



NATIONAL BUREAU OF STATISTICS



**THE FEDERAL REPUBLIC
OF NIGERIA**



3rd Quarter 2012 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

May 2013

LIST OF ABBREVIATIONS

CSPro	Census and Survey Processing
EAs	Enumeration Areas
EMIT	Economic Management and Intelligent Team
FCT	Federal Capital Territory
FMLP	Federal Ministry of Labour and Productivity
GDP	Gross Domestic Product
HHs	Households
HQ	Headquarter
ISCO	International Standard Classification Occupation
LGA	Local Government Area
MDAs	Ministries, Departments and Agencies
MS	Master Sample
NBS	National Bureau of Statistics
NDE	National Directorate of Employment
NISH	National Integrated Survey of Household
NPC	National Planning Commission
NPoPC	National Population Commission
PPS	Probability Proportional to Size
SSAs	State Statistical Agencies
ToT	Training of Trainers

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1 EXECUTIVE SUMMARY

1.1 Formal Sector and Informal Sector

98.7 per cent of the establishments in the **formal sector** are owned by Private individuals and Faith based Establishments while the remaining 1.3 per cent is owned by government. The survey shows male dominance of Sole Proprietorship in the legal status of establishments with 83.5 per cent.

In the distribution of employees (full and part-time) by staff cadre, 'managerial, professional and technical workers' cadre recorded the highest number of employees with 808,916 (33.9 per cent).

A total of 164,293 jobs were created in the third quarter 2012. Out of this number the Education sector recorded the highest number of jobs (54.8 per cent). Most jobs, about 40 per cent, were created in the "Managerial, Professional and Technical Workers" cadre among the youths aged 15 – 35. In the distribution of jobs created among the youths age 15 – 35 by sector, the education sector recorded the highest with 55.2 per cent.

The survey shows that there are more 'physically challenged employees' are in the male category with 71.8 per cent. The major reason given for hiring new employees was "To fill a position vacated by ex-employees". The total number of employees that exited their jobs as at the end of third quarter stood at 56,528 with majority of them from the Clerical and Related Office Worker staff cadre with 18,549 (32.8 per cent) employees. While in the case of sector, Education sector recorded the highest number of employees that exited with 18,972 representing 33.6 per cent. The main reason given by majority of the employees (20,087) for exiting was "to pursue further education"; this represented 35.5 per cent of employees who exited in the 3rd quarter of 2012.

The **informal sector** represents the greatest number of estimated jobs created with 240,359, which is 55.25 per cent of all jobs created in the Nigerian economy for the 3rd quarter of 2012.

1.2 Public Institutions

A total of 3,982 public institutions were reported on. Of these, about half, 48.8 per cent were state parastatals; 19.6 per cent and 19.4 per cent were state ministries and

Local Government Agencies (LGAs) respectively. The least, 0.7 per cent was attributed to Federal Ministries.

The total number of employees in the public sector stood at 612,197, out of these 65.4 per cent was males. A total of 22,644 new employees were engaged in the public institutions, of these, 65.3 per cent were males. Academic institutions had the highest number of new employees during this reference period, representing 40 per cent of the total number of new employees. This was followed by the state parastatals with 32.2 per cent. Federal Ministries had the least number with 0.33 per cent.

1.3 Estimated Number of Jobs Created for 3rd Quarter 2012

The total estimated number of jobs created in the Nigerian economy for the third quarter of 2012 came to 427,294. This includes 164,293 for the formal sector, 240,359 for informal sector and 22,644 for the public institutions.

2 INTRODUCTION

2.1 Preamble

The Nigerian economy has shown impressive growth rates averaging about 7 per cent over the past 5 years, despite the global financial crisis. However, the national unemployment rate has increased over the same period, from about 12.7 per cent in 2007 to about 23.9 per cent in 2011.

Soon after being sworn in as President and Commander-in-Chief of the Armed Forces of the Federal Republic of Nigeria in May 2011, President Goodluck Ebele Jonathan unveiled a series of policies and programmes, encapsulated in the Transformation Agenda, 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.

In line with the President's singular commitment to a more open and accountable government that promotes healthy dialogue between the government and the citizenry, it has become important to establish a means by which the administration can measure the effectiveness of its reform agenda, provide critical insights into the employment situation in the country, and to effectively respond to the nature and patterns of variability in the Nigerian labour market.

Despite the glaring significance of such data and information, there is currently neither a systematic nor reliable effort at generating data on the number of jobs created or lost during a given time period. This is an attempt to fill this void by developing a methodology and template for systematically tracking changes in the number of jobs created in the economy over a given period.

2.2 Background to the Study

In January, 2012, the Economic Management Implementation Team (EMIT) under the chairmanship of the Honourable Minister of Finance, directed the Statistician General of the National Bureau of Statistics with the responsibility to commence the conduct of a quarterly survey on Job Creation, in order to monitor and assess the impact of the Transformation Agenda and other initiatives on job creation.

The other collaborating agencies/implementers of the survey apart from National Bureau of Statistics and Office of the Chief Economic Adviser to the President are

Federal Ministry of Labour and Productivity, National Directorate of Employment, National Planning Commission, Federal Ministry of Finance and The Office of the Special Assistant to the President on Job Creation, and Central Bank of Nigeria.

This survey was planned to generate detailed, multi-sectoral and policy relevant data through data gathered on jobs created in the Nigerian economy during the preceding quarter. The study is expected to bridge the data gap by providing policy makers with a clearer picture of the effectiveness of job creation policies; areas of necessary intervention and how to move forward to ensure sustainability in the creation of jobs in the economy.

2.3 Objectives

The main objectives of the 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 or lost in the economy during a given period of time;

3 SURVEY DESIGN

3.1 Survey Approach

The data captured include:

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

3.2 Coverage

The survey was carried out in all the 36 states of the Federation and FCT (Abuja). The ultimate sampling units (households) at both urban and rural areas were sampled through the Enumeration Areas (EAs) using scientific methods

Formal establishments employing 10 persons and above including professional services that employ less than 10 persons but highly formalized were also canvassed.

The establishments covered were classified into twelve (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

3.3 Scope

The subject of interest areas for *Establishment* component included: particulars and identification of establishments; number of employees; number of new employees and their occupation; employment policies; number of persons that exited/withdrew

from service or work place; and reasons for exiting/withdrawing from service or work place.

For the *Public Institutions*, the subject areas of interest covered 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 the academic sector. Also covered were number of Nigerian and non-Nigerian employees (Non-Academic staff) in the academic sector; number of Nigerian and non-Nigerian employees in parastatals; number of new employees by age group and by their occupation and so on.

3.4 Sample Design

In the Formal Establishment Component, five thousand (5,000) establishments were covered. Probability Proportional to Size (PPS) method was used in allocating the number of Establishments by state and by sector. Also considered in the allocation was the contribution of the sector to Gross Domestic Product (GDP). The systematic random technique was used to select the sampled establishments within the sector. Other criteria used in selection of establishments were staff size and response history.

Table 3.1 Number of Establishments Selected by State and Economic Sector

State	SECTOR														Total
	AGRICULTURE	CONSTRUCTION	EDUCATION	FINANCIAL	HEALTH	HOTELS	MANUFACTURING	MINING	OTHER	POSTAL SERVICES	REAL ESTATE	TELECOMMUNICATION	TRANSPORT	WHOLESALE	
ABIA	14	1	7	11	28	8	17	-	2	-	21	-	3	11	123
ADAMAWA	32	1	6	16	12	5	15	-	2	-	16	-	1	9	115
AKWA IBOM	8	-	6	7	21	4	4	-	2	-	20	-	1	4	77
ANAMBRA	7	-	7	19	56	6	21	-	-	-	19	-	3	9	147
BAUCHI	11	1	6	10	8	7	43	-	2	-	16	-	4	23	131
BAYELSA	4	1	6	2	3	4	2	-	2	-	4	1	1	4	34
BENUE	3	1	6	9	33	9	12	-	2	-	17	1	2	11	106
BORNO	21	-	6	5	5	2	5	-	1	-	4	-	1	6	56
CROSS RIVER	9	-	6	12	15	8	9	1	2	-	16	-	1	11	90
DELTA	11	3	8	15	24	12	17	-	1	1	14	-	2	13	121
EBONYI	7	-	6	7	20	3	10	22	3	-	25	-	2	9	114
EDO	13	2	10	18	52	13	29	7	3	-	51	1	4	28	231
Ekiti	2	-	8	-	-	2	12	-	-	-	5	-	-	2	31

ENUGU	13	1	8	12	38	8	7	-	-	-	19	1	2	7	116
FCT	21	2	8	22	14	24	11	1	2	3	23	2	4	19	156
GOMBE	29	1	6	4	6	2	12	2	2	-	6	-	2	10	82
IMO	11	1	6	14	74	6	13	-	1	-	41	1	2	10	180
JIGAWA	11	1	5	5	2	2	30	-	-	-	-	-	1	4	61
KADUNA	7	4	6	33	58	17	44	1	2	-	50	1	5	41	269
KANO	31	1	6	7	10	9	120	-	3	-	14	1	2	43	247
KATSINA	39	1	5	8	7	3	33	-	1	-	5	1	7	18	128
KEBBI	9	-	5	7	3	3	11	-	2	-	4	-	-	5	49
KOGI	17	-	5	10	26	9	14	1	1	-	11	-	1	6	101
KWARA	4	1	5	12	21	5	12	-	-	-	10	-	2	5	77
LAGOS	27	6	20	18	61	83	91	1	9	5	53	6	21	84	485
NASARAWA	26	-	5	7	18	5	14	2	3	-	5	-	2	9	96
NIGER	2	-	5	15	24	7	23	-	3	-	3	-	2	18	102
OGUN	22	-	8	20	17	5	16	-	4	-	4	-	-	12	108
ONDO	6	1	8	25	43	9	28	1	4	-	41	1	1	17	185
OSUN	13	1	8	13	27	6	27	-	6	-	28	-	-	13	142
OYO	9	2	8	49	96	21	79	2	4	1	131	2	4	35	443
PLATEAU	5	1	6	13	71	9	17	1	3	-	11	-	1	25	163
RIVERS	9	2	7	15	23	20	15	1	2	-	29	1	5	33	162
SOKOTO	9	1	5	7	7	3	6	-	2	-	6	-	1	5	52
TARABA	9	-	5	6	33	3	8	-	-	-	3	-	1	5	73
YOBE	8	-	5	8	3	3	6	-	-	-	-	-	2	3	38
ZAMFARA	21	1	5	3	2	2	29	-	-	-	3	-	3	40	109
TOTAL	500	38	248	464	961	347	862	43	76	10	728	20	96	607	5,000

A total of 2935 public and academic institutions in the country were covered on a census basis at federal, state and local government levels 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 3.2 Number of Ministries, Parastatals, Agencies and Academic Institutions by State

S/No.	States	Ministries	Parastatals	Agencies	Research Institutes	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-Rivers	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	Nassarawa	16	20	16		3	55
26	Niger	22	27	27	1	4	81
27	Oyo	22	20	12	4	6	64
28	Osun	16	22	14		4	56
29	Ondo	23	23	20		6	72
30	Ogun	21	20	30	1	10	82
31	Plateau	23	32	26		3	84
32	Rivers	25	17	25		4	71
33	Sokoto	18	16	31	1	6	72
34	Taraba	13	20	30		6	69
35	Yobe	23	26	49		12	110
36	Zamfara	19	23	39		2	83
37	FCT	64	34	79		4	181
Total		782	824	1121	32	175	2935

3.5 Sample Achieved

Table 3.3 below showed the response rate for formal sector and public institutions respectively. The formal sector and public institutions had 18.9per cent and 21.1per cent non response rate respectively. The high rates of non-response recorded for both formal and public institutions were because of the period the survey was conducted and the bureaucratic attitude in public institutions.

Table 3.3 Retrieval of Formal Sectors' Questionnaires

S/No	State	Expected	Covered	Response Rate	Outstanding	Endorsed Frame
1	Benue	106	88	83.0	18	x
2	Kogi	101	86	85.1	15	
3	Kwara	77	59	76.6	18	x
4	Nasarawa	96	86	89.6	10	x
5	Niger	102	85	83.3	17	x
6	Plateau	163	153	93.9	10	x
7	FCT	156	110	70.5	46	
8	Adamawa	115	80	69.6	35	x
9	Bauchi	131	83	63.4	48	x
10	Borno	56	20	35.7	36	x
11	Gombe	82	64	78.0	18	x
12	Taraba	73	51	69.9	22	x
13	Yobe	38	23	60.5	15	x
14	Jigawa	61	54	88.5	7	
15	Kaduna	269	170	63.2	99	x
16	Kano	247	220	89.1	27	x
17	Katsina	128	104	81.3	24	x
18	Kebbi	49	40	81.6	9	x
19	Sokoto	52	38	73.1	14	x
20	Zamfara	109	109	100.0	0	x
21	Abia	123	98	79.7	25	x
22	Anambra	147	120	81.6	27	x
23	Ebonyi	114	94	82.5	20	x
24	Enugu	116	97	83.6	19	
25	Imo	180	143	79.4	37	x
26	Akwa Ibom	77	46	59.7	31	x
27	Bayelsa	34	30	88.2	4	x
28	Cross River	90	67	74.4	23	x

29	Delta	121	103	85.1	18	x
30	Edo	231	215	93.1	16	x
31	Rivers	162	131	80.9	31	x
32	Ekiti	31	29	93.5	2	
33	Lagos	485	453	93.4	32	x
34	Ogun	108	81	75.0	27	x
35	Ondo	185	153	82.7	32	x
36	Osun	142	120	84.5	22	x
37	Oyo	443	354	79.9	89	x
Total		5000	4057	79.3	943	

Table 3.4 Retrieval of Public Institutions' Job Creation Questionnaires

S/N	State	Expected	Covered	Response Rate	Outstanding
1	Benue	63	57	90.5	6
2	Kogi	70	28	40	42
3	Kwara	66	73	110.6	-7
4	Nasarawa	55	57	103.6	-2
5	Niger	81	67	82.7	14
6	Plateau	84	40	47.6	44
7	FCT	181	24	13.3	157
8	Adamawa	73	62	84.9	11
9	Bauchi	87	57	65.5	30
10	Borno	75	43	57.3	32
11	Gombe	77	66	85.7	11
12	Taraba	69	78	113	-9
13	Yobe	110	57	51.8	53
14	Jigawa	81	71	87.7	10
15	Kaduna	118	48	40.7	70
16	Kano	98	84	85.7	14
17	Katsina	61	51	83.6	10
18	Kebbi	67	67	100	0
19	Sokoto	72	67	93.1	5
20	Zamfara	83	123	148.2	-40
21	Abia	68	56	82.4	12
22	Anambra	49	56	114.3	-7
23	Ebonyi	75	66	88	9
24	Enugu	96	61	63.5	35
25	Imo	56	41	73.2	15

S/N	State	Expected	Covered	Response Rate	Outstanding
26	Akwa Ibom	56	64	114.3	-8
27	Bayelsa	85	63	74.1	22
28	Cross River	94	99	105.3	-5
29	Delta	74	42	56.8	32
30	Edo	54	70	129.6	-16
31	Rivers	71	67	94.4	4
32	Ekiti	86	85	98.8	1
33	Lagos	126	74	58.7	52
34	Ogun	82	73	89	9
35	Ondo	72	63	87.5	9
36	Osun	56	58	103.6	-2
37	Oyo	64	59	92.2	5
Total		2935	2317	78.9	803

3.6 Survey Instrument

The survey instruments used for data collection were:

- 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 the National Bureau of Statistics (NBS), Federal Ministry of Labour and Productivity, National Directorate of Employment (NDE), Office of the Chief Economic Adviser to the President and Federal Ministry of Youth Development.

3.7 Publicity

The importance of publicity cannot be over emphasized considering the fact that it creates awareness for the conduct of the survey and increases response rate. The publicity was carried out through electronic media, print media and sensitization letters to states and LGAs.

3.8 Training for Fieldwork

Two levels of training were organized for the survey. For the first level - the training-of-trainers (TOT), 86 officers comprised of 6 coordinators, 37 NBS headquarter staff, 6 zonal controllers and 37 state officers were trained as both trainers and monitors. The training was conducted at the NBS headquarters, Abuja for one day.

The second level training took place in 36 states and FCT, Abuja where interviewers and supervisors were trained for one (1) day.

3.9 Fieldwork Arrangement

In the establishment/public institutions component, 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, 1 supervisor supervised 5 interviewers. In all a total of 412 interviewers and 88 supervisors were used. Lodgement and retrieval of establishment/public institution questionnaires lasted for 15 days. Staff of State Statistical Agencies (SSAs) were involved in data collection as well, especially in canvassing the establishment and public institution components.

3.10 Monitoring of Fieldwork

To ensure quality data, instructions and procedures were fully followed by field personnel, monitoring of fieldwork was carried out by the NBS Headquarters staff, the NBS state officers, the NBS zonal controllers, stakeholders and independent monitors.

Monitoring instruments and guidelines were developed which were used for the monitoring exercise. The monitoring officers ensured strict compliance to retrieval schedule at the end of their visit. The monitoring exercise lasted 5 days for NBS H/Q staff and 4 days each for NBS State officers and zonal controllers respectively.

3.11 Coordination

Six members of the directorate in the NBS coordinated the survey activities at both trainings, fieldwork, data processing, and report writing stages for 5 days.

3.12 Data Processing and Analysis

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

3.13 Report Writing

Senior and experienced report writers from NBS were joined by officials from stakeholders to write the report.

3.14 Data Archiving, Documentation and Dissemination

A data management toolkit was used to document, disseminate and archive the data.

4 FORMAL & INFORMAL SECTOR

4.1 Formal Sector

4.1.1 General Description of Sample Characteristics

Samples studied, were selected based on twelve economic sectors as classified or described by the United Nations International Standard Industrial Classification Revision 3.1 (ISIC Rev_3.1) which include Agriculture, Hunting, Forestry and Fishing; Mining and Quarrying; Manufacturing; Building and Construction; Wholesale and Retail Trade, Repair of Motor Vehicle and Household Goods; Hotels and Restaurants; Transport, Storage and Communication; Financial Intermediation; Education; Real Estate, Renting and Business Activities; Health and Social Work; and Other Community, Social and Personal Service Activities.

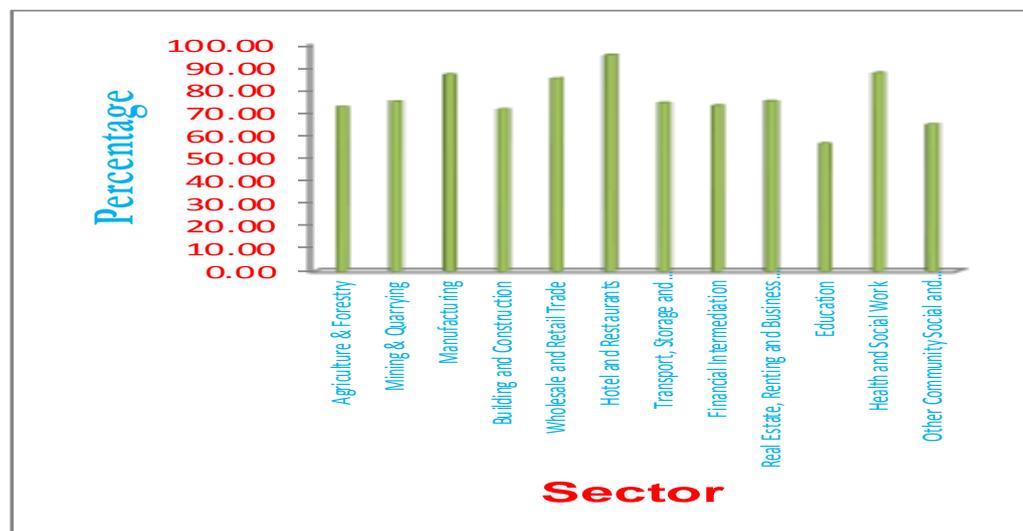
A total of 5,000 establishments were selected and distributed among the economic sectors in each state of the Federation and the Federal Capital Territory (FCT). The distribution by sector is as shown in Table 4.1 below.

Table 4.1 Distribution of Response Rate by Economic Sector

SECTOR	No. Expected	No. Achieved (Analyzable)	Response Rate
Agriculture, Hunting, Forestry and Fishing	500	360	72
Mining and Quarrying	43	32	74.42
Manufacturing	862	744	86.31
Construction	38	27	71.05
Wholesale and Retail Trade; Repair of Motor Vehicles and Household goods	607	513	84.51
Hotels and Restaurants	347	329	94.81
Transport, Storage and Communications	126	93	73.81
Financial Intermediation	464	337	72.63
Real Estate, Renting and Business Activities	728	543	74.59

SECTOR	No. Expected	No. Achieved (Analyzable)	Response Rate
Education	248	139	56.05
Health and Social Work	961	836	86.99
Other Community, Social and Personal Service Activities	76	49	64.47
Total	5,000	4,002	80.04

Figure 4.1 Percentage Distribution of Response Rate by Economic Sector at National Level



4.1.2 Legal Status

Survey results reveal that 63.9 per cent, being the highest, were registered as sole proprietorship. 18.7 per cent of businesses, being the second highest, are registered as private limited liability companies, while partnerships ranked third with 6.3 per cent. Statutory corporation recorded the least with less than 1 per cent.

On the whole, 98.7 per cent of the establishments are owned by private individuals and faith-based organisations. See Table 4.2.

Table 4.2 Percentage Distribution of Establishments by Legal Status

S/N	LEGAL STATUS	Percent
1	Sole Proprietorship	63.9
2	Partnership	6.3

S/N	LEGAL STATUS	Percent
3	Joint Venture	3.2
4	Private Limited Liability Company	18.7
5	Public Limited Liability Company	2.9
6	Co-operative	1.1
7	Statutory Corporation	0.2
8	Government Owned	1.1
9	Faith-based Organization	2.7
Total		100

4.1.3 Distribution of Jobs Created by Economic Sector – Third Quarter

The education sector had the highest number of jobs created in the third quarter 2012, which was 90,014 (54.8 per cent), followed by manufacturing sector, 22,954 (14.0 per cent).

The least number of jobs created was in mining and quarrying sector with 465 (0.3 per cent). See Table 4.3 below.

Table 4.3 Distribution of Jobs Created by Economic Sector

Sector	Jobs Created	Percentage Distribution
Agriculture, Hunting, Forestry and Fishing	3,074	1.87
Mining and Quarrying	465	0.28
Manufacturing	22,954	13.97
Construction	1,427	0.87
Wholesale and Retail Trade; Repair of Motor Vehicles and Household goods	7,220	4.39
Hotels and Restaurants	5,019	3.05
Transport, Storage and Communications	4,745	2.89
Financial Intermediation	6,579	4.00
Real Estate, Renting and Business Activities	11,563	7.04

Sector	Jobs Created	Percentage Distribution
Education	90,014	54.79
Health and Social Work	10,298	6.27
Other Community, Social and Personal Service Activities	934	0.57
TOTAL	164,293	100.00

4.1.4 Jobs Created by Economic Sector and Sex - Third Quarter

The education sector created the most number of jobs with 90,014, 44,526 of which were males and 45,488 females. The second highest sector was manufacturing, which recorded 22,954, jobs with 18,803 for males and 4,151 for females. Mining and quarrying generated the least jobs of 465 (340 for males and 126 for females). See Table 4.4 below.

Table 4.4 Distribution of Jobs Created by Economic Sector and Sex

Sector	Male	Female	All Total
Agriculture, Hunting, Forestry and Fishing	2,289	785	3,074
Mining and Quarrying	340	126	465
Manufacturing	18,803	4,151	22,954
Construction	1,283	144	1,427
Wholesale and Retail Trade; Repair of Motor Vehicles and Household goods	4,861	2,359	7,220
Hotels and Restaurants	2,485	2,533	5,019
Transport, Storage and Communications	3,220	1,525	4,745
Financial Intermediation	3,177	3,402	6,579
Real Estate, Renting and Business Activities	7,824	3,739	11,563
Education	44,526	45,488	90,014
Health and Social Work	3,432	6,866	10,298
Other Community, Social and Personal Service Activities	633	302	934

Sector	Male	Female	All Total
TOTAL	92,872	71,421	164,293

4.1.5 Jobs Created Among Youth (15-35 years) by Staff Cadre - Third Quarter

Among the Youths (15-35 years), a total of 115,362 jobs were created in the third quarter of 2012. Youth in Managerial, Professional and Technical Workers' positions had the highest number with 46,148 (40.0 per cent). Operatives recorded 24,469 (21.2 per cent). The position where the least number of jobs were created for youths was in the Consultant Cadre with 717 (0.6 per cent). See Table 4.5 below.

Table 4.5 Distribution of Jobs Created Among Youth by Staff Cadre and Sex

Staff Cadre	FULL-TIME			PART-TIME			TOTAL		ALL TOTAL	Per Cent All Total
	AGE (15 - 35)			AGE (15 - 35)			Male	Female		
	Male	Female	Total	Male	Female	Total				
Working Proprietors and active partners	5,909	3,507	9,416	1,779	894	2,673	7,688	4,401	12,089	10.48
Managerial, Professional and Technical Workers	20,091	25,091	45,182	627	339	966	20,718	25,430	46,148	40.00
Clerical and Related Office Workers	9,200	9,669	18,869	1,170	534	1,703	10,370	10,203	20,572	17.83
Consultants	264	217	481	61	175	236	325	392	717	0.62
Apprentices	4,278	1,998	6,276	709	712	1,420	4,987	2,710	7,696	6.67
Operatives	11,926	10,400	22,326	1,574	569	2,143	13,500	10,969	24,469	21.21
Unpaid Workers	126	404	530	371	49	420	497	453	950	0.82
Others	1,195	1,238	2,433	104	184	288	1,298	1,422	2,721	2.36
TOTAL	52,989	52,523	105,512	6,394	3,456	9,850	59,383	55,979	115,362	100.00

4.1.6 Jobs (Full and Part Time) Created among Youths (Age 15 - 35 years) by Economic Sector

Among the youths the number of jobs created was highest in the education sector with 63,629 jobs (55.2 per cent), followed by manufacturing with 11,502 jobs. Mining & Quarrying created the least number of new jobs with 362 (0.3 per cent). Out of the 115,362 jobs created for youth, 105,512 jobs (91.5 per cent) were for full time positions, while 9,850 (8.5 per cent) jobs were for part-time positions. See Table 4.6 below.

Table 4.6 Distribution of Jobs Created (Full and Part Time) among Youth by Economic Sector

SECTOR	FULL-TIME AGE (15 - 35)			PART - TIME AGE (15 - 35)			TOTAL		FULL & PART TIME TOTAL	Per Cent Total
	Male	Female	Total	Male	Female	Total	Male	Female		
	Agriculture, Hunting, Forestry and Fishing	588	216	804	1,296	395	1,691	1,884		
Mining and Quarrying	35	27	62	226	74	300	261	101	362	0.31
Manufacturing	7,260	2,656	9,916	1,010	576	1,587	8,270	3,232	11,502	9.97
Construction	576	37	613	92	84	176	668	121	789	0.68
Wholesale and Retail Trade; Repair of Motor Vehicles and Household goods	3,324	1,978	5,302	368	94	463	3,693	2,072	5,764	5.00
Hotels and Restaurants	2,055	2,282	4,337	71	70	142	2,126	2,352	4,479	3.88
Transport, Storage and Communications	1,811	1,026	2,836	86	121	206	1,896	1,146	3,043	2.64
Financial Intermediation	2,498	3,264	5,762	117	103	220	2,615	3,367	5,982	5.19
Real Estate, Renting and Business Activities	5,662	3,134	8,796	577	164	741	6,239	3,297	9,537	8.27
Education	27,086	32,920	60,007	2,090	1,532	3,622	29,176	34,453	63,629	55.16
Health and Social Work	1,664	4,762	6,427	380	163	543	2,045	4,925	6,970	6.04
Other Community, Social and Personal Service Activities	429	223	652	80	79	159	509	302	811	0.70
TOTAL	52,988	52,523	105,512	6,394	3,456	9,850	59,383	55,979	115,362	100.00

4.1.7 Distribution of Jobs Created by Staff Cadre and Sex - Third Quarter

Of the 164,293 of jobs created in the third quarter 2012, 92,872 were males and 71,421 were females.

Managerial, Professional and Technical Workers had the highest number of employment generated 68,005 (34,147 and 33,858 for males and females respectively). Operatives recorded 37,513 of which 24,723 were males and 12,790 were females. Clerical and Related Office Workers recorded 27,513 of which 14,011 were males and 13,503 were females. See Table 4.7 below.

 Table 4.7 Distribution of Jobs Created by Staff Cadre and Sex – Third Quarter

Staff Cadre	Male	Female	TOTAL
Working Proprietors and active partners	10,434	5,245	15,679
Managerial, Professional and Technical Workers	34,147	33,858	68,005
Clerical and Related Office Workers	14,011	13,503	27,513
Consultants	675	673	1,348
Apprentices	6,408	2,878	9,287
Operatives	24,723	12,790	37,513
Unpaid Workers	659	606	1,265
Others	1,814	1,867	3,681
TOTAL	92,872	71,421	164,293

4.1.8 Physically Challenged Persons Employed In Establishments by Economic Sector and Sex

It is observed that, a total of 7,446 physically challenged persons were newly employed by various businesses nationally. Out of this number males represented 71.8 per cent while females represented 28.2 per cent during the survey period.

On a sectoral basis, education sector recorded the highest number of 2,678 physically challenged persons with 36.0 per cent of which males had 63.6 per cent and females recorded 36.4 per cent. Manufacturing Sector establishments had 1,717 persons representing 23.1 per cent (of which males recorded 76.6 per cent and females had 23.4 per cent).

Agriculture, Hunting, Forestry and Fishing Sector recorded a total of 25 physically challenged persons representing 0.3 per cent of the total. See Table 6.13 in the annex.

4.1.9 Reasons for Hiring New Employees by Economic Sector

“To fill a position vacated by an ex-employee” recorded the highest percentage with 29.9 per cent, followed by “Business Expansion” with 20.2 per cent for reasons businesses stated for hiring new employees. See Table 6.19 in annex.

4.1.10 Employees that Exited by Staff Cadre

56,528 staff exited from various businesses in the 3rd quarter of 2012. Most of the staff that exited were from the clerical cadre.

Table 4.8 Distribution of Employees that Exited by Cadre

Staff Cadre	No of Employees	%
Working Proprietors and active partners	5,748	10.17
Managerial, Professional and Technical Workers	16,310	28.85
Clerical and Related Office Workers	18,549	32.81
Consultants	222	0.39
Apprentices	4,348	7.69
Operatives	9,890	17.50
Unpaid Workers	409	0.72
Others	1,052	1.86
Total	56,528	

4.1.11 Number of Employees that Exited by Economic Sector and Sex

Of the 56,528 workers who exited 32,782 (58 per cent) were males and 23,747 (42 per cent) were females.

The education sector had the most number of exits with 18,972 employees exiting, representing 33.6 per cent of all exits. Manufacturing sector with 12,801 (22.6 per cent) ranked second and Health & Social Work sector ranked third with 9,015 (16.0 per cent).

Table 4.9 Distribution of Employees that Exited by Economic Sector and Sex

Sector	Male	Female	Total	Per cent Total
Agriculture, Hunting, Forestry and Fishing	681	124	806	1.43
Mining and Quarrying	39	43	83	0.15
Manufacturing	9,792	3,008	12,801	22.64

Sector	Male	Female	Total	Per cent Total
Construction	764	0	764	1.35
Wholesale and Retail Trade; Repair of Motor Vehicles and Household goods	1,210	610	1,819	3.22
Hotels and Restaurants	1,127	1,218	2,345	4.15
Transport, Storage and Communications	496	315	811	1.43
Financial Intermediation	1,520	1,552	3,072	5.43
Real Estate, Renting and Business Activities	3,480	2,142	5,623	9.95
Education	8,851	10,121	18,972	33.56
Health and Social Work	4,542	4,473	9,015	15.95
Other Community, Social and Personal Service Activities	279	139	418	0.74
Total	32,781	23,747	56,528	

4.1.12 Reasons for exit by Staff Cadre and Sex -Third quarters 2012.

“To pursue further education” was given as the most popular reason for exits. This was followed by “Incompetence of Employee” with 9,133 staff (16.2 per cent). Among those that gave “to pursue further education” as the reason for exiting, Managerial, Professional and Technical Workers ranked the highest with 6,721 (33.5 per cent) employees, followed by Clerical and Related Office Workers with 4,909 staff (24.4 per cent). See Table 6.20 in appendix

4.2 Informal Sector

There are over 17 million enterprises that comprise the informal sector. The informal sector represents the greatest number of estimated jobs created with 240,359, which is 55.25 per cent of all jobs created in the Nigerian economy for the 3rd quarter of 2012.

5 PUBLIC INSTITUTIONS

5.1 Introduction

The Nigerian Government continues to remain a major employer of labour. For 3rd Quarter Job Creation Survey 2012, a total of 3,982 public institutions are reported on.

5.2 Reported Establishments

Table 5.1 below shows the distribution of reported establishments by types in Nigeria as at September 2012. The total number of establishments/institutions reported on was 3,982. Of these, about half, 48.8 per cent were state parastatals; 19.6 per cent and 19.4 per cent were state ministries and LGAs respectively. The least 0.7 per cent was attributed to Federal Ministries.

Table 5.1 Distribution of Reported Establishments

TYPE OF ESTABLISHMENT/INSTITUTION	REPORTED	%
FEDERAL MINISTRIES	27	0.7
FEDERAL PARASTATALS	212	5.3
STATE MINISTRIES	781	19.6
STATE PARASTATALS	1943	48.8
LOCAL GOVERNMENT AGENCIES	774	19.4
ACADEMIC INSTITUTIONS	211	5.3
RESEARCH INSTITUTES	33	0.8
TOTAL	3982	

5.3 Reported Establishments by State and Type.

Table 6.21 in the appendix provides the distribution of public institutions by state.

5.4 Number of Employees in Public Sector by Cadre

During the third quarter of 2012, the total number of employees in the public sector stood at 612,197, of which 65.4 per cent were males while the remaining 34.6 per cent were females. See annex.

5.5 Jobs Created by Type of Establishment, Age, Group and Gender

The total number of jobs created in public institutions was estimated to be 22,642 in the third quarter of 2012. Of these, 65.3 per cent were males. Academic institutions had the highest number of jobs created, taking 40 per cent of the total number. This was followed by the state parastatals with 32.2 per cent. Federal Ministries had the least number with 0.33 per cent.

Expectedly, age group '15-35', the age group for youth constituted the bulk of jobs created in this quarter with 72.8 per cent while the remaining 26.6 per cent represented age group '36 to 59'. Age group '60 & above' recorded 0.6 per cent of the total number of new employee.

6 ESTIMATED JOBS CREATED IN THE ECONOMY

Table 6.1 below shows that during the third quarter of 2012, 240,359 jobs are estimated to have been created in the informal sector, representing 55.25 per cent, followed by the formal sector with 164,293 jobs representing 38.45 per cent, and the public sector was 22,642, which is about 5.3 per cent. The total estimated number of jobs created in the Nigerian economy for the third quarter of 2012 came to 427,294.

Table 6.1 Estimated Jobs Created in the Economy

Sector	Q3 2012 Estimates
Formal	164,293
Public Institution	22,644
Informal	240,359
Total	427,294

ANNEX 1: Formal Sector

Table 6.2 Distribution of Employees (Full and Part Time) by Staff Cadre, Age Group and Sex

Staff Cadre	FULL-TIME						PART-TIME						TOTAL	
	AGE (15 - 35)			AGE (36+)			AGE (15 - 35)			AGE (36+)			Male	Female
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Working Proprietors and active partners	15,271	9,756	25,027	82,271	18,782	101,053	694	445	1,139	4,268	1,019	5,288	102,505	30
Managerial, Professional and Technical Workers	197,236	196,627	393,863	234,527	120,642	355,169	22,373	14,407	36,780	17,238	5,866	23,104	471,374	337
Clerical and Related Office Workers	147,351	159,209	306,559	129,278	68,813	198,091	6,174	4,850	11,024	3,298	963	4,262	286,101	233
Consultants	22,702	16,680	39,382	30,041	12,444	42,484	1,215	768	1,984	3,915	1,328	5,244	57,873	31
Apprentices	86,320	62,865	149,185	31,944	10,309	42,253	16,842	13,166	30,008	1,093	629	1,722	136,199	86
Operatives	209,100	107,273	316,373	137,137	37,278	174,415	16,459	7,660	24,118	15,402	2,373	17,776	378,097	154
Unpaid Workers	9,275	3,806	13,081	3,797	1,224	5,021	3,764	2,515	6,279	498	157	655	17,334	7
Others	12,953	13,587	26,540	12,780	7,643	20,424	5,859	819	6,678	2,527	384	2,912	34,120	22
TOTAL	700,207	569,802	1,270,010	661,774	277,136	938,910	73,381	44,630	118,011	48,240	12,720	60,961	1,483,603	904

Table 6.3 Distribution of Employees (Full and Part Time) by Staff Cadre and Sex

Staff Cadre	Full Time			Part Time			Total (Full and Part Time)				All Total	% All
	Male	Female	Total	Male	Female	Total	Male	%	Female	%		
Working Proprietors and active partners	97,542	28,538	126,080	4,963	1,464	6,427	102,505	77.36	30,002	22.64	132,507	5.55
Managerial, Professional and Technical Workers	431,762	317,270	749,032	39,611	20,273	59,884	471,374	58.27	337,543	41.73	808,916	33.88
Clerical and Related Office Workers	276,628	228,022	504,650	9,472	5,813	15,285	286,101	55.03	233,835	44.97	519,936	21.77
Consultants	52,742	29,124	81,866	5,131	2,096	7,227	57,873	64.96	31,220	35.04	89,093	3.73
Apprentices	118,264	73,174	191,438	17,935	13,795	31,730	136,199	61.03	86,968	38.97	223,167	9.35
Operatives	346,236	144,551	490,787	31,861	10,033	41,894	378,097	70.98	154,584	29.02	532,681	22.31
Unpaid Workers	13,072	5,030	18,102	4,262	2,672	6,934	17,334	69.24	7,702	30.76	25,036	1.05
Others	25,734	21,230	46,964	8,386	1,203	9,590	34,120	60.33	22,433	39.67	56,554	2.37
TOTAL	1,361,982	846,938	2,208,920	121,621	57,350	178,971	1,483,603	62.13	904,288	37.87	2,387,891	

Table 6.4 Distribution of Employees (Full and Part Time) by Economic Sector and Age Group

Sector	Full-Time		Part-Time		ALL TOTAL
	AGE (15 - 35)	AGE (36+)	AGE (15 - 35)	AGE (36+)	
	Total	Total	Total	Total	
Agriculture, Hunting, Forestry and Fishing	14,405	22,045	7,460	1,719	45,630
Mining and Quarrying	1,398	1,333	4,002	179	6,912
Manufacturing	188,925	123,060	17,829	9,944	339,759
Construction	9,516	9,550	637	94	19,796
Wholesale and Retail Trade; Repair of Motor Vehicles and Household goods	85,626	42,000	6,640	2,409	136,675
Hotels and Restaurants	62,773	20,366	1,520	591	85,250
Transport, Storage and Communications	36,045	40,553	1,040	635	78,273
Financial Intermediation	58,630	41,704	3,364	1,141	104,839
Real Estate, Renting and Business Activities	127,344	58,255	15,240	5,177	206,017
Education	581,936	521,515	52,980	35,267	1,191,698

Sector	Full-Time		Part-Time		ALL
Health and Social Work	87,025	54,786	6,728	3,779	152,318
Other Community, Social and Personal Service Activities	16,387	3,742	569	25	20,724
Total	1,270,010	938,910	118,011	60,961	2,387,891

Table 6.5 Distribution of Employee (Full and Part Time) by State, Age Group and Sex

State	Youths Age (15 - 35)						Youths Total	%	Age (36+)						36+ Total	%	All Total	% All
	Full Time		Part Time		Total				Full Time		Part Time		Total					
	Male	Female	Male	Female	Male	Female			Male	Female	Male	Female	Male	Female				
Abia	8,869	12,793	914	468	9,783	13,261	23,044	0.97	12,031	12,504	483	83	12,514	12,588	25,102	1.05	48,146	2.02
Adamawa	15,127	4,222	3,177	321	18,303	4,543	22,846	0.96	11,890	1,148	1,354	156	13,244	1,303	14,547	0.61	37,394	1.57
Akwa Ibom	15,399	7,636	2,407	692	17,807	8,328	26,135	1.09	3,924	1,193	88	11	4,011	1,204	5,215	0.22	31,350	1.31
Anambra	6,958	16,687	986	390	7,944	17,076	25,020	1.05	11,735	8,629	434	376	12,170	9,006	21,175	0.89	46,195	1.93
Bauchi	38,457	29,183	1,084	2,789	39,541	31,973	71,514	2.99	14,064	3,279	597	328	14,661	3,607	18,268	0.77	89,782	3.76
Bayelsa	14,141	18,739	85	973	14,226	19,713	33,938	1.42	13,671	7,037	103	0	13,774	7,037	20,812	0.87	54,750	2.29
Benue	17,164	18,467	611	457	17,775	18,924	36,699	1.54	8,945	7,912	151	56	9,096	7,968	17,065	0.71	53,763	2.25
Borno	6,260	690	1,851	39	8,111	729	8,840	0.37	30,313	2,567	137	2	30,450	2,569	33,019	1.38	41,859	1.75
Cross River	15,398	15,972	761	233	16,159	16,205	32,364	1.36	8,257	6,352	140	59	8,397	6,410	14,807	0.62	47,171	1.98
Delta	14,143	14,307	311	177	14,453	14,484	28,937	1.21	25,684	7,458	3,022	810	28,706	8,269	36,975	1.55	65,912	2.76
Ebonyi	6,047	7,985	3,939	5,631	9,986	13,616	23,602	0.99	4,613	3,221	226	100	4,839	3,321	8,160	0.34	31,762	1.33
Edo	33,536	31,098	388	170	33,923	31,268	65,192	2.73	38,412	8,548	996	41	39,408	8,590	47,997	2.01	113,189	4.74
Ekiti	12,310	14,461	834	847	13,144	15,308	28,452	1.19	4,977	2,209	174	0	5,151	2,209	7,359	0.31	35,811	1.50
Enugu	13,584	9,307	0	0	13,584	9,307	22,892	0.96	1,142	781	5	0	1,147	781	1,928	0.08	24,819	1.04
Gombe	7,386	1,020	1,610	666	8,996	1,686	10,682	0.45	4,252	328	112	28	4,364	356	4,721	0.20	15,403	0.65
Imo	5,853	11,131	533	296	6,386	11,426	17,812	0.75	7,754	4,036	1,500	129	9,255	4,165	13,419	0.56	31,231	1.31
Jigawa	10,772	2,784	106	156	10,878	2,940	13,818	0.58	6,945	654	311	0	7,256	654	7,910	0.33	21,728	0.91
Kaduna	16,729	10,070	799	242	17,528	10,312	27,840	1.17	24,966	4,257	664	264	25,630	4,522	30,152	1.26	57,992	2.43
Kano	51,299	12,848	3,636	78	54,935	12,926	67,861	2.84	33,453	1,720	1,415	9	34,868	1,730	36,598	1.53	104,459	4.37
Katsina	20,559	7,032	1,587	98	22,147	7,131	29,277	1.23	29,679	12,312	45	0	29,724	12,312	42,036	1.76	71,314	2.99
Kebbi	10,956	6,631	2,322	1,751	13,278	8,382	21,660	0.91	2,765	575	52	5	2,817	580	3,397	0.14	25,057	1.05
Kogi	24,944	19,979	786	311	25,730	20,290	46,020	1.93	39,000	9,895	382	495	39,382	10,390	49,772	2.08	95,792	4.01
Kwara	4,020	4,208	538	303	4,558	4,511	9,069	0.38	6,802	5,194	186	68	6,987	5,262	12,249	0.51	21,318	0.89
Lagos	85,763	87,607	3,674	2,629	89,436	90,236	179,672	7.52	84,063	46,565	2,397	1,395	86,460	47,960	134,419	5.63	314,091	13.15
Nassarawa	23,457	16,456	5,092	2,386	28,548	18,842	47,390	1.98	57,680	22,709	52	41	57,732	22,749	80,482	3.37	127,872	5.36
Niger	7,856	4,103	784	352	8,641	4,455	13,096	0.55	8,874	3,227	377	34	9,251	3,261	12,512	0.52	25,608	1.07

Ogun	7,285	6,698	798	873	8,083	7,571	15,654	0.66	4,254	4,180	297	56	4,552	4,236	8,788	0.37	24,442	1.02
Ondo	39,090	37,396	6,587	2,435	45,676	39,831	85,507	3.58	52,900	33,490	13,367	1,908	66,267	35,397	101,665	4.26	187,172	7.84
Osun	13,452	10,627	1,838	1,907	15,290	12,534	27,824	1.17	5,967	1,371	441	76	6,408	1,447	7,855	0.33	35,679	1.49
Oyo	33,151	33,492	1,945	4,840	35,096	38,332	73,429	3.08	25,243	10,497	3,920	3,713	29,162	14,210	43,372	1.82	116,801	4.89
Plateau	19,580	22,890	1,914	1,053	21,494	23,943	45,437	1.90	15,112	10,587	377	134	15,490	10,722	26,211	1.10	71,649	3.00
Rivers	16,640	18,837	888	350	17,528	19,186	36,714	1.54	13,378	9,189	425	142	13,804	9,331	23,134	0.97	59,849	2.51
Sokoto	14,761	4,326	597	353	15,358	4,679	20,038	0.84	6,806	246	61	56	6,867	302	7,169	0.30	27,207	1.14
Taraba	11,418	9,324	529	119	11,947	9,443	21,390	0.90	15,945	4,295	9,291	1,269	25,236	5,564	30,800	1.29	52,190	2.19
Yobe	4,294	2,676	977	0	5,271	2,676	7,947	0.33	3,504	611	181	0	3,685	611	4,295	0.18	12,243	0.51
Zamfara	11,991	5,807	10,182	1,973	22,172	7,780	29,953	1.25	8,807	2,681	4,284	867	13,091	3,549	16,640	0.70	46,592	1.95
FCT	41,558	32,312	8,313	8,271	49,871	40,583	90,453	3.79	13,966	15,675	193	10	14,160	15,685	29,845	1.25	120,298	5.04
TOTAL	700,207	569,802	73,381	44,630	773,588	614,432	1,388,020	58.13	661,774	277,136	48,240	12,720	710,015	289,856	999,871	41.87	2,387,891	100.00

Table 6.6 Distribution of Jobs for Youths (Full and Part Time by Staff Cadre

Staff Cadre	Youth Age (15 - 35)			%
	Full Time	Part Time	Total	
Working Proprietors and active partners	25,027	1,139	26,166	1.89
Managerial, Professional and Technical Workers	393,863	36,780	430,644	31.03
Clerical and Related Office Workers	306,559	11,024	317,583	22.88
Consultants	39,382	1,984	41,365	2.98
Apprentices	149,185	30,008	179,193	12.91
Operatives	316,373	24,118	340,491	24.53
Unpaid Workers	13,081	6,279	19,360	1.39
Others	26,540	6,678	33,218	2.39
TOTAL	1,270,010	118,011	1,388,020	

Table 6.7 Distribution of Jobs for Youths (Full and Part Time) by Economic Sector

Sector	YOUTHS AGE(15 - 35)			% Total
	Full Time	Part Time	Total	
Agriculture, Hunting, Forestry and Fishing	14,405	7,460	21,865	1.58
Mining and Quarrying	1,398	4,002	5,400	0.39
Manufacturing	188,929	17,829	206,758	14.9
Construction	9,516	637	10,153	0.73
Wholesale and Retail Trade; Repair of Motor Vehicles and Household goods	85,626	6,640	92,265	6.65
Hotels and Restaurants	62,773	1,520	64,293	4.63

Sector	YOUTHS AGE(15 - 35)			% Total
Transport, Storage and Communications	36,045	1,040	37,085	2.67
Financial Intermediation	58,630	3,364	61,994	4.47
Real Estate, Renting and Business Activities	127,344	15,240	142,584	10.27
Education	581,936	52,980	634,917	45.74
Health and Social Work	87,025	6,728	93,753	6.75
Other Community, Social and Personal Service Activities	16,387	569	16,956	1.22
Total	1,270,014	118,011	1,388,024	100

Table 6.8 Distribution of Youth Employees by State

State	No of Youth	% Total
Abia	23,044	1.66
Adamawa	22,846	1.65
Akwa Ibom	26,135	1.88
Anambra	25,020	1.8
Bauchi	71,514	5.15
Bayelsa	33,938	2.45
Benue	36,699	2.64
Borno	8,840	0.64
Cross River	32,364	2.33
Delta	28,937	2.08
Ebonyi	23,602	1.7
Edo	65,192	4.7
Ekiti	28,452	2.05
Enugu	22,892	1.65
Gombe	10,682	0.77
Imo	17,812	1.28
Jigawa	13,818	1
Kaduna	27,840	2.01
Kano	67,861	4.89
Katsina	29,277	2.11
Kebbi	21,660	1.56
Kogi	46,020	3.32

State	No of Youth	% Total
Kwara	9,069	0.65
Lagos	179,672	12.94
Nassarawa	47,390	3.41
Niger	13,096	0.94
Ogun	15,654	1.13
Ondo	85,507	6.16
Osun	27,824	2
Oyo	73,429	5.29
Plateau	45,437	3.27
Rivers	36,714	2.65
Sokoto	20,038	1.44
Taraba	21,390	1.54
Yobe	7,947	0.57
Zamfara	29,953	2.16
FCT	90,453	6.52
Total	1,388,020	

Table 6.9 Distribution of New Employees (Full and Part Time) by Staff Cadre, Age Group and Sex

Staff Cadre	FULL-TIME						PART-TIME						TOTAL		ALL TOTAL	% All
	AGE (15 - 35)			AGE (36+)			AGE (15 - 35)			AGE (36+)			Male	Female		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total				
Working Proprietors and active partners	5,909	3,507	9,416	2,535	637	3,172	1,779	894	2,673	211	206	417	10,434	5,245	15,679	9.54
Managerial, Professional and Technical Workers	20,091	25,091	45,182	13,237	8,264	21,500	627	339	966	193	165	358	34,147	33,858	68,005	41.39
Clerical and Related Office Workers	9,200	9,669	18,869	3,392	3,269	6,662	1,170	534	1,703	249	31	280	14,011	13,503	27,513	16.75
Consultants	264	217	481	184	217	402	61	175	236	166	64	230	675	673	1,348	0.82
Apprentices	4,278	1,998	6,276	1,381	169	1,549	709	712	1,420	41	0	41	6,408	2,878	9,287	5.65
Operatives	11,926	10,400	22,326	10,225	1,706	11,932	1,574	569	2,143	997	115	1,112	24,723	12,790	37,513	22.83
Unpaid Workers	126	404	530	162	153	315	371	49	420	0	0	0	659	606	1,265	0.77
Others	1,195	1,238	2,433	458	434	892	104	184	288	58	11	69	1,814	1,867	3,681	2.24
TOTAL	52,989	52,523	105,512	31,575	14,849	46,424	6,394	3,456	9,850	1,915	592	2,507	92,872	71,421	164,293	

Table 6.10 Distribution of New Employees (Full and Part Time) By Cadre and Sex

Staff Cadre	Full Time		Part Time		TOTAL				All Total	% All
	Male	Female	Male	Female	Male	%	Female	%		
Working Proprietors and active partners	8,445	4,144	1,990	1,100	10,434	66.55	5,245	33.45	15,679	9.54
Managerial, Professional and Technical Workers	33,320	33,355	820	504	34,140	50.21	33,858	49.79	67,999	41.39
Clerical and Related Office Workers	12,592	12,938	1,418	565	14,011	50.92	13,503	49.08	27,513	16.75
Consultants	448	434	227	239	675	50.09	673	49.91	1,348	0.82
Apprentices	5,659	2,167	750	712	6,408	69.01	2,878	30.99	9,287	5.65
Operatives	22,151	12,106	2,571	684	24,723	65.9	12,790	34.1	37,513	22.83
Unpaid Workers	288	557	371	49	659	52.09	606	47.91	1,265	0.77
Others	1,659	1,672	162	195	1,821	49.38	1,867	50.62	3,688	2.24
TOTAL	84,563	67,373	8,309	4,048	92,872	56.53	71,421	43.47	164,293	

Table 6.11 Distribution of New Employees by Age and Economic Sector

SECTOR	FULL-TIME						PART - TIME						TOTAL		FULL & PART TIME TOTAL
	AGE (15 - 35)			AGE (36+)			AGE (15 - 35)			AGE (36+)			Male	Female	
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total			
Agriculture, Hunting, Forestry and Fishing	588	216	804	149	73	222	1,296	395	1,691	255	102	357	2,289	785	3,074
Mining and Quarrying	35	27	62	48	25	73	226	74	300	31	0	31	340	126	465
Manufacturing	7,253	2,656	9,909	9,757	772	10,529	1,010	576	1,587	783	147	930	18,803	4,151	22,954
Construction	576	37	613	615	24	639	92	84	176	0	0	0	1,283	144	1,427
Wholesale and Retail Trade; Repair of Motor Vehicles and Household goods	3,324	1,978	5,302	1,120	287	1,408	368	94	463	48	0	48	4,861	2,359	7,220
Hotels and Restaurants	2,055	2,282	4,337	296	161	457	71	70	142	63	19	83	2,485	2,533	5,019
Transport, Storage and Communications	1,811	1,026	2,836	1,324	379	1,702	86	121	206	0	0	0	3,220	1,525	4,745
Financial Intermediation	2,498	3,264	5,762	516	36	552	117	103	220	45	0	45	3,177	3,402	6,579

SECTOR	FULL-TIME						PART - TIME						TOTAL		FULL & PART
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	
Real Estate, Renting and Business Activities	5,662	3,134	8,796	1,184	348	1,532	577	164	741	401	93	495	7,824	3,739	11,563
	AGE (15 - 35)			AGE (36+)			AGE (15 - 35)			AGE (36+)					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	
Education	27,086	32,920	60,007	15,211	11,036	26,247	2,090	1,532	3,622	139	0	139	44,526	45,488	90,014
Health and Social Work	1,664	4,762	6,427	1,231	1,710	2,941	380	163	543	156	230	386	3,432	6,866	10,298
Other Community, Social and Personal Service Activities	429	223	652	123	0	123	80	79	159	0	0	0	633	302	934
Total	52,981	52,523	105,505	31,575	14,849	46,424	6,394	3,456	9,850	1,922	592	2,514	92,872	71,421	164,293

Table 6.12 Distribution of New Employees (Full and Part Time) by State, Age Group and Sex

STATE	Youths Age (15 - 35)						Youths Total	per cent	Age (36+)						36+ Total	per cent	All Total
	Full Time		Part Time		Total				Full Time		Part Time		Total				
	Male	Female	Male	Female	Male	Female			Male	Female	Male	Female	Male	Female			
Abia	1,513	2,549	11	29	1,524	2,578	4,102	2.50	1,150	1,272	143	0	1,293	1,272	2,565	1.56	6,667
Adamawa	453	141	85	27	538	169	706	0.43	1,055	103	0	0	1,055	103	1,157	0.70	1,863
Akwa Ibom	1,330	878	738	460	2,068	1,338	3,406	2.07	53	28	17	0	70	28	97	0.06	3,503
Anambra	1,141	1,850	50	314	1,191	2,164	3,356	2.04	959	634	152	161	1,111	795	1,906	1.16	5,261
Bauchi	459	409	238	0	697	409	1,106	0.67	302	19	0	0	302	19	321	0.20	1,427
Bayelsa	1,826	3,543	312	34	2,138	3,576	5,714	3.48	1,148	1,002	0	0	1,148	1,002	2,150	1.31	7,864
Benue	1,741	2,211	4	4	1,745	2,215	3,960	2.41	521	4	38	13	560	16	576	0.35	4,536
Borno	152	10	752	9	904	18	922	0.56	418	0	81	0	499	0	499	0.30	1,420
Cross River	950	1,956	30	13	980	1,969	2,949	1.80	187	281	41	17	228	298	526	0.32	3,475
Delta	1,248	584	0	0	1,248	584	1,832	1.11	147	63	38	0	185	63	248	0.15	2,080
Ebonyi	86	350	113	11	199	361	560	0.34	0	0	0	0	0	0	0	0.00	560
Edo	1,551	991	200	239	1,751	1,230	2,981	1.81	1,764	368	8	0	1,772	368	2,141	1.30	5,122
Ekiti	3,231	3,916	418	0	3,649	3,916	7,565	4.60	319	155	0	0	319	155	474	0.29	8,040
Enugu	1,701	1,703	0	0	1,701	1,703	3,404	2.07	419	262	15	45	434	307	741	0.45	4,145
Gombe	208	52	58	18	267	70	337	0.21	15	0	0	0	15	0	15	0.01	352
Imo	500	691	241	170	741	861	1,601	0.97	99	155	268	22	366	177	543	0.33	2,144
Jigawa	917	383	48	0	965	383	1,348	0.82	825	0	0	96	825	96	920	0.56	2,269
Kaduna	869	748	117	35	986	783	1,769	1.08	922	31	6	0	929	31	960	0.58	2,729
Kano	2,787	505	119	0	2,906	505	3,411	2.08	7,906	504	682	0	8,589	504	9,093	5.53	12,504
Katsina	251	52	167	103	418	155	573	0.35	728	33	0	0	728	33	761	0.46	1,334
Kebbi	38	8	0	0	38	8	47	0.03	0	0	19	0	19	0	19	0.01	66
Kogi	793	1,054	5	0	798	1,054	1,852	1.13	75	8	0	0	75	8	83	0.05	1,936
Kwara	611	746	45	19	656	766	1,422	0.87	236	155	29	4	265	159	423	0.26	1,845

Lagos	6,420	9,412	906	724	7,325	10,136	17,462	10.63	4,453	3,529	32	0	4,485	3,529	8,014	4.88	25,475
Nassarawa	524	239	130	74	654	313	967	0.59	248	12	19	0	267	12	279	0.17	1,246
Niger	544	387	132	32	676	419	1,095	0.67	123	12	4	0	127	12	139	0.08	1,234
Ogun	464	405	62	85	526	491	1,017	0.62	103	5	7	0	110	5	115	0.07	1,132
Ondo	2,997	4,281	93	132	3,090	4,413	7,503	4.57	4,594	2,112	39	44	4,633	2,157	6,790	4.13	14,293
Osun	841	625	617	19	1,457	645	2,102	1.28	175	290	10	0	184	290	475	0.29	2,577
Oyo	2,473	2,053	50	195	2,523	2,249	4,772	2.90	746	598	29	59	776	657	1,432	0.87	6,204
Plateau	1,344	1,513	48	30	1,391	1,544	2,935	1.79	141	72	79	62	220	134	353	0.22	3,289
Rivers	3,078	3,061	145	42	3,223	3,103	6,325	3.85	874	2,393	20	0	894	2,393	3,288	2.00	9,613
Sokoto	1,634	234	191	99	1,825	333	2,158	1.31	137	11	68	42	205	53	258	0.16	2,416
Taraba	3,841	1,195	0	0	3,841	1,195	5,036	3.07	72	8	0	0	72	8	80	0.05	5,116
Yobe	738	0	0	0	738	0	738	0.45	5	0	2	2	7	2	9	0.01	747
Zamfara	2,169	2,008	189	90	2,357	2,098	4,455	2.71	448	697	76	25	524	722	1,246	0.76	5,701
FCT	1,559	1,777	81	449	1,640	2,226	3,866	2.35	209	33	0	0	209	33	242	0.15	4,108
TOTAL	52,981	52,523	6,394	3,456	59,376	55,979	115,355	70.21	31,575	14,849	1,922	592	33,496	15,442	48,938	29.79	164,293

Table 6.13 Distribution of Physically Challenged Persons Employed in Establishment by Economic Sector and Sex

SECTOR	Male		Female		TOTAL	% All
	Number	%	Number	%		
Agriculture, Hunting and Forestry	20	78.57	5	21.43	25	0.34
Manufacturing	1,315	76.63	401	23.37	1,717	23.05
Construction	34	100.00	0	0.00	34	0.46
Wholesale and Retail Trade; Repair of Motor Vehicles and Hou	1,311	87.05	195	12.95	1,506	20.22
Hotels and Restaurants	144	58.31	103	41.69	247	3.31
Transport, Storage and Communications	145	94.92	8	5.08	153	2.06
Financial Intermediation	84	78.01	24	21.99	108	1.45
Real Estate, Renting and Business Activities	131	100.00	0	0.00	131	1.76
Education	1,703	63.59	975	36.41	2,678	35.96
Health and Social Work	420	52.13	386	47.87	806	10.82
Other Community, Social and Personal Service Activities	41	95.72	2	4.28	43	0.57
TOTAL	5,348	71.82	2,099	28.18	7,446	

Table 6.14 Distribution of New Employees by Occupation and Sex

ISCO CODE	Full Time				Part Time				Total		Total
	Male	Female	Total	per cent	Male	Female	Total	per cent	Male	Female	
Managing directors and chief executives	71	35	106	100.00	0	0	0	0.00	71	35	106
Business services and administration managers	2,053	504	2,556	71.76	697	310	1,006	28.24	2,749	814	3,563
Sales, marketing and development managers	596	484	1,080	69.64	269	202	471	30.36	865	686	1,551
Production managers in agriculture, forestry and fisheries	45	4	48	100.00	0	0	0	0.00	45	4	48
Manufacturing, mining, construction, and distribution manage	267	19	286	90.91	29	0	29	9.09	296	19	315
Information and communications technology service managers	67	31	98	100.00	0	0	0	0.00	67	31	98
Professional services managers	394	155	549	100.00	0	0	0	0.00	394	155	549
Hotel and restaurant managers	329	747	1,076	100.00	0	0	0	0.00	329	747	1,076
Retail and wholesale trade managers	57	29	85	81.64	19	0	19	18.36	76	29	104
Other services managers	78	16	94	95.69	4	0	4	4.31	82	16	98
Physical and earth science professionals	49	7	56	47.27	31	31	62	52.73	80	38	118
Engineering professionals (excluding electro technology)	260	92	352	83.48	7	62	70	16.52	267	154	421
Electro technology engineers	184	7	191	96.34	7	0	7	3.66	191	7	199
Architects, planners, surveyors and designers	694	311	1,005	95.28	50	0	50	4.72	744	311	1,055
Medical doctors	310	151	462	76.83	83	57	139	23.17	393	208	601
Nursing and midwifery professionals	108	3,874	3,982	99.57	4	13	17	0.43	113	3,886	3,999
Traditional and complementary medicine professionals	2	0	2	100.00	0	0	0	0.00	2	0	2
Paramedical practitioners	74	0	74	94.40	4	0	4	5.60	79	0	79
Veterinarians	0	0	0	0.00	2	0	2	100.00	2	0	2
Other health professionals	352	492	844	94.42	22	28	50	5.58	374	520	894
University and higher education teachers	7,666	2,092	9,757	100.00	0	0	0	0.00	7,666	2,092	9,757
Vocational educational teachers	2,786	3,204	5,990	82.69	836	418	1,254	17.31	3,622	3,622	7,244
Secondary education teachers	13,530	15,221	28,751	98.10	557	0	557	1.90	14,088	15,221	29,308
Primary school and early childhood teachers	6,585	9,799	16,384	96.55	139	446	586	3.45	6,725	10,245	16,970
Other teaching professionals	2,019	3,626	5,644	81.75	701	559	1,260	18.25	2,719	4,185	6,904
Finance professional	595	433	1,028	95.36	50	0	50	4.64	645	433	1,078
Administration professionals	786	319	1,106	84.21	202	5	207	15.79	988	325	1,313
Sales, marketing and public relations professionals	748	1,737	2,485	97.97	33	18	52	2.03	781	1,755	2,536
Software and applications developers and analysis	375	100	475	86.60	73	0	73	13.40	449	100	548

Database and network professionals	188	37	225	85.68	31	6	38	14.32	220	43	263
Legal professionals	141	130	271	50.83	200	62	262	49.17	340	192	532
Librarians archivists and curators	89	38	127	73.93	22	22	45	26.07	111	61	172
Social and religious professionals	10	10	19	100.00	0	0	0	0.00	10	10	19
Creative and performing artists	19	19	38	100.00	0	0	0	0.00	19	19	38
Physical and engineering science technicians	268	22	290	97.30	8	0	8	2.70	276	22	298
Mining, Manufacturing and construction supervisors	45	0	45	100.00	0	0	0	0.00	45	0	45
Process control technicians	101	168	268	100.00	0	0	0	0.00	101	168	268
Life science technicians and related associate professionals	39	13	52	100.00	0	0	0	0.00	39	13	52
Medical and pharmaceutical technicians	81	81	162	89.43	19	0	19	10.57	101	81	182
Nursing and midwifery associate professionals	278	556	834	93.83	25	30	55	6.17	304	585	889
Veterinary technicians and assistants	4	0	4	33.33	8	0	8	66.67	13	0	13
Other health associate professionals	234	404	638	91.21	23	38	61	8.79	257	442	700
Financial and mathematical associate professionals	463	83	546	99.67	2	0	2	0.33	465	83	548
Sales and purchasing agents and brokers	157	166	323	100.00	0	0	0	0.00	157	166	323
Business services agents	58	29	88	36.40	25	128	153	63.60	83	157	240
Administrative and specialized secretaries	224	281	506	92.16	43	0	43	7.84	267	281	549
Regulatory government associate professionals	143	0	143	100.00	0	0	0	0.00	143	0	143
Legal, social and religious associate professionals	1,273	1,685	2,958	100.00	0	0	0	0.00	1,273	1,685	2,958
Artistic, cultural and culinary associate professionals	31	40	71	100.00	0	0	0	0.00	31	40	71
Information and communications technology operations and use	589	497	1,086	86.13	28	147	175	13.87	616	644	1,261
Telecommunications and broadcasting technicians	139	139	279	100.00	0	0	0	0.00	139	139	279
General office clerks	2,320	1,237	3,557	87.35	476	39	515	12.65	2,796	1,276	4,072
Secretaries (general)	69	1,528	1,597	99.45	4	4	9	0.55	73	1,532	1,605
Keyboard operators	80	12	92	95.60	4	0	4	4.40	84	12	96
Tellers, money collectors and related clerks	459	395	853	87.76	119	0	119	12.24	578	395	972
Client information workers	160	169	329	100.00	0	0	0	0.00	160	169	329
Numerical clerks	225	94	318	100.00	0	0	0	0.00	225	94	318
Material-recording and transport clerks	10	19	28	100.00	0	0	0	0.00	10	19	28
Other clerical support workers	916	210	1,126	99.47	6	0	6	0.53	922	210	1,132
Travel attendants, conductors and guides	564	117	682	93.49	29	18	48	6.51	594	135	729
Cooks	122	623	745	71.56	288	8	296	28.44	411	630	1,041
Waiters and bartenders	416	260	676	94.47	24	16	40	5.53	440	276	716
Hairdressers, beauticians and related workers	100	142	242	67.74	85	31	115	32.26	185	173	358
Building and housekeeping supervisors	71	16	87	100.00	0	0	0	0.00	71	16	87

Other personal services workers	691	358	1,049	84.89	187	0	187	15.11	878	358	1,236
Street and market salespersons	151	117	269	97.14	0	8	8	2.86	151	125	277
Shop salespersons	443	178	621	87.84	57	29	86	12.16	501	207	707
Cashiers and ticket clerks	1,601	1,380	2,981	99.61	8	4	12	0.39	1,609	1,384	2,992
Other sales workers	739	700	1,439	94.01	64	28	92	5.99	803	728	1,531
Child care workers and teachers' aides	139	279	418	100.00	0	0	0	0.00	139	279	418
Personal care workers in health services	76	225	301	100.00	0	0	0	0.00	76	225	301
Protective services workers	1,663	157	1,820	84.90	265	59	324	15.10	1,928	216	2,144
Market gardeners and crop growers	37	27	64	71.15	13	13	26	28.85	50	40	90
Animal producers	43	4	47	92.76	0	4	4	7.24	43	7	50
Mixed crop and animal producers	13	4	16	100.00	0	0	0	0.00	13	4	16
Forestry and related workers	90	27	117	66.97	49	9	58	33.03	139	36	175
Fishery workers, hunters and trappers	38	7	46	89.29	5	0	5	10.71	44	7	51
Subsistence crop farmers	49	5	55	100.00	0	0	0	0.00	49	5	55
Subsistence livestock farmers	75	25	100	72.37	38	0	38	27.63	113	25	138
Subsistence mixed crop and livestock farmers	55	15	69	21.35	131	124	255	78.65	186	138	324
Building frame and related trade workers	232	0	232	100.00	0	0	0	0.00	232	0	232
Building finishers and related trades workers	52	93	145	100.00	0	0	0	0.00	52	93	145
Painters, building structure cleaners and related trades wor	28	5	33	63.26	14	5	19	36.74	42	10	52
Sheet and structural metal workers, moulders and welders, an	296	58	354	94.18	20	2	22	5.82	316	59	376
Blacksmiths, toolmakers and related trades workers	426	0	426	91.80	38	0	38	8.20	465	0	465
Machinery mechanics and repairers	669	8	677	82.67	142	0	142	17.33	811	8	819
Handicraft workers	132	18	150	94.02	10	0	10	5.98	141	18	159
Printing trades workers	205	47	252	100.00	0	0	0	0.00	205	47	252
Electrical equipment installers and repairers	92	0	92	47.89	100	0	100	52.11	191	0	191
Food processing and related trades workers	534	136	670	84.20	58	67	126	15.80	592	203	795
Wood treaters, cabinet-makers and related trades workers	150	0	150	100.00	0	0	0	0.00	150	0	150
Garment and related trades workers	41	38	80	100.00	0	0	0	0.00	41	38	80
Other craft and related workers	77	0	77	56.09	60	0	60	43.91	137	0	137
Mining and mineral processing plant operators	11	0	11	3.05	132	219	351	96.95	143	219	362
Metal processing and finishing plant operators	123	67	190	66.64	95	0	95	33.36	219	67	286
Chemical and photographic products plant and machine operato	100	64	164	100.00	0	0	0	0.00	100	64	164
Rubber, plastic and paper products machine operators	994	265	1,258	98.51	19	0	19	1.49	1,013	265	1,278
Textile, fur and leather products machine operators	473	135	608	72.99	225	0	225	27.01	698	135	833
Food and related products machine operators	621	214	835	82.01	30	153	183	17.99	651	367	1,018

Other stationary plant and machine operators	1,519	928	2,447	99.85	4	0	4	0.15	1,523	928	2,451
Assemblers	31	0	31	100.00	0	0	0	0.00	31	0	31
Locomotive engine drivers and related workers	197	4	201	87.58	29	0	29	12.42	226	4	230
Car, van and motorcycle drivers	2,424	565	2,989	97.33	82	0	82	2.67	2,506	565	3,071
Heavy truck and bus drivers	2,239	0	2,239	97.28	63	0	63	2.72	2,301	0	2,301
Mobile plant operators	805	9	813	98.47	8	4	13	1.53	813	13	826
Ships' deck crews and related workers	29	0	29	100.00	0	0	0	0.00	29	0	29
Domestic, hotel and office cleaners and helpers	1,203	2,546	3,749	97.08	33	79	113	2.92	1,236	2,626	3,862
Vehicle, window, laundry and other hand cleaning workers	220	271	491	95.88	8	13	21	4.12	229	283	512
Agricultural, forestry and fishery labourers	505	166	671	28.06	1,624	96	1,721	71.94	2,129	263	2,392
Mining and construction labourers	173	91	263	60.68	84	87	171	39.32	256	177	434
Manufacturing labourers	2,164	167	2,331	91.14	227	0	227	8.86	2,391	167	2,558
Transport and storage labourers	571	29	600	89.99	57	10	67	10.01	628	38	666
Food preparation assistants	225	193	418	95.64	19	0	19	4.36	244	193	437
Street and related service workers	274	106	379	100.00	0	0	0	0.00	274	106	379
Street vendors (excluding food)	39	15	54	100.00	0	0	0	0.00	39	15	54
Refuse workers	36	434	470	92.67	19	18	37	7.33	55	452	507
Other elementary workers	6,684	4,669	11,353	84.75	906	1,137	2,043	15.25	7,590	5,806	13,396
TOTAL	81,661	67,553	149,214	10,163	10,213	4,867	15,080	1,537	91,873	72,420	164,293

Table 6.15 Distribution of Employees (Full and Part Time) that Exited by Staff Cadre and Sex

Staff Cadre	Full Time					Part Time					Total All	%
	Male		Female		Total	Male		Female		Total		
	Number	%	Number	%		Number	%	Number	%			
Working Proprietors and active partners	3,083	58.67	2,172	41.33	5,256	167	33.97	325	66.03	492	5,748	10.17
Managerial, Professional and Technical Workers	7,852	52.51	7,101	47.49	14,953	948	69.86	409	30.14	1,357	16,310	28.85
Clerical and Related Office Workers	9,678	57.32	7,205	42.68	16,884	142	8.54	1,523	91.46	1,666	18,549	32.81
Consultants	85	52.92	75	47.08	160	62	100	0	0	62	222	0.39
Apprentices	2,553	64.09	1,430	35.91	3,983	13	3.47	352	96.53	364	4,348	7.69
Operatives	6,639	75.52	2,151	24.48	8,790	859	78.09	241	21.91	1,100	9,890	17.5
Unpaid Workers	230	58.45	164	41.55	394	11	0	4	0	15	409	0.72
Others	398	40.35	588	59.65	985	62	93.19	5	6.81	66	1,052	1.86
Total	30,518	59.37	20,888	40.63	51,405	2,264	44.19	2,859	55.81	5,123	56,528	

Table 6.16 Distribution of Employees (Full and Part Time) that Exited by Economic Sector and Sex

SECTOR	FULL TIME					PART TIME					Total All	% All
	Male		Female		Total	Male		Female		Total		
	Number	%	Number	%		Number	%	Number	%			
Agriculture, Hunting, Forestry and Fishing	627	85.71	105	14.29	731	54	73.15	20	26.85	74	806	1.43
Mining and Quarrying	39	56.06	31	43.94	70	0	0.00	12	100.00	12	83	0.15
Manufacturing	9,318	86.95	1,399	13.05	10,718	474	22.75	1,609	77.25	2,083	12,801	22.64
Construction	647	100.00	0	0.00	647	117	100.00	0	0.00	117	764	1.35
Wholesale and Retail Trade; Repair of Motor Vehicles and Household goods	1,190	66.13	610	33.87	1,800	19	100.00	0	0.00	19	1,819	3.22
Hotels and Restaurants	1,061	47.92	1,154	52.08	2,215	66	50.55	64	49.45	130	2,345	4.15
Transport, Storage and Communications	496	61.11	315	38.89	811	0	0.00	0	0.00	0	811	1.43
Financial Intermediation	1,474	49.22	1,521	50.78	2,995	46	59.30	32	40.70	78	3,072	5.43
Real Estate, Renting and Business Activities	3,042	66.24	1,551	33.76	4,593	438	42.55	592	57.45	1,030	5,623	9.95
Education	7,876	44.80	9,703	55.20	17,579	975	70.00	418	30.00	1,393	18,972	33.56
Health and Social Work	4,468	50.60	4,361	49.40	8,829	74	39.71	112	60.29	186	9,015	15.95

SECTOR	FULL TIME					PART TIME					Total	% All
Other Community, Social and Personal Service Activities	279	66.79	139	33.21	418	0	0.00	0	0.00	0	418	0.74
TOTAL	30,518	59.37	20,888	40.63	51,405	2,264	44.19	2,859	55.81	5,123	56,528	

Table 6.17 Distribution of Employees (Full and Part Time) that Exited by State and Sex

SECTOR	FULL TIME					PART TIME					Total All	% All
	Male		Female		Total	Male		Female		Total		
	Num	%	Num	%		Num	%	Num	%			
Abia	3,114	72.36	1,190	27.64	4,304	0	0.00	4	100.00	4	4,308	7.62
Adamawa	266	16.72	1,326	83.28	1,592	12	86.91	2	13.09	14	1,606	2.84
Akwa Ibom	993	46.91	1,123	53.09	2,116	2	25.00	5	75.00	7	2,123	3.76
Anambra	359	49.86	361	50.14	720	0	0.00	13	100.00	13	733	1.30
Bauchi	156	88.29	21	11.71	176	24	60.00	16	40.00	40	216	0.38
Bayelsa	1,206	48.21	1,296	51.79	2,502	2	100.00	0	0.00	2	2,504	4.43
Benue	316	45.92	373	54.08	689	0	0.00	0	0.00	0	689	1.22
Borno	569	95.30	28	4.70	597	50	84.80	9	15.20	59	656	1.16
Cross River	594	75.14	197	24.86	791	60	93.31	4	6.69	65	855	1.51
Delta	762	58.29	545	41.71	1,308	42	14.53	249	85.47	291	1,599	2.83
Ebonyi	22	11.85	166	88.15	189	0	0.00	12	100.00	12	201	0.36
Edo	1,101	65.94	569	34.06	1,670	132	40.28	196	59.72	328	1,998	3.53
Ekiti	746	70.91	306	29.09	1,052	0	0.00	139	100.00	139	1,191	2.11
Enugu	708	54.35	595	45.65	1,303	0	0.00	39	100.00	39	1,342	2.37
Gombe	12	27.46	31	72.54	43	19	51.24	18	48.76	37	80	0.14

SECTOR	FULL TIME					PART TIME					Total	% All
	Male		Female		Total	Male		Female		Total		
	Num	%	Num	%		Num	%	Num	%			
Imo	480	33.02	974	66.98	1,454	218	100.00	0	0.00	218	1,672	2.96
Jigawa	412	100.00	0	0.00	412	0	0.00	0	0.00	0	412	0.73
Kaduna	4,110	67.74	1,958	32.26	6,068	19	100.00	0	0.00	19	6,087	10.77
Kano	3,486	92.31	290	7.69	3,777	220	100.00	0	0.00	220	3,996	7.07
Katsina	619	95.31	31	4.69	650	20	100.00	0	0.00	20	670	1.18
Kebbi	52	100.00	0	0.00	52	0	0.00	0	0.00	0	52	0.09
Kogi	252	57.21	188	42.79	440	697	100.00	0	0.00	697	1,136	2.01
Kwara	54	22.12	191	77.88	246	0	0.00	0	0.00	0	246	0.43
Lagos	3,942	56.98	2,976	43.02	6,918	125	38.48	199	61.52	324	7,242	12.81
Nassarawa	9	100.00	0	0.00	9	0	0.00	0	0.00	0	9	0.02
Niger	655	74.15	228	25.85	883	8	20.78	32	79.22	41	924	1.63
Ogun	186	43.79	238	56.21	424	0	0.00	4	100.00	4	428	0.76
Ondo	1,013	35.91	1,808	64.09	2,822	508	78.23	141	21.77	650	3,472	6.14
Osun	184	30.64	416	69.36	599	0	0.00	0	0.00	0	599	1.06
Oyo	909	45.15	1,104	54.85	2,012	50	3.48	1,393	96.52	1,444	3,456	6.11
Plateau	1,046	63.86	592	36.14	1,637	14	16.50	70	83.50	83	1,721	3.04
Rivers	1,158	73.60	415	26.40	1,573	0	0.00	17	100.00	17	1,590	2.81
Sokoto	204	81.30	47	18.70	251	13	42.86	17	57.14	30	280	0.50
Taraba	4	100.00	0	0.00	4	0	0.00	0	0.00	0	4	0.01
Yobe	324	53.77	279	46.23	603	0	0.00	0	0.00	0	603	1.07
Zamfara	86	74.95	29	25.05	115	29	100.00	0	0.00	29	143	0.25
FCT	407	28.98	997	71.02	1,404	0	0.00	279	100.00	279	1,683	2.98
TOTAL	30,518	59.37	20,888	40.63	51,405	2,264	44.19	2,859	55.81	5,123	56,528	

Table 6.18 Distribution of Reasons for Exit by Economic Sector

Sector	Slow down in Business	Incompetence of Employee	Compulsory Retirement	Reclassification of position	Closure of Business	Restructuring Due to Business Take-over by New Owners	Redundancy created by New Technology (e.g Computer replacing manual work)
Agriculture, Hunting and Forestry	113	49	621	9	27	7	15
Mining and Quarrying	8	50	0	8	0	0	0
Manufacturing	2,323	1,381	1,782	257	0	13	2,138
Construction	251	198	0	87	0	0	0
Wholesale and Retail Trade; Repair of Motor Vehicles and Household goods	745	270	105	68	65	0	58
Hotels and Restaurants	191	820	141	74	0	6	126
Transport, Storage and Communications	58	177	85	200	0	179	0

Sector	Slow down in Business	Incompetence of Employee	Compulsory Retirement	Reclassification of position	Closure of Business	Restructuring Due to Business Take-over by New Owners	Redundancy created by New Technology (e.g Computer replacing manual work)
Financial Intermediation	360	753	253	458	0	157	58
Real Estate, Renting and Business Activities	1,190	1,271	273	160	397	48	67
Education	2,838	3,783	1,892	1941	0	0	946
Health and Social Work	537	334	665	372	12	9	35
Other Community, Social and Personal Service Activities	0	46	0	94	0	0	0
TOTAL	8,614	9,133	5,817	1,945	501	418	3,444

Sector	Pursue Further Education	Death	Redundancy Created by New Govt Policy	Ill-Health	Others
Agriculture, Hunting and Forestry	145	51	5	12	0
Mining and Quarrying	25	0	0	20	0
Manufacturing	3,332	109	20	145	39
Construction	54	0	0	0	342
Wholesale and Retail Trade; Repair of Motor Vehicles and Household goods	1,012	82	0	11	0
Hotels and Restaurants	1,583	52	0	69	38
Transport, Storage and Communications	173	103	0	39	0
Financial Intermediation	1,100	131	0	51	48
Real Estate, Renting and Business Activities	2,313	48	42	48	450
Education	7,945	1,019	0	946	189
Health and Social Work	2,366	116	70	54	34
Other Community, Social and Personal Service Activities	61	0	0	30	0
TOTAL	20,109	1,711	137	1,426	1,141

Table 6.19 Distribution of Reasons for Hiring New Employees by Economic Sector

SECTOR	Business Expansion		New Skill Required in your Office		To fill a position vacated by an ex-employee		Expectation of New Opportunities		Seasonal Growth		To Ease work Burden on Existing Staff		Office Restructuring/Job Reclassification		Promoted Former Occupation of Position		Others		TOTAL
	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%	Num	%t	Num	%	Num
Agriculture, Hunting and Forestry	613	29.72	164	7.96	447	21.68	187	9.08	357	17.32	269	13.06	16	0.79	0	0.00	8	0.39	2,063
Mining and Quarrying	242	34.10	166	23.32	154	21.76	16	2.30	44	6.17	88	12.35	0	0.00	0	0.00	0	0.00	710
Manufacturing	3,494	26.92	1,262	9.72	3,031	23.35	1,116	8.59	1,017	7.83	2,437	18.78	266	2.05	192	1.48	164	1.26	12,980
Construction Wholesale and Retail Trade; Repair of Motor Vehicles and Household	214	18.41	189	16.27	180	15.48	102	8.78	102	8.78	202	17.33	100	8.55	37	3.21	37	3.21	1,164
Hotels and Restaurants	2,387	27.64	1,075	12.45	1,682	19.47	703	8.14	414	4.79	1,569	18.17	378	4.38	343	3.97	85	0.99	8,637
Transport, Storage and Communications	970	17.79	381	6.99	1,870	34.30	569	10.43	249	4.57	1,129	20.70	150	2.76	80	1.47	54	1.00	5,453
Financial Intermediation Real Estate, Renting and Business Activities	655	23.51	249	8.94	647	23.23	100	3.60	361	12.94	382	13.72	145	5.20	119	4.28	128	4.58	2,787
Education	2,289	27.80	913	11.09	2,379	28.89	584	7.09	388	4.71	1,053	12.79	409	4.96	189	2.29	31	0.37	8,237
Health and Social Work	3,074	18.27	1,866	11.09	4,775	28.38	1,745	10.37	738	4.39	3,012	17.90	573	3.40	452	2.69	591	3.51	16,826
	16,829	18.49	11,172	12.27	28,862	31.70	5,582	6.13	5,582	6.13	17,431	19.15	1,861	2.04	1,861	2.04	1,861	2.04	91,039
	2,117	16.14	1,116	8.51	5,014	38.21	740	5.64	460	3.51	2,963	22.58	402	3.06	104	0.79	205	1.56	13,120

Other Community, Social and Personal Service Activities	255	19.95	192	15.06	151	11.86	192	15.06	142	11.16	192	15.06	151	11.86	0	0.00	0	0.00	1,277
TOTAL	33,10	20.17	18,746	11.41	49,195	29.94	11,637	7.08	9,85	6.00	30,727	18.70	4,451	2.71	3,377	2.06	3,164	1.93	164,293

Table 6.20 Distribution of Reason for Exit by Staff Cadre and Sex

	Slow down in Business					Incompetence of Employee					Compulsory Retirement					Reclassification of position				
	MALE		FEMALE		Total	MALE		FEMALE		Total	MALE		FEMALE		Total	MALE		FEMALE		Total
	Num	%	Num	%		Num	%	Num	%		Num	%	Num	%		Num	%	Num	%	
STAFF CADRE																				
Working Proprietors and active partners	861	89.21	104	10.79	965	274	82.92	56	17.08	331	96	19.98	386	80.02	482	66	100.00	0	0.00	66
Managerial, Professional and Technical Workers	1,305	65.29	693	34.71	1,998	1,150	56.64	880	43.36	2,030	731	37.37	1,224	62.63	1,955	2,073	67.21	1,012	32.79	3,085
Clerical and Related Office Workers	372	50.96	358	49.04	731	1,846	71.19	747	28.81	2,593	426	53.60	369	46.40	795	662	90.08	73	9.92	735
Consultants	31	100.00	0	0.00	31	10	72.43	4	27.57	13	0	0.00	4	100.00	4	1,249	90.00	139	10.00	1,388
Apprentices	90	52.47	81	47.53	171	65	89.11	8	10.89	72	261	65.93	135	34.07	395	160	26.80	436	73.20	595
Operatives	823	61.53	515	38.47	1,338	1,364	76.85	411	23.15	1,774	120	51.44	113	48.56	233	84	78.05	24	21.95	108
Unpaid Workers	51	100.00	0	0.00	51	0	0.00	0	0.00	0	0	0.00	0	0.00	0	0	0.00	0	0.00	0
Others	33	76.28	10	23.72	43	44	76.75	13	23.25	57	92	100.00	0	0.00	92	34	52.22	31	47.78	65
TOTAL	3,566	66.93	1,762	33.07	5,328	4,751	69.15	2,119	30.85	6,871	1,726	43.62	2,231	56.38	3,957	4,328	71.64	1,714	28.36	6,042

	Closure of Business					Restructuring Due to Business Take-over by New Owners					Redundancy created by New Technology (e.g Computer replacing manual work)					To pursue Further Education				
	MALE		FEMALE		Total	MALE		FEMALE		Total	MALE		FEMALE		Total	MALE		FEMALE		Total
	Num	%	Num	%		Num	%	Num	%		Num	%	Num	%		Num	%	Num	%	
STAFF CADRE																				
Working Proprietors and active partners	0	0.00	2	100.00	2	0	0.00	0	0.00	0	7	41.93	10	58.07	17	405	33.33	811	66.67	1,216
Managerial, Professional and Technical Workers	250	54.55	208	45.45	458	51	68.31	24	31.69	75	7	100.00	0	0.00	7	4,079	58.09	2,957	42.11	7,022
Clerical and Related Office Workers	2,581	74.70	874	25.30	3,455	71	20.39	278	79.61	349	149	76.46	46	23.54	195	2,643	53.37	2,309	46.63	4,952
Consultants	0	0.00	0	0.00	0	0	0.00	0	0.00	0	0	0.00	2	100.00	2	28	22.54	97	77.46	126
Apprentices	833	57.14	624	42.86	1,457	17	66.67	8	33.33	25	123	93.56	8	6.44	131	172	39.40	265	60.60	438
Operatives	21	100.00	0	0.00	21	19	100.00	0	0.00	19	421	59.78	283	40.22	704	1,822	68.05	856	31.95	2,678
Unpaid Workers	0	0.00	0	0.00	0	0	0.00	0	0.00	0	0	0.00	0	0.00	0	640	39.24	991	60.76	1,631
Others	0	0.00	0	0.00	0	22	85.71	4	14.29	25	0	0.00	0	0.00	0	47	32.42	98	67.58	144
TOTAL	3,685	68.31	1,709	31.69	5,394	180	36.45	313	63.55	493	708	66.91	350	33.09	1,058	9,837	53.99	8,383	46.01	18,220

STAFF CADRE	Death					Redundancy created by New Government Policy					Ill-Health					Others					All Total	%
	MALE		FEMALE		Total	MALE		FEMALE		Total	MALE		FEMALE		Total	MALE		FEMALE		Total		
	Num	%	Num	%		Num	%	Num	%		Num	%	Num	%		Num	%	Num	%			
Working Proprietors and active partners	62	88.74	8	11.26	70	11	50.00	11	50.00	22	4	50.00	4	50.00	8	860	74.98	287	25.02	1,147	4,327	8.07
Managerial, Professional and Technical Workers	368	95.36	18	4.64	386	24	100.00	0	0.00	24	60	26.97	162	73.03	222	133	30.06	309	69.94	441	17,703	33.01
Clerical and Related Office Workers	147	94.55	8	5.45	156	9	83.96	2	16.04	11	259	12.25	1,855	87.75	2,114	0	0.00	2	100.00	2	16,087	30.00
Consultants	0	0.00	2	100	2	0	0.00	0	0.00	0	0	0.00	0	0.00	0	0	0.00	0	0.00	0	1,566	2.92
Apprentices	21	100.00	0	0.00	21	0	0.00	0	0.00	0	194	58.32	139	41.68	333	9	27.21	25	72.79	35	3,674	6.85
Operatives	57	71.86	22	28.14	79	47	85.70	8	14.30	55	51	65.81	27	34.19	78	539	53.53	468	46.47	1,008	8,095	15.09
Unpaid Workers	0	0.00	31	100	31	0	0.00	0	0.00	0	0	0.00	0	0.00	0	0	0.00	0	0.00	0	1,713	3.19
Others	9	100.00	0	0.00	9	0	0.00	0	0.00	0	0	0.00	0	0.00	0	0	0.00	29	100.00	29	466	0.87
TOTAL	664	88.11	90	11.89	754	92	81.44	21	18.56	112	568	20.63	2,187	79.37	2,755	1,542	57.92	1,120	42.08	2,662	53,631	100.00

ANNEX 2: Public Institutions

Table 6.21 Distribution of Reported Establishment by State and Type

State	FEDERAL MINISTRY	FEDERAL PARASTATALS	STATE MINISTRY	STATE PARASTATALS	Local Government Agency	ACADEMIC INSTITUTIONS	RESEARCH INSTITUTES	Total
Abia	0	1	23	31	0	2	0	57
Adamawa	0	0	23	37	0	2	0	62
Akwa Ibom	0	0	18	24	1	1	0	44
Anambra	0	4	16	9	19	5	1	54
Bauchi	0	0	17	35	0	0	0	52
Bayelsa	1	2	20	38	31	2	0	94
Benue	0	0	12	29	0	6	0	47
Borno	0	0	15	21	1	5	0	42
Cross River	0	0	25	48	9	3	0	85
Delta	0	0	17	24	0	0	0	41
Ebonyi	0	0	15	49	0	2	0	66
Edo	0	0	28	16	0	0	0	44
Ekiti	0	0	27	56	0	5	0	88
Enugu	1	2	27	26	0	3	0	59
Gombe	0	2	15	40	7	2	0	66
Imo	0	0	20	20	0	1	0	41
Jigawa	0	1	21	44	1	4	0	71
Kaduna	5	14	10	26	1	8	1	65
Kano	0	2	13	65	0	5	1	86
Katsina	0	0	14	37	0	0	0	51
Kebbi	0	0	15	47	0	5	0	67
Kogi	0	0	22	29	0	2	0	53
Kwara	1	5	24	26	12	5	0	73
Lagos	0	9	25	21	9	6	0	70
Nasarawa	0	0	21	25	8	3	0	57
Niger	0	0	22	41	1	3	0	67
Ogun	0	0	28	28	0	8	1	65
Ondo	1	1	24	38	1	6	0	71
Osun	0	0	23	10	15	11	0	59
Oyo	8	26	22	13	0	5	1	75
Plateau	0	0	23	36	0	3	0	62
Rivers	0	0	28	35	0	3	0	66
Sokoto	0	2	25	36	0	4	0	67
Taraba	0	0	14	45	15	5	0	79

State	FEDERAL MINISTRY	FEDERAL PARASTATALS	STATE MINISTRY	STATE PARASTATALS	Local Government Agency	ACADEMIC INSTITUTIONS	RESEARCH INSTITUTES	Total
Yobe	0	10	7	40	0	5	0	62
Zamfara	0	0	24	80	14	6	0	124
FCT Abuja	10	19	0	4	0	4	0	37
Total	27	100	723	1229	145	140	5	2369

Table 6.22 Distribution of Employees in the Public Sector by Cadre

STAFF CADRE	NIGERIANS		NON-NIGERIANS	
	MALE	FEMALE	MALE	FEMALE
MINISTERS/COMMISSIONERS/SA/ EXECUTIVE CHAIRMAN	1497	190	.	.
PERM SEC/ DG/ SECRETARY	963	202	.	.
CONSULTANTS/ COUNCILLOR	1751	373	4	.
DIRECTORATE LEVEL	9788	3919	.	.
MANAGEMENT LEVEL	37169	15398	.	.
OFFICERS	137394	88233	.	.
TECHNICAL WORKERS	62271	21203	.	.
CLERICAL AND RELATED OFFICE WORKERS	101033	56579	.	.
OPERATIVES(CLEANERS, SECURITIES ETC)	48656	25578	.	.
Total	400522	211675	4	.

Table 6.23 Distribution of New Employees by Type of Establishment, Age Group and Gender

TYPE OF ESTABLISHMENT/INSTITUTION	AGE GROUP												Total
	15-25		26-35		36-44		45-59		60 & ABOVE		Total		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
FEDERAL MINISTRY	8	11	46	11	54	22	76
FEDERAL PARASTATALS	27	18	375	256	132	90	68	22	.	0	602	386	988
STATE MINISTRY	402	276	1228	1202	356	65	238	79	0	0	2224	1622	3846
STATE PARASTATALS	619	373	2722	1533	1163	362	411	106	0	0	4915	2374	7289
LGA	107	140	271	491	10	.	17	.	.	.	405	631	1036
ACADEMIC INSTITUTIONS	1561	971	2123	1471	1567	140	1059	68	76	50	6386	2700	9086
RESEARCH INSTITUTES	13	20	125	92	40	.	20	13	.	.	198	125	323
Total	2738	1809	6890	5056	3268	657	1811	288	75	50	14784	7860	22644