dynamics of the labour market in the country. Moreover, reliable labour market data can provide valuable insights about the economy for businesses and investors and can help in the design of sound economic policies to address the challenge of creating productive jobs and eliminating poverty. This can ultimately enhance the overall stability of the economy. Labour is one of the most important factors of production and is a major determinant of the economic system globally. That is why it is imperative to know whether people are working or not, how long they work, and the nature of the jobs they are engaged in.

The NLFS enables key labour market statistics and the employment situation to be monitored periodically in Nigeria. The indicators include the labour force participation rate, employment-to-population ratio, and unemployment rate, as well as time-related underemployment, self-employment, labour underutilisation, and several other key job characteristics.

The NLFS aims to provide insight into the Nigerian economy, indicators for policy formulation and a base for international comparison. The results presented here are based on the resolutions concerning statistics of work, employment, and underutilisation from the 19th International Conference of Labour Statisticians (ICLS 2013).

HIGHLIGHTS OF THE RESULTS

✓ **The labour force participation rate among the working-age population declined to 79.5% in Q3 2023 compared to 80.4% in Q2 2023.**

✓ **The employment-to-population ratio was 75.6% in Q3 2023 with a decrease of 1.5% compared to a ratio of Q2 2023.**

✓ **The combined rate of unemployment and time-related underemployment as a share of the labour force population (LU2) increased to 17.3% in Q3 2023 from 15.5% in Q2 2023.**

✓ **About 87.3% of workers were self-employed in Q3 2023.**

✓ **The proportion of workers in Wage Employment in Q3 2023 was 12.7%**

✓ **The unemployment rate increased significantly in Q3 2023 at 5.0%. This is an increase of 0.8% from Q2 2023.**

✓ **The rate of unemployment among persons with post-secondary education was 7.8% in Q3 2023**

✓ **The unemployment rate among youth aged (15-24 years) was 8.6% in Q3 2023. Increase of 1.4% compared to Q2 2023.**

✓ **The unemployment rate in urban areas was 6.0% in Q3 2023, a slight increase of 0.1% from Q2 2023.**

✓ **Time-related underemployment in Q3 2023 was 12.3%, showing a slight increase of 0.5% from the rate recorded in Q2 2023. This shows an increase of 1.4% compared to the rate in Q4 2022.**

✓ **4.1% of the working-age population was in subsistence agriculture in Q3 2023.**

✓ **Informal employment rate in Q3 2023 was 92.3%, while Q2 2023 was 92.7%.**

✓ **Percentage of youth Not in Employment, Education or Training (NEET Rate) was 13.7% in Q3 2023.**

Labour Market Indicators by Quarters				
Key Labour Market Indicators	Q4 2022	Q1 2023	Q2 2023	Q3 2023
Labour Force Participation Rate	77.8	79.9	80.4	79.5
Employment-to-Population Ratio	73.6	76.6	77.1	75.6
Share of employed people in self-employment	84.0	86.0	88.0	87.3
Time-related underemployment	13.7	12.2	11.8	12.3
Unemployment Rate	5.3	4.1	4.2	5.0
Labour Underutilisation 2[1]	18.2	15.8	15.5	17.0
Labour Underutilisation 3[2]	9.5	6.7	6.9	7.0
Labour Underutilisation 4[3]	21.9	18.1	17.8	18.0
Own-use Producer of foodstuff	5.6	3.9	4.8	4.1
Youth Unemployment Rate	8.3	6.9	7.2	8.6
Urban Unemployment Rate	6.3	5.4	5.9	6.0
Rural Unemployment Rate	4.0	2.9	2.5	4.0
Wage Employment Rate	13.4	11.8	12.0	12.7
Informal Employment	93.5	92.6	92.7	92.3

Figure 1: Unemployment & Under-Employment Snapshot

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[1] The combined rate of time-related underemployment and unemployment as a share of the labour force

[2] The combination of the unemployed population and potential labour force as a share of the extended labour force, where the extended labour force is the combination of the labour force and the potential labour force

[3] The combination of time-related underemployment, unemployment, and the potential labour force as a share of the extended labour force

PRESENTATION OF FINDINGS

LABOUR FORCE PARTICIPATION RATE

The labour force participation rate measures the share of a country's working-age population that is in the labour force. The working age population refers to people aged 15 years and above who are actively engaged. The labour force is the combination of individuals who are employed and those who are unemployed.

In Q3 2023, the labour force participation rate in Nigeria was 79.5%, having been 80.4% in Q2 2023. The participation rate among men was 80.9% and 78.2% for women. Persons living in rural areas are more likely to participate in labour activities than urban dwellers.

Figure 2: Labour Force Participation Rate by Sex and Urban-Rural
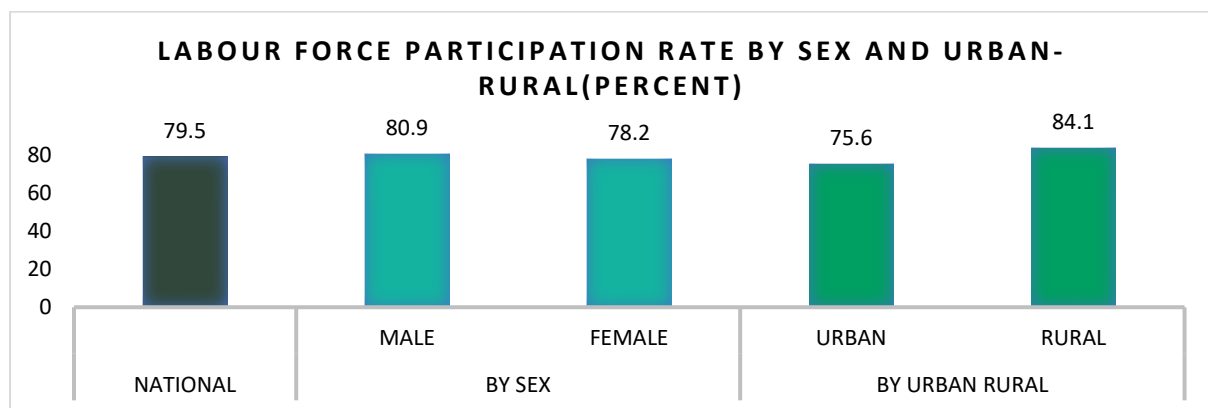
Figure 3: Trend of Labour Force Participation Rate
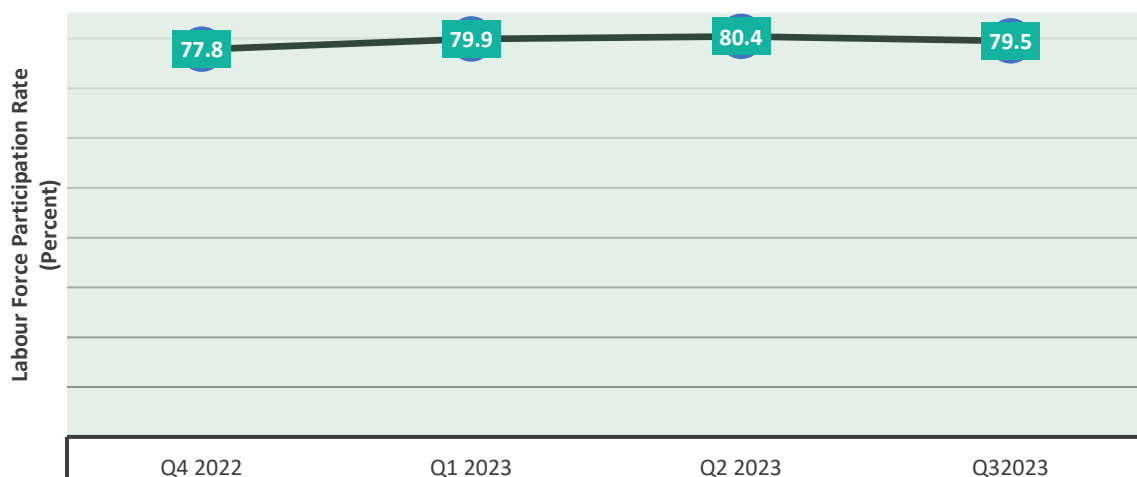
EMPLOYMENT-TO-POPULATION RATIO

The employment-to-population ratio measures the number of workers currently employed against the total working-age population.

In Q3 2023, 75.6% of Nigeria's working-age population was in employment. Disaggregating by sex, the employment-to-population ratio was 77.7% for males and 73.5% for females. The employment-to-population ratio in urban areas was 71.1% and 80.7% in rural areas.

Figure 4: Employment-to-Population Ratio by Sex and Urban-Rural
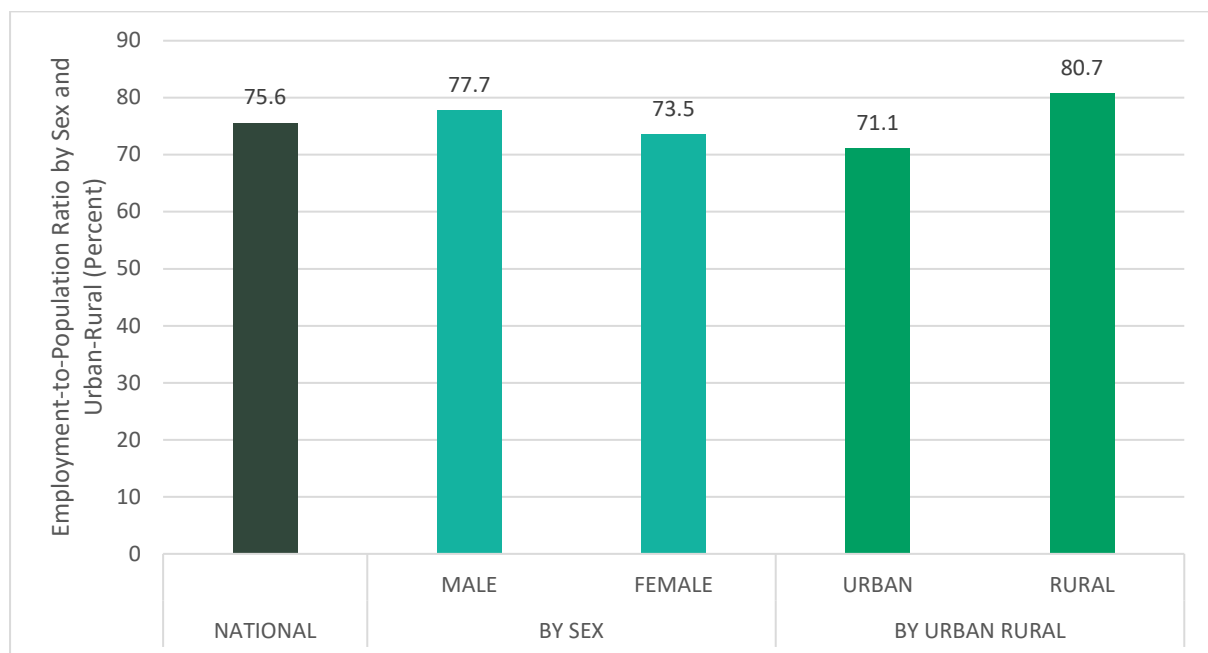
Figure 5. Trend of Employment-to-Population Ratio
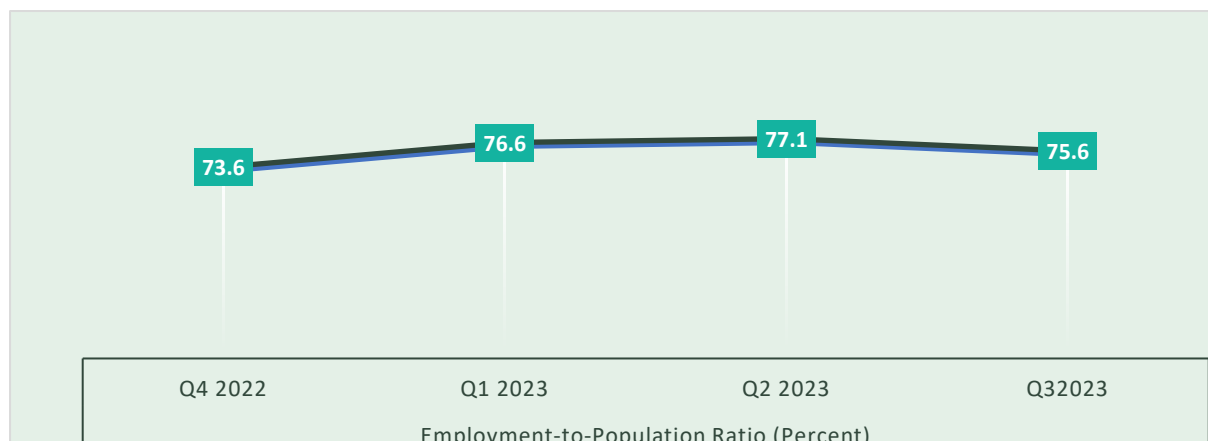
STATUS IN EMPLOYMENT

The aggregate status in employment comprises two broad categories: employees and the self-employed. Those working for pay in the form of salaries and wages in cash or in-kind, including paid apprentices, are referred to as employees. Own-account workers, contributing family workers, and employers are referred to as self-employed.

Figure 6: Wage & Self-Employment Snapshot
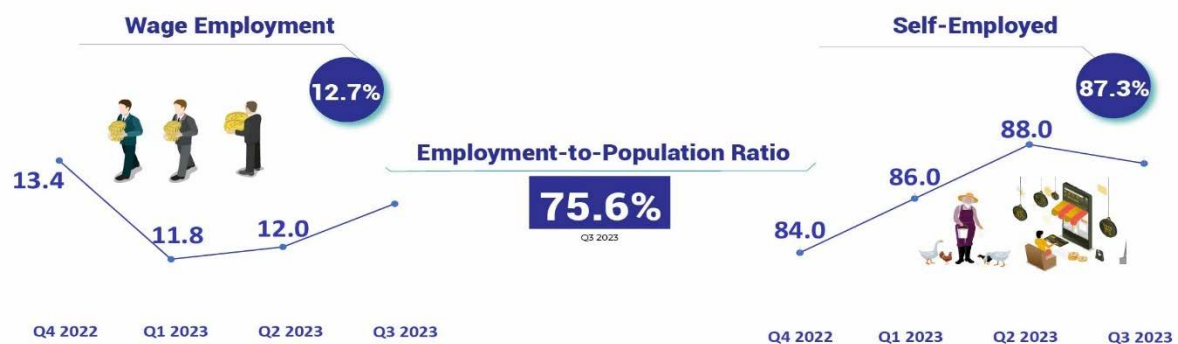
In Q3 2023, 87.3% of employed Nigerians were primarily self-employed with the remaining 12.7% being primarily engaged as employees. Disaggregation by sex, 90.5% of women were engaged as self-employed while 84.2% of men were self-employed. 80.3% of employed people in urban areas were self-employed this is lower when compared with 94.5% of employed people in rural areas.

Figure 7: Employment Status by Sex and Urban-Rural

INFORMAL EMPLOYMENT IN NIGERIA

Informal employment in Nigeria and other developing countries seems to be very high when compared to the developed countries. The share of employed persons in informal employment was 92.3% in Q3 2023 a reduction of 0.4% when compared to 92.7% in the previous quarter. The rate of women in informal employment is significantly higher than that of men.

The rate of informal employment among people living in rural areas was 97.2% while the urban informality rate was estimated at 87.5%. Females are more likely to be in informal employment than males.

Figure 8: Informal Employment Rate by Education Qualification
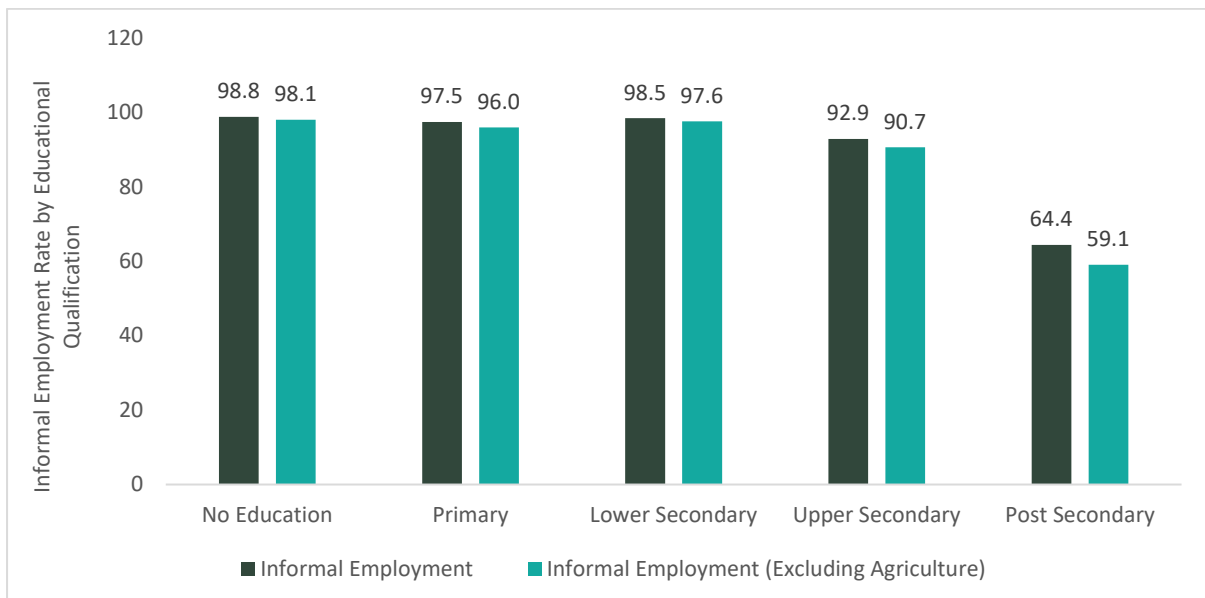
Figure 9: Informal Employment Rate by Place of Residence and Sex
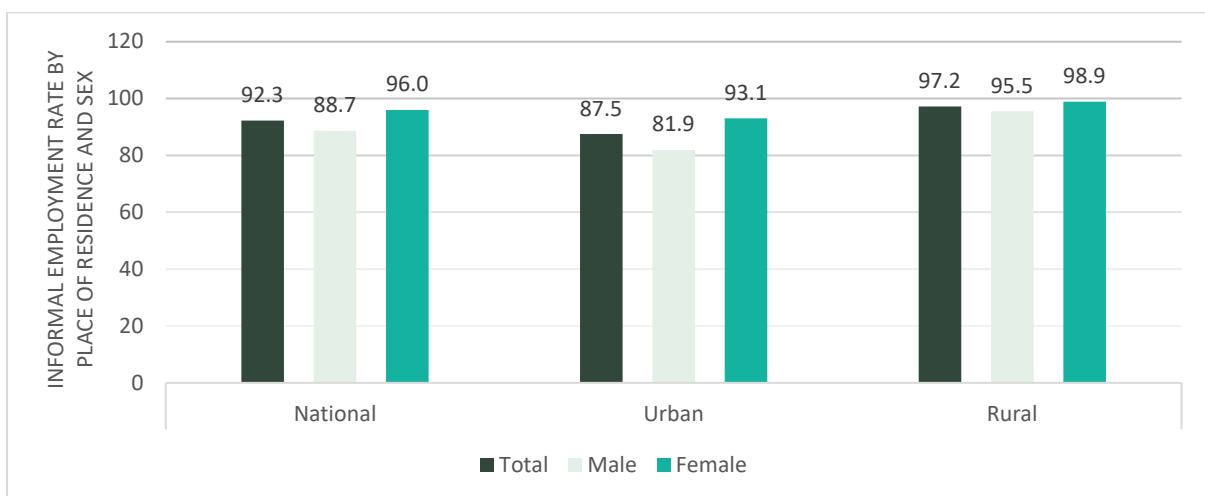
Figure 10: Informal Employment & Youth Unemployment Snapshot
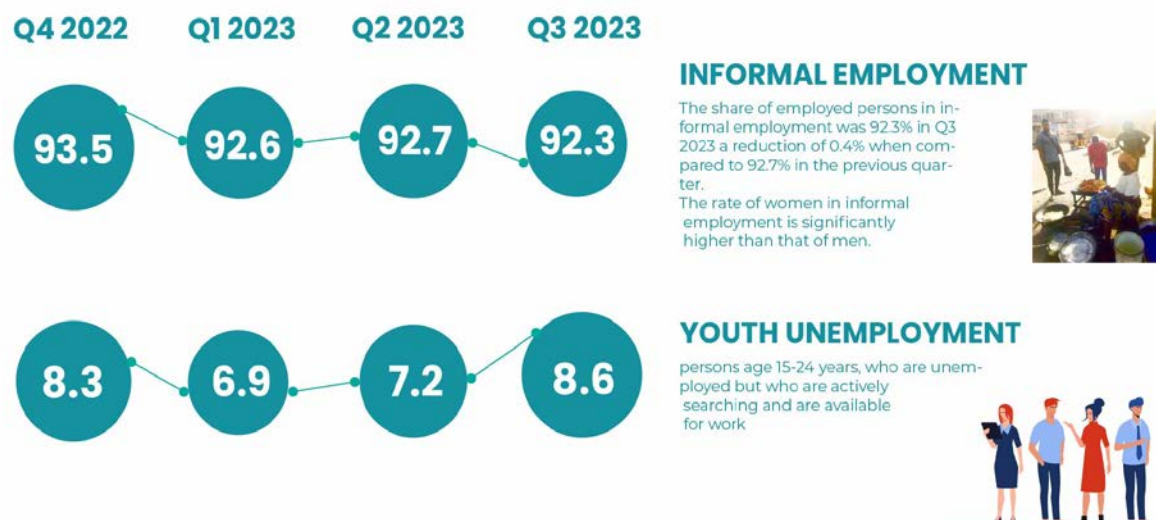
UNEMPLOYMENT IN NIGERIA

The unemployment rate is defined as the share of the labour force (the combination of unemployed and employed people) who are not employed but who are actively searching and are available for work. Unemployment is one of the components of labour underutilization.

The unemployment rate for Q3 2023 was 5.0%, this is a significant increase from 4.2 recorded in Q2 2023. The unemployment rate by sex among men was 4.0% and among women was 6.0%. Disaggregation by location, the unemployment rate was 6.0% in urban areas and 4.0% in rural areas. Focusing on young people, the youth unemployment rate was 8.6%.

In terms of educational attainment, the unemployment rate was 7.8% among persons with post-secondary education, 6.3% for those with upper secondary education, 5.5% for those with lower secondary education, 4.8% for those with primary education, and 2.7% for those with no formal education.

Figure 11: Unemployment by Sex, Urban-Rural, Educational Attainment, and Age

Unemployment Rate

National	Male	Female	None	Primary	Junior Secondary	Senior Secondary	Post Secondary	age 15_24	age 25_34	age 35_44	age 45_54	age 55_64	age 65plus	Urban	Rural
5.0	4.0	6.0	2.7	4.8	5.5	6.3	7.8	8.6	6.6	2.6	2.3	1.7	1.9	6.0	4.0
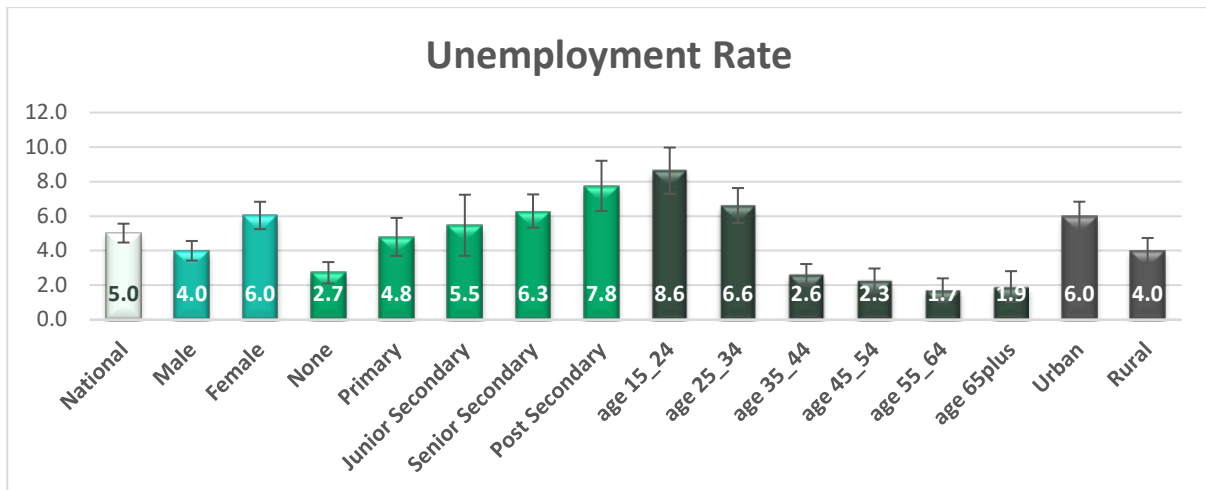
Figure 12: Trend of Unemployment
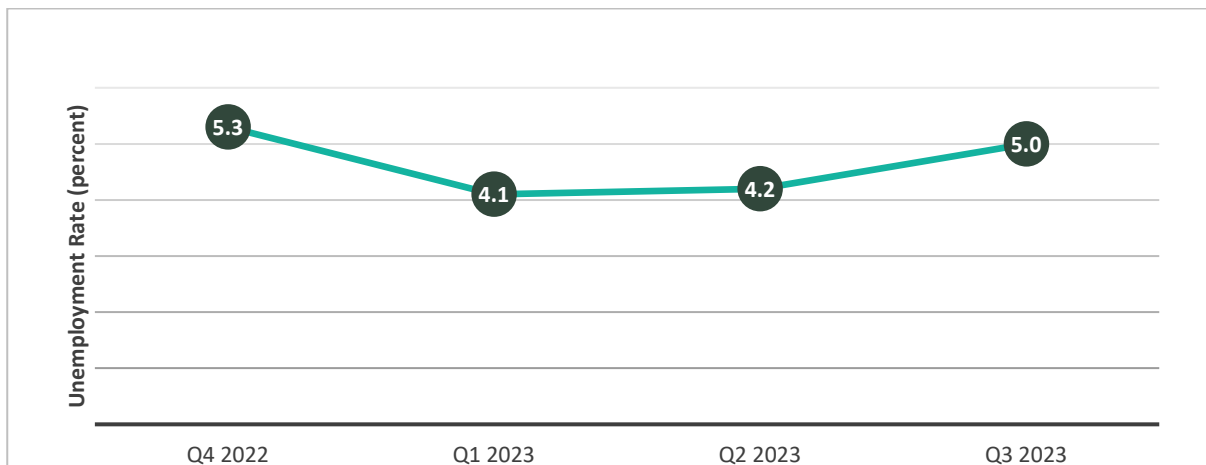
Figure 13: Unemployment Snapshot
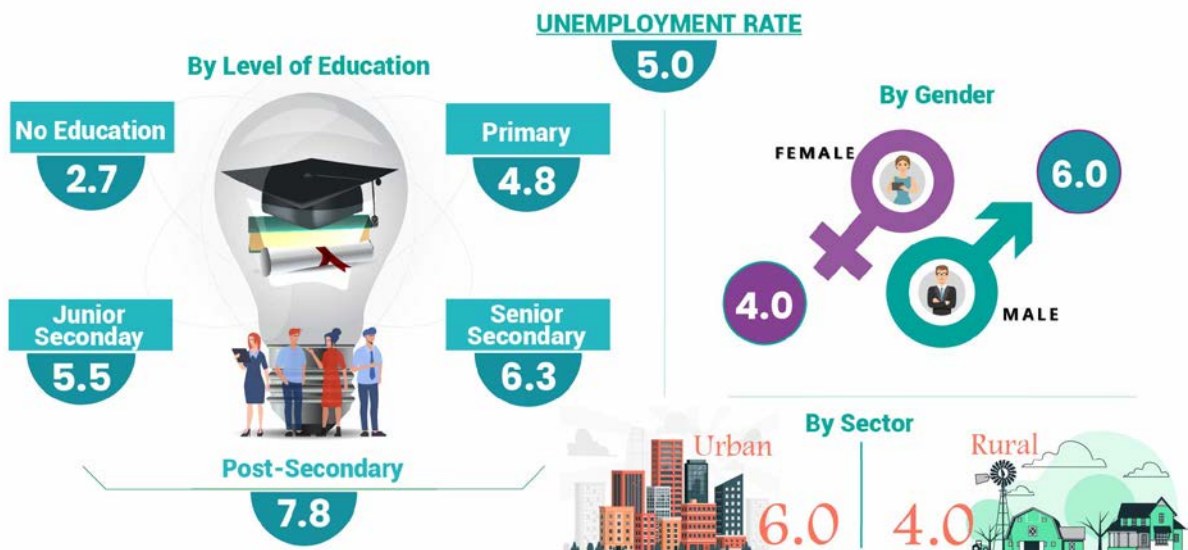
TIME-RELATED UNDEREMPLOYMENT

Time-related underemployment is one aspect of labour underutilization. The time-related underemployment rate is defined as the share of employed people who are working less than 40 hours per week, but who would be willing and available to work more.

In Q3 2023, the share of employed Nigerians that were underemployed was 12.3%. In disaggregating underemployment by sex, the share of employed men who were underemployed was 8.7% while the share of employed women who were underemployed was 16.0%. Disaggregation by place of residence, the underemployment rate was 11.3% in urban areas and 13.3% in rural areas.

The share of employed persons aged 15 to 24 years who were underemployed was 18.3%.

Figure 14: Time-related Underemployment by Sex, Urban-Rural, Educational Attainment, and Age
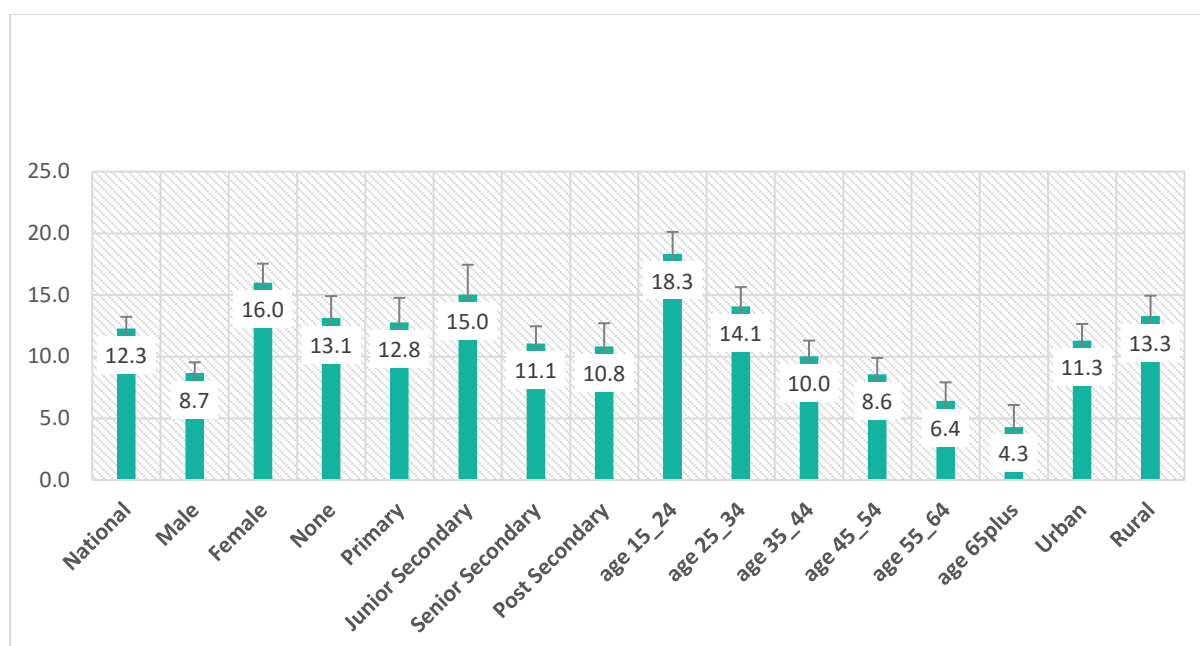
Figure 15: Trend of Time-related Underemployment
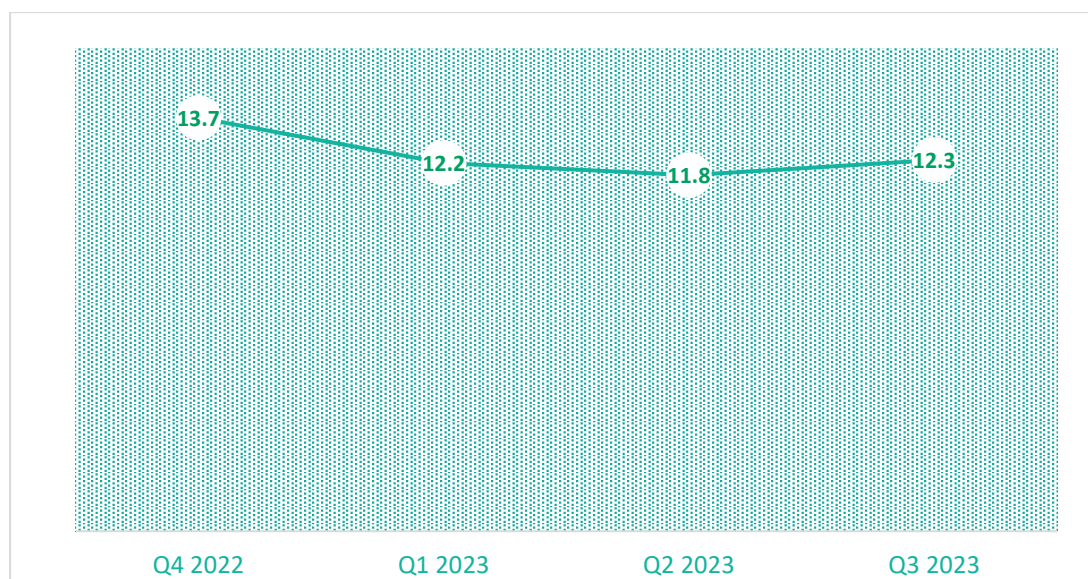
OTHER FORMS OF LABOUR UNDERUTILISATION (LU2-LU4)

There are several standard measures of labour underutilisation, which are based on measures of unemployment, time-related underemployment, and the potential labour force. The potential labour force covers 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.

LU2 is the combined rate of time-related underemployment and unemployment as a share of the labour force: this was 16.7% in Q3 2023. LU3 is the combination of the unemployed population and potential labour force as a share of the extended labour force, where the extended labour force is the combination of the labour force and the potential labour force: this was 7.1% in the quarter.

LU4 is the combination of time-related underemployment, unemployment, and the potential labour force as a share of the extended labour force: this was 18.5% in Q3 2023.

Figure 16: Forms of Labour Underutilisation by Sex and Urban-Rural
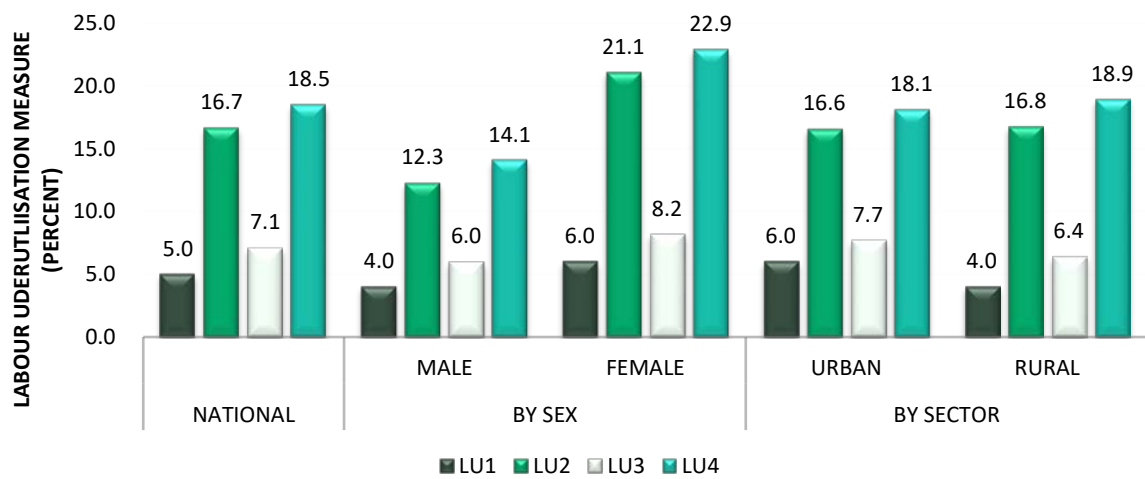
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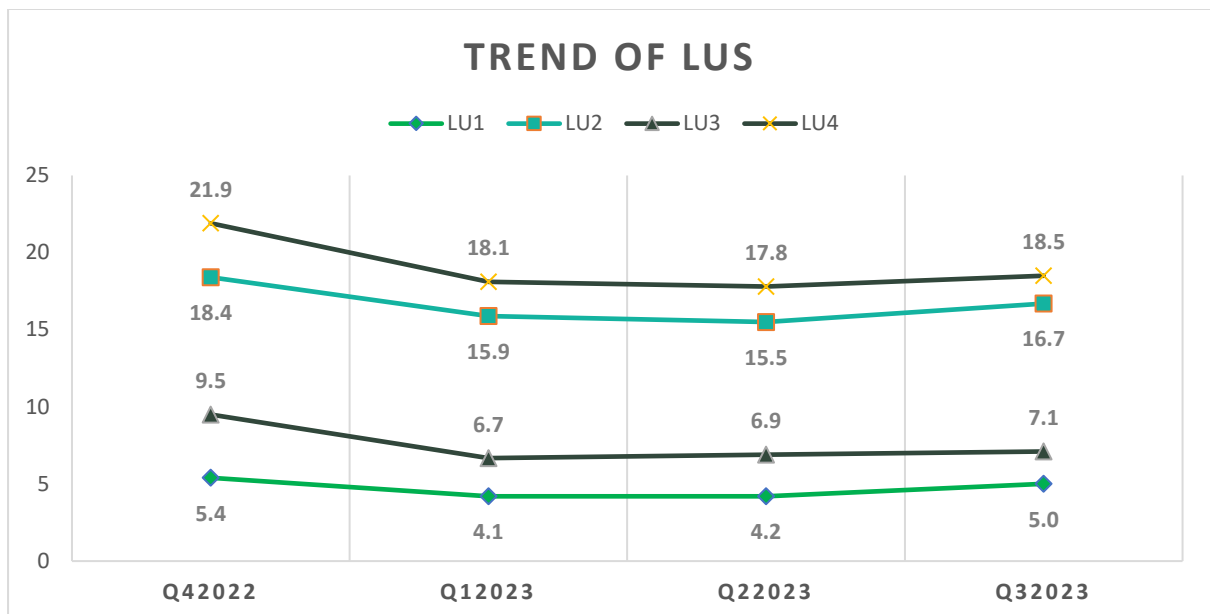
DISCOURAGED JOBSEEKERS

Discouraged job seekers are persons outside the labour force who wanted employment and were currently available but did not seek employment during the reference period due to market-related reasons as listed below: −

- ❖ Past failure to find a suitable job.
- ❖ Lack of experience.
- ❖ Lack of qualifications or jobs matching the person's skills.
- ❖ Lack of job.
- ❖ Considered too young or too old by prospective employers.
- ❖ Disabled or unable to work.

In Q3 2023, 3.1% of people outside of the labour force were discouraged job seekers.

The rate of discouraged job seekers among men was 3.7% while the share of women stood at 2.6%

Figure 18: Discouraged Job Seekers by Sex and Urban-Rural
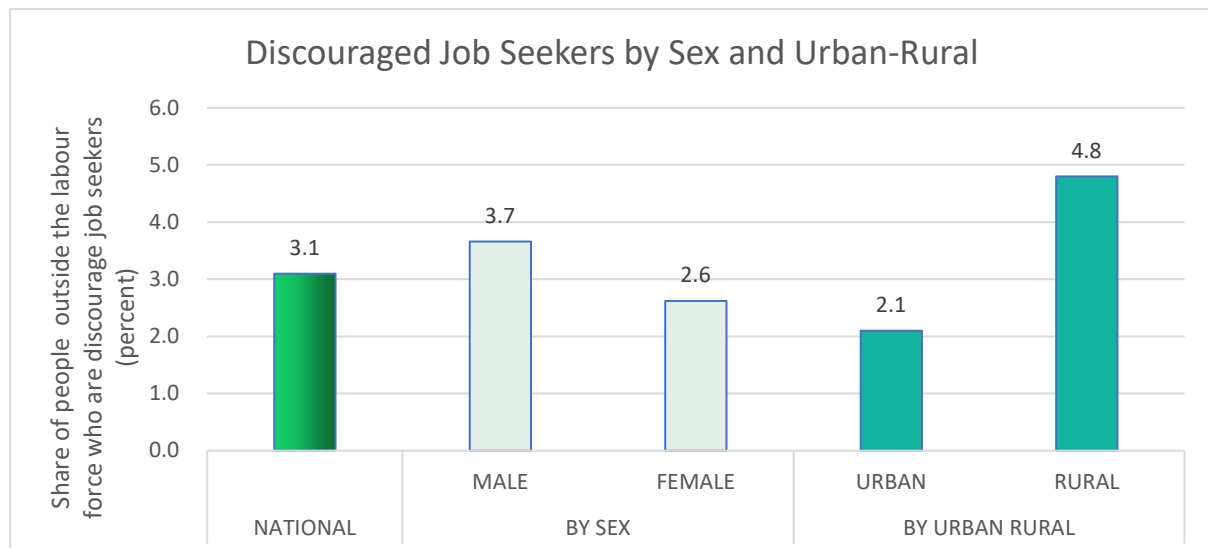
YOUTH NEET ESTIMATE

The share of youth who are not engaged in employment, education, or training (NEET) is being used increasingly in developed economies as a measure of youth marginalisation and disengagement. The expansion of the focus from unemployment to the broader concept of NEET responds to the need to also consider youth who have given up looking for work or who are unwilling to join the labour market.

In Q3, 2023, the proportion of youth (15-24 years) identified as NEET was 13.7%. The result shows that there are more females in NEET with 15.5% compared to males with 12.0%.

Figure 19: NEET Job Seekers by Sex
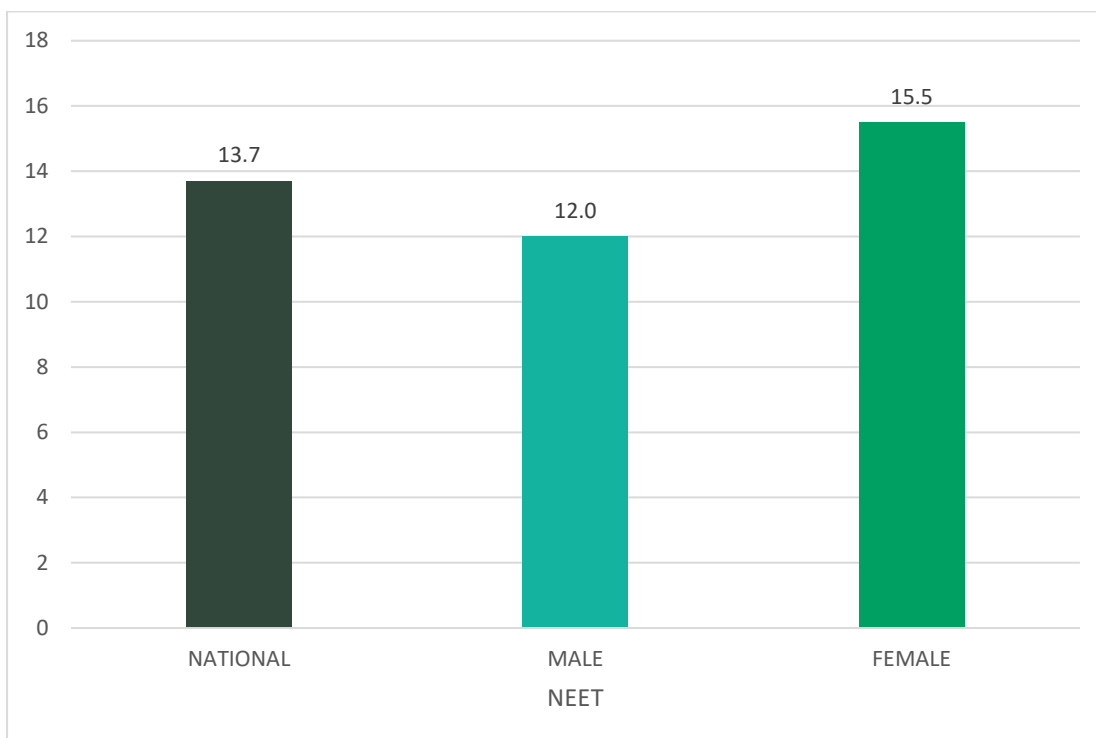
RESULTS TABLES

Table 1: Labour Market Indicators by Sex and Place of Residence									
Headline labour market indicators and main aggregates	Age 15 plus			URBAN			RURAL		
	TOTAL	SEX		TOTAL	SEX		TOTAL	SEX	
		M	F		M	F		M	F
Labour force population	79.5	80.9	78.2	75.6	77.1	74.2	84.1	85.2	83.0
Employed population	75.6	77.7	73.5	71.1	73.3	69.1	80.7	82.7	78.7
Unemployed population	**5.0**	**4.0**	**6.0**	**6.0**	**5.0**	**6.9**	**4.0**	**2.9**	**5.1**
Outside the labour force population	20.5	19.1	21.8	24.4	22.9	25.8	15.9	14.8	17.0
Time-related underemployment	12.3	8.7	16.0	11.3	9.2	13.5	13.3	8.1	18.6
Discouraged job-seekers	3.1	3.7	2.6	2.1	2.7	1.6	4.8	5.3	4.4
Self-employed	87.3	84.2	90.5	80.3	76.2	84.4	94.5	92.2	96.9
Employees	12.7	15.8	9.5	19.7	23.8	15.6	5.5	7.8	3.1
Employed population in agriculture	33.6	43.6	23.4	17.5	22.2	12.7	50.0	65.4	34.3
Informal employment	92.3	88.7	96.0	87.5	81.9	93.1	97.2	95.5	98.9
Informal employment (excluding agriculture)	88.7	80.4	94.9	85.1	77.2	92.3	94.7	87.8	98.4
Young labour force (aged 15-24)	60.3	59.8	60.8	49.8	49.8	49.8	72.6	71.7	73.5
Young employed (aged 15-24)	55.1	54.9	55.3	44.5	44.7	44.3	67.5	67.0	68.1
Young unemployed (aged 15-24)	8.6	8.3	9.0	10.7	10.3	11.1	7.0	6.6	7.4
NEET (aged 15-24)	13.7	12.0	15.5	14.2	14.0	14.5	13.1	9.6	16.6
Own-use producers of foodstuffs	4.1	5.5	2.7	2.5	3.1	1.9	6.0	8.3	3.6
LU2	16.7	12.3	21.1	16.6	13.7	19.5	16.8	10.9	22.7
LU3	7.1	6.0	8.2	7.7	6.8	8.6	6.4	5.2	7.7
LU4	18.5	14.1	22.9	18.1	15.3	20.9	18.9	12.9	24.9

Table 2: Labour Market Indicators by Age Group and Sex

| Headline labour market indicators and main aggregates	15-24 TOTAL	15-24 M	15-24 F	25-34 TOTAL	25-34 M	25-34 F	35-44 TOTAL	35-44 M	35-44 F	45-55 TOTAL	45-55 M	45-55 F	55-64 TOTAL	55-64 M	55-64 F	65+ TOTAL	65+ M	65+ F
Labour force population	60.3	59.8	60.8	89.1	91.9	87.0	94.1	96.4	91.9	94.8	97.5	91.7	88.9	91.0	86.3	61.6	68.0	52.1
Employed population	55.1	54.9	55.3	83.2	87.5	80.1	91.6	94.7	88.7	92.7	96.0	88.8	87.4	89.5	84.6	60.4	66.8	50.9
Unemployed population	8.6	8.3	9.0	6.6	4.8	8.0	2.6	1.7	3.5	2.3	1.6	3.2	1.7	1.6	1.9	1.9	1.7	2.4
Outside the labour force population	39.7	40.2	39.2	10.9	8.1	13.0	5.9	3.6	8.1	5.2	2.5	8.3	11.1	9.0	13.7	38.4	32.0	47.9
Time-related underemployment	18.3	15.5	21.2	14.1	9.2	17.9	10.0	5.7	14.3	8.6	5.7	12.1	6.4	4.9	8.5	4.3	4.6	3.6
Discouraged job-seekers	2.1	2.5	1.7	5.6	8.3	4.4	10.1	16.8	7.4	6.6	7.7	6.2	4.1	5.5	3.0	1.5	2.6	0.4
Self-employed	86.2	84.6	87.8	87.9	83.2	91.6	86.7	82.7	90.6	86.1	82.9	90.1	87.8	84.4	92.4	96.0	94.7	98.7
Employees	13.8	15.4	12.2	12.1	16.8	8.4	13.3	17.3	9.4	13.9	17.1	9.9	12.2	15.6	7.6	4.0	5.3	1.3
Employed population in agriculture	36.7	49.4	24.1	28.8	39.2	20.7	29.0	37.3	20.8	33.7	42.2	23.1	40.5	47.8	30.5	53.2	57.1	45.8
Informal employment	98.0	96.9	99.1	93.6	90.1	96.3	89.6	84.6	94.5	86.5	81.9	92.4	88.3	84.1	93.9	94.1	91.8	98.7
Informal employment (excluding agriculture)	96.9	94.0	98.9	91.2	84.0	95.5	85.7	76.2	93.1	80.1	69.1	90.4	81.2	71.0	91.5	87.6	81.2	97.6
Young labour force (aged 15-24)	60.3	59.8	60.8															
Young employed (aged 15-24)	55.1	54.9	91.0															
Young unemployed (aged 15-24)	8.6	8.3	9.9															
NEET (aged 15-24)	13.7	12.0	15.5															
Own-use producers of foodstuffs	5.7	7.8	3.5	2.1	2.8	1.7	2.4	3.3	1.5	2.5	2.7	2.3	5.0	5.8	4.0	11.0	13.3	7.5
LU2	25.4	22.5	28.3	19.8	13.5	24.5	12.4	7.3	17.3	10.6	7.2	14.9	8.0	6.4	10.2	6.1	6.2	5.9
LU3	12.8	12.7	12.9	8.1	5.9	9.7	3.9	2.9	4.8	2.9	1.9	4.1	3.1	2.7	3.7	4.2	4.6	3.4
LU4	28.8	26.2	31.3	21.0	14.5	25.9	13.5	8.4	18.5	11.2	7.5	15.7	9.3	7.5	11.9	8.3	8.9	6.9

Table 3: Labour Market Indicators by Educational Qualification and Sex

Headline labour market indicators and main aggregates	No Education			Primary			Lower Secondary			Upper Secondary			Post Secondary		
	TOTAL	SEX		TOTAL	SEX		TOTAL	SEX		TOTAL	SEX		TOTAL		
		M	F		M	F		M	F		M	F		M	F
Labour force population	82.9	86.4	80.5	81.0	79.0	82.8	54.2	51.8	56.6	81.3	83.7	78.4	87.9	89.1	86.0
Employed population	80.6	85.0	77.7	77.1	76.4	77.7	51.2	49.1	53.4	76.2	79.5	72.2	81.1	83.9	76.7
Unemployed population	**2.7**	**1.6**	**3.5**	**4.8**	**3.3**	**6.1**	**5.5**	**5.3**	**5.6**	**6.3**	**5.0**	**7.9**	**7.8**	**5.8**	**10.9**
Outside the labour force population	17.1	13.6	19.5	19.0	21.0	17.2	45.8	48.2	43.4	18.7	16.3	21.6	12.1	10.9	14.0
Time-related underemployment	13.1	6.9	17.7	12.8	8.0	17.1	15.0	13.0	17.0	11.1	8.8	14.0	10.8	10.3	11.8
Discouraged job-seekers	3.2	3.5	3.0	5.0	5.8	4.1	0.7	0.5	1.0	3.1	4.1	2.2	7.3	9.1	5.2
Self-employed	97.6	95.6	99.1	94.8	92.7	96.6	87.9	84.7	91.0	86.1	84.5	88.2	54.2	55.9	51.1
Employees	2.4	4.4	0.9	5.2	7.3	3.4	12.1	15.3	9.0	13.9	15.5	11.8	45.8	44.1	48.9
Employed population in agriculture	44.8	69.3	27.0	40.4	51.3	30.6	37.5	46.1	29.5	24.7	30.3	17.4	14.6	18.8	7.4
Informal employment	98.8	97.7	99.6	97.5	95.6	99.1	98.5	97.5	99.4	92.9	89.9	96.7	64.4	60.5	71.0
Informal employment (excluding agriculture)	98.1	93.2	99.5	96.0	91.5	98.9	97.6	95.6	99.1	90.7	85.7	96.2	59.1	52.4	69.1
Young labour force (aged 15-24)	76.4	77.5	75.5	60.2	56.1	64.6	41.3	40.5	42.1	63.2	65.9	60.2	63.8	65.3	62.5
Young employed (aged 15-24)	72.2	74.0	70.9	55.3	52.5	58.3	38.9	38.0	40.0	55.7	58.3	52.7	53.3	55.9	50.9

Young unemployed (aged 15-24)	5.5	4.6	6.1	8.1	6.4	9.8	5.7	6.3	5.2	11.9	11.5	12.4	16.5	14.4	18.5
NEET (aged 15-24)	13.0	7.8	16.6	12.6	11.4	13.9	3.0	2.4	3.6	22.1	20.9	23.4	19.9	18.0	21.7
Own-use producers of foodstuffs	5.1	8.8	2.6	6.0	8.0	4.2	5.5	7.2	3.7	2.7	3.0	2.2	1.5	1.7	1.1
LU2	15.5	8.3	20.6	17.0	11.0	22.2	19.7	17.6	21.6	16.7	13.4	20.8	17.7	15.5	21.4
LU3	4.9	3.4	5.9	7.2	6.3	8.0	9.1	8.8	9.3	8.0	6.8	9.5	9.2	7.2	12.4
LU4	17.4	10.0	22.6	19.1	13.7	23.7	22.7	20.7	24.7	18.1	15.0	22.2	19.0	16.7	22.8

DEFINITION OF LABOUR MARKET INDICATORS

Indicators	Numerator	Denominator	Multiplier
Labour Force Participation Rate (LFPR)	Labour force population	Working age population	$X100$
Employment-to Population Ratio (EPR)	Number employed		$X100$
Unemployment Rate	Persons in unemployment		$X100$
Extended Labour Force	Labour force population + potential labour force population		
LU2	Persons in time-related underemployment + unemployed persons	Labour force population	$X100$
LU3	Employed persons + potential labour force population	Extended labour force population	$X100$
LU4	Population of time-related underemployed + unemployed + potential labour force	Extended labour force population	$X100$
Youth NEET Rate	Youth (15-24 years) not in employment, in education or training	Youth population	$X100$
Time-related Underemployment Rate	Persons in time-related underemployment	Employed population	$X100$
Informal Employment Rate	Number of persons in informal employment	Employed population	$X100$
Rate of Potential Labour Force	Potential labour force population	Working age population	$X100$
Discouraged Jobseekers	Number of discouraged jobseekers	The population outside of the labour force	$X100$
Own-use Producers of Foodstuffs	Number of persons in subsistence agriculture	Working Age Population	$X100$

ANNEX B:

Structure of the Labour Market
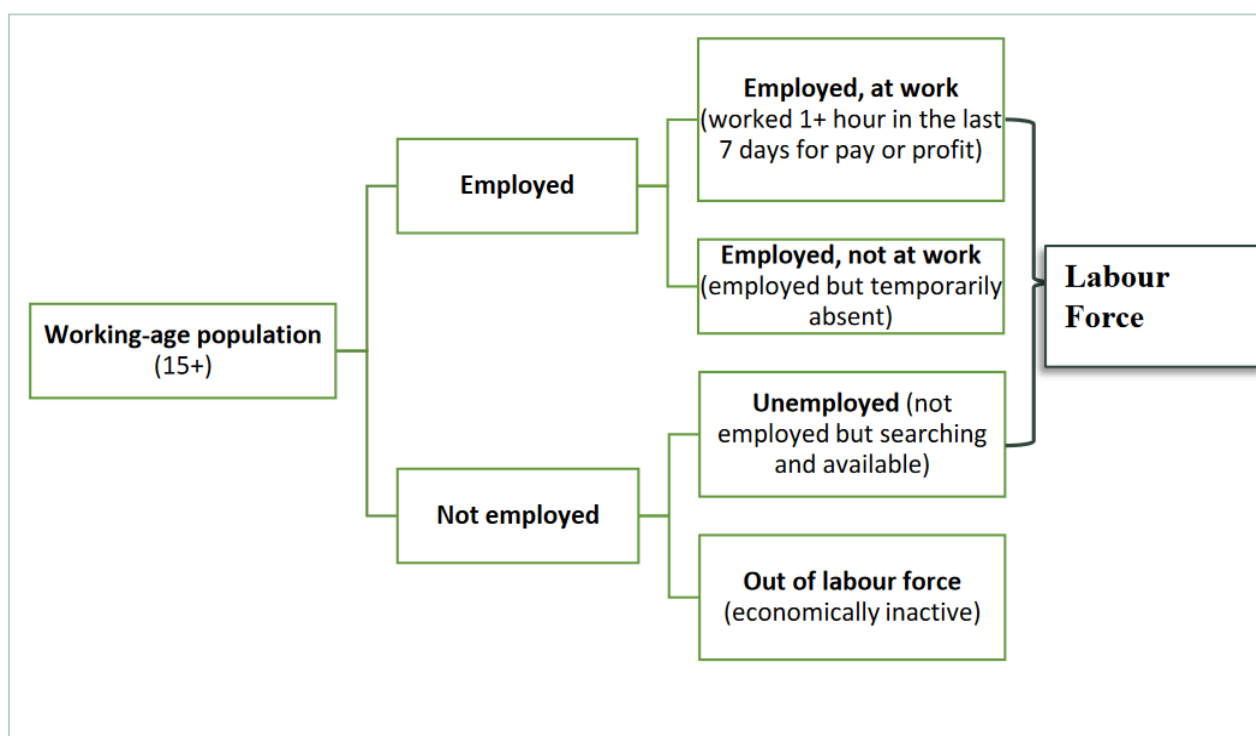
LABOUR FORCE DYNAMICS

(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 deal 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 are captured by different indicators – poverty and other welfare statistics.

(d) It is also possible for persons to be engaged in employment and yet be below the poverty line. This phenomenon termed Working Poor[4] 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.

SURVEY DESIGN

The NLFS adopts a continuous data collection approach where 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.

Survey Coverage and Reporting domain

The data collection was carried out in all 36 states of the Federation including the Federal Capital Territory (FCT). Enumeration Areas (EAs) in both Urban and Rural areas were canvassed for the exercise.

Sample Size

The target sample for the entire year is 35,520 households divided across 12 months, meaning the target sample for each quarter is 8,880 households. After small levels of

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[4] wcms_696387.pdf (ilo.org)

non-response and replacement, the final sample for Q2 2023 is 8,836 households across the 36 states including the FCT.

Data Collection Method and treatment of proxy

A Face-to-face interview approach was used for the data collection with the aid of a Computer Assisted Personal Interviewing (CAPI) device. This enables data transmission from the field to the headquarters to be done electronically.

Each team spends one week in each EA and interviews take place between Wednesdays to Sundays. This reduces the use of proxy response, as it gives enumerators time to interview the eligible respondents in person. Those respondents not available for interviews weekdays may likely be available on weekends. Reducing the number of proxy responses improves data quality.

Quality Control and Assurance Mechanism

Each state has a small field team comprising of five (5) enumerators (one supervisor for two teams comprising of two enumerators each) that are easier to manage, combined with constant fieldwork monitoring and coordination by NBS headquarters staff. This makes it easy to identify and fix any data issues in real time and improves fieldwork and data quality as the survey progresses.

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