

4th 2014 QUARTER JOB CREATION SURVEY REPORT



NATIONAL BUREAU OF
STATISTICS

APRIL, 2015

1. INTRODUCTION

1.1 PREAMBLE

The National Bureau of Statistics (NBS) in collaboration with the Central Bank of Nigeria and the Office of the Chief Economic Adviser to the President conducted the routine National Job Creation Survey covering the 4th Quarter of 2014. The survey was conducted in January and February 2015 with selected tables of the findings already published on the NBS website. The survey covered the informal, formal sectors of the economy as well as public institutions in all 36 states and the Federal Capital Territory. The aim of the exercise is to make available, information and data on employment generation in Nigeria through the application of appropriate statistical methodology.

1.2 BACKGROUND TO THE SURVEY

Unemployment continues to be a source of concern for many countries around the world. This, it has been argued, is as a result of an increase in population as well as a challenging economic environment the world over. Africa and indeed Nigeria is not left. Employment and Job creation was the most talked about issue during the recently concluded general elections in the country. In Nigeria, this issue is compounded by the expanding number of students/ candidates gaining admission into tertiary institutions in recent years. In turn, this has led to a large turnout of graduates without the corresponding number of available jobs. The fact that these new graduates are competing for relatively fewer jobs in the formal sector (together with the accumulated pool of unemployed over previous administrations) as opposed to the informal sector, where more jobs can be created, has compounded the problem. This has been a major challenge for successive administrations since the 1990's. To address this challenge, each administration has come up with its own

policy to curtail the challenge. The results have varied across the years with recorded cases of little progress. As with previous governments, the present administration has designed policies and programs with the aim of transforming the economy, it is hoped that these programs will provide an enabling environment for the private sector to thrive. This in part involves the provision of infrastructure so as attract investors to setup industries in the country. It is anticipated that this will culminate in the creation of more jobs within the Nigerian economy.

Several programs and interventions have been introduced by the present government to create more jobs for young people and also ensure that the enabling environment for the private sector to thrive is put in place. Evidently, jobs are being created in the formal sector as shown by the increasing expansion of bank branches and expansion of activities of internationally and local wholesale and retail trading establishments, including large supermarkets etc. Moreover, the fact that jobs are being created is manifested in the various websites of Nigerian recruitment or job web sites such as jobber man (www.jobberman.com), Job List Nigeria (www.joblistnigeria.com) and others publishing several thousands of vacancies every week. It is however, important to track the jobs supplied, to compare with demands as well as to track the degree of success or otherwise of the various job creation initiatives of government. It is only if these jobs being created are larger than the jobs being supplied that we can force down the unemployment rate. Accordingly, adequate and timely information on jobs is necessary. This is what specifically informed the quarterly tracking of jobs by the NBS. It is important to note here that NBS employs the internationally accepted definition of a job which is a task or piece of work (legally done) that is done especially to be paid. It therefore does not consider wages and or job satisfaction, which is in line with international convention. The above concerns are covered under another series of indicators such as poverty or living standards. These issues should therefore not be mixed up when analysing jobs data. It is also important to note that jobs created in this report means **NET JOBS CREATED**

1.3 OBJECTIVES OF THE SURVEY

- To examine the effectiveness of job creation policies of the government
- To come up with statistically reliable estimates of the number of jobs created or lost in the economy during the reference period
- To improve available information and data on the Nigerian Labour market such as employment-generating sectors, seasonality in employment and reasons for employment generation.
- To update the database on the number of job generated in the Nigerian economy during the second half of 2014.

2. FINDINGS

2.1 SUMMARY OF JOBS CREATED

The findings are categorized into Formal sector, Informal sector and Public sector jobs. Formal jobs refer to employment generated in establishments that employ 10 persons and above, or formal professional services that employ less than 10 persons. The Informal jobs are those generated by individuals or businesses that are unregistered, operating with no accounts or no structures and often employing less than 5 employees. These are usually household based enterprises for example small holder farming, light manufacturing and Wholesale and Retail Trade. Public Institutions cover Government Ministries, Departments, Agencies (MDAs), Government Parastatals, Academic and Research Institutions at federal, state and local government levels.

In quarter four of 2014, a total of 369,485 jobs were created across all sectors of the Nigerian economy. Of these, 138,026 or 37.4% were recorded in the formal sector, 4,387 or 1.2% in the public sector and 227,072 or 61.5% in the informal sector. The formal sector experienced a decrease of 7,438 or 5.1% from the 145,464 jobs recorded in the third quarter of 2014. The public sector also decreased by 1,348 or 23.5% jobs from the total recorded in the third quarter, while the informal sector however increased from the previous quarter with 28,928 or 14.6% jobs.

Table 1: Summary of Jobs created in Q4, 2014

Q4 2014 Jobs Created	
Formal Jobs	138,026
Informal Jobs	227,072
Public Sector Jobs	4,387
Total	369,485

2.2 FORMAL SECTOR INSTITUTIONS

2.2.1 FORMAL SECTOR ESTABLISHMENT COMPOSITION

In fourth quarter (Q4) 2014, a total of 4,226 formal establishments from 18 economic sectors were surveyed. By legal ownership classification, establishments owned by Sole Proprietors, which is defined as a business entity owned and run by one person without any legal distinction between the owner and the business, dominated with 2,725 establishments or 64.48% of the Q4, 2014 total. It showed a marginal increase of 2.48% points in Q4, when compared to 62.00% share held in Q3 2014. The Sole Proprietorship maintained dominance in all other sectors except in Construction; Transportation and Storage; Finance and Insurance sectors.

The second most dominant type of legal ownership status was 'Private Limited Liability Company', defined as a hybrid type of business entity used in many jurisdictions in which the business itself is liable for its debts. In this group there were 884 establishments, depicting 20.90% of the fourth quarter total. This group experienced a sharp drop of 2.43% points relative to its Q3 2014 share. The Cooperative group was the least dominant, with 31 establishments representing 0.73% of the total. This showed a drop of 20.51% when compared with Q3 of 2014.

2.2.2 NEW FORMAL JOBS BY CADRE

As indicated in the summary finding earlier in the report, the formal sector of the economy generated 138,026 new jobs in the 4th quarter of 2014. Analysing these new jobs by Cadres, the Operatives cadre recorded the highest number of jobs in the 4th quarter, rising from 49,246 employees in Q3 to 51,100 in Q4 of 2014, indicating an increase by 1,854 new employees or 3.76%. The Managerial Professional and Technical Cadre followed with 32,974 new jobs or 23.89% of the total jobs generated in the formal sector, showing decline in jobs created of 5,707 or 14.75% jobs from the

preceding quarter. The Clerical and Related Office Workers cadre remained third, with 27,169 jobs or 19.68% of the total.

The cadre that recorded the greatest increase in jobs created between Q3 and Q4 was the 'other cadre', which went from 3,041 new jobs in Q3 to 8,589 new jobs in Q4, increasing by 182.5% over both quarters.

Table 2: New Formal Jobs by Cadre

Staff Cadre	Full Time		Part Time		TOTAL				All Total	% All Total
	Male	Female	Male	Female	Male	%	Female	%		
Working Proprietors and active partners	1,159	823	217	37	1,376	61.55	860	38.45	2,236	1.62
Managerial, Professional and Technical Workers	17,137	13,531	1,584	722	18,721	56.78	14,253	43.22	32,974	23.89
Clerical and Related Office Workers	16,011	9,974	528	656	16,539	60.88	10,630	39.12	27,169	19.68
Consultants	1,483	445	196	5	1,679	78.85	450	21.15	2,129	1.54
Apprentices	6,529	2,025	1,542	1,276	8,072	70.97	3,301	29.03	11,373	8.24
Operatives	22,419	9,395	12,810	6,476	35,229	68.94	15,871	31.06	51,100	37.02
Unpaid Workers	1,020	694	441	301	1,461	59.48	995	40.52	2,457	1.78
Other	1,924	1,190	4,045	1,431	5,969	69.49	2,621	30.51	8,589	6.22
TOTAL	67,683	38,077	21,363	10,904	89,045	64.51	48,981	35.49	138,026	100

2.2.3 NEW FORMAL JOBS BY ECONOMIC SECTOR

A breakdown of the new jobs by economic sector shows that the Education sector generated the most number of new jobs in the fourth quarter of 2014, with 54,729 Jobs or 39,65% of the total, compared to third quarter 2014, in which manufacturing sector had the greatest Jobs created with 54,446 Jobs or 37.43% of the total.

Manufacturing sector ranked the second most dominant employer of new labour in quarter four, with 31,401 or 22.75% of all Jobs. The Wholesale and Retail Trade sector was the third most dominant, with 10,659 Jobs or 7.72% of the new Jobs total.

Table 3: New Formal Jobs by Economic Sector

SECTOR/ACTIVITY	Full Time			Part Time			All Total
	Male	Female	Total	Male	Female	Total	
AGRICULTURE							
Crop	754	743	1,498	3,142	1,672	4,814	6,311
Livestock	698	372	1,070	1,025	417	1,441	2,511
Forestry	0	0	0	0	0	0	0
Fishing	11	0	11	0	0	0	11
SUB TOTAL	1,464	1,115	2,579	4,166	2,089	6,255	8,833
Quarrying and Other Minerals							
Crude Petroleum and Natural Gas							
Coal Mining							
Metal Ores							
Quarrying and Other Minerals	28	44	72	20	0	20	91
SUB TOTAL	28	44	72	20	0	20	91
MANUFACTURING							

Oil Refining							
Cement							
Food, Beverage and Tobacco	7,914	596	8,511	9,360	3,188	12,548	21,059
Textile, Apparel and Footwear	731	800	1,531	297	59	356	1,887
Wood and Wood Products	1,637	203	1,840	119	59	178	2,018
Pulp, Paper and Paper Products	393	190	584	0	0	0	584
Chemical and Pharmaceutical Products	431	72	503	59	36	95	598
Non-Metallic Products	1,837	95	1,932	715	45	760	2,692
Plastic and Rubber Products	195	37	232	0	0	0	232
Electrical and Electronics	244	21	264	0	0	0	264
Basic Metal, Iron and Steel	890	0	890	445	0	445	1,336
Motor Vehicles and Assembly							
Other Manufacturing	584	120	703	0	30	30	733
SUB TOTAL	14,855	2,134	16,989	10,995	3,417	14,412	31,401
ELECTICITY, GAS STEAM AND AIR CONDITIONING SUPPLY							
WATER SUPPLY, SEWAGE, WASTE MANAGEMENT AND REMEDIATION							
CONSTRUCTION	835	64	899	192	0	192	1,090
TRADE	6,249	2,462	8,711	1,587	361	1,948	10,659
ACCOMMODATION AND FOOD SERVICES	5,583	3,824	9,408	327	428	754	10,162
TRANSPORT AND STORAGE							
Road Transport	417	90	508	20	11	31	539
Rail Transport & Pipeline	0	0	0	0	0	0	0
Water Transport	0	0	0	0	0	0	0
Air Transport	45	15	60	0	0	0	60
Transport Service	0	0	0	0	0	0	0

Post and Courier Services	0	0	0	0	0	0	0
SUB TOTAL	462	105	568	20	11	31	599
INFORMATION AND COMMUNICATION							
Telecommunications and Information Services	293	172	465	117	78	195	659
Publishing	12	0	12	0	0	0	12
Motion Pictures, Sound recording and Music Production	0	0	0	0	0	0	0
Broadcasting	0	0	0	0	0	0	0
SUB TOTAL	304	172	476	117	78	195	671
ARTS, ENTERTAINMENT AND RECREATION	394	129	522	0	0	0	522
FINANCIAL INTERMEDIATION							
Financial Institutions	1,878	1,308	3,187	103	154	257	3,444
Insurance	569	660	1,228	0	0	0	1,228
SUB TOTAL	2,447	1,968	4,415	103	154	257	4,672
REAL ESTATE	429	123	552	11	26	37	589
PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES	2,149	1,310	3,459	37	150	187	3,646
ADMINISTRATIVE AND SUPPORT SERVICES	1,979	442	2,421	0	0	0	2,421
PUBLIC ADMINISTRATION							
EDUCATION	28,242	20,009	48,251	2,879	3,599	6,479	54,729
HUMAN HEALTH AND SOCIAL SERVICES	1,670	3,782	5,452	384	492	876	6,328
OTHER SERVICES	592	395	987	526	99	625	1,612
TOTAL	67,683	38,077	105,759	21,363	10,904	32,267	138,026

2.2.4 NEW FORMAL JOBS BY OCCUPATION

The International Standard Occupation Classification (ISCO) was used to classify jobs by occupation. Under this classification, the greatest number of jobs created was in the three occupations: Sales Workers, which had 30,962 new jobs or 22.43% of the total; Other Clerical Support Workers which had 19,336 Jobs or 14.01% of the total; and Teaching Professionals which had 12,598 or 9.13% of total new Job created.

Table 4: New Formal Jobs By Occupation

ISCO	Full Time				Part Time				Total		Total
	Male	Female	Total	%	Male	Female	Total	%	Male	Female	
Non-Commissioned armed forces officers	561	19	580	100	0	0	0	0	561	19	580
Cheif Executive, Senior Officials and Legislators	569	187	756	85.85	125	0	125	14.15	693	187	880
Administrative and Commercial Managers	1,090	896	1,986	97.15	58	0	58	2.85	1,148	896	2,044
Hospitality, retail and other services managers	409	255	664	0	46	46	91	0	454	301	755
Science and engineering professionals	426	62	488	96.1		20	20	3.9	426	81	508
Health professionals	803	3,053	3,857	80.2	366	586	952	19.8	1,170	3,639	4,809
Teaching Professionals	5,369	5,221	10,590	84.06	1,152	857	2,008	15.94	6,521	6,077	12,598
Business and Administration professionals	1,515	1,223	2,738	91.4	55	202	258	8.6	1,570	1,425	2,996
Information and communications technology	268	89	356	98.24	0	6	6	1.76	268	95	363
Legal, social and cultural professional	895	365	1,260	99.57	6	0	6	0.43	901	365	1,265

Science and engineering associate professionals	522	88	610	0	17	6	23	0	539	93	632
Health associate professionals	293	378	671	0	0	122	122	0	293	500	793
Business and administration associate professionals	1,609	326	1,935	91.99	155	14	169	8.01	1,764	339	2,103
Legal, social, cultural and related associate professionals	273	108	381	0	41	0	41	0	314	108	422
General and keyboard clerks	1,418	2,366	3,784	96.44	120	20	140	3.56	1,537	2,386	3,924
Customer Service Clerk	376	558	934	76.86	65	217	281	23.14	440	775	1,215
Numerical and materials recording clerks	180	169	350	100			0	0	180	169	350
Other clerical support workers	1,931	9,407	11,337	0	3,908	4,091	7,999	0	5,838	13,498	19,336
Personal service workers	4,390	3,876	8,266	94.55	408	68	476	5.45	4,798	3,945	8,742
Sales workers	17,990	3,080	21,070	68.05	7,884	2,008	9,892	31.95	25,874	5,088	30,962
Protective services workers	8,778	312	9,090	99.2	44	29	74	0.8	8,822	341	9,163
Market oriented skilled agricultural workers	322	90	412	0	147	34	180	0	469	124	593
Market oriented skilled forestry, fishery and hunting worker	48		48	100			0	0	48	0	48
Subsistence farmers, fishers, hunters and gatherers	11	11	23	30.77	34	17	51	69.23	45	28	73

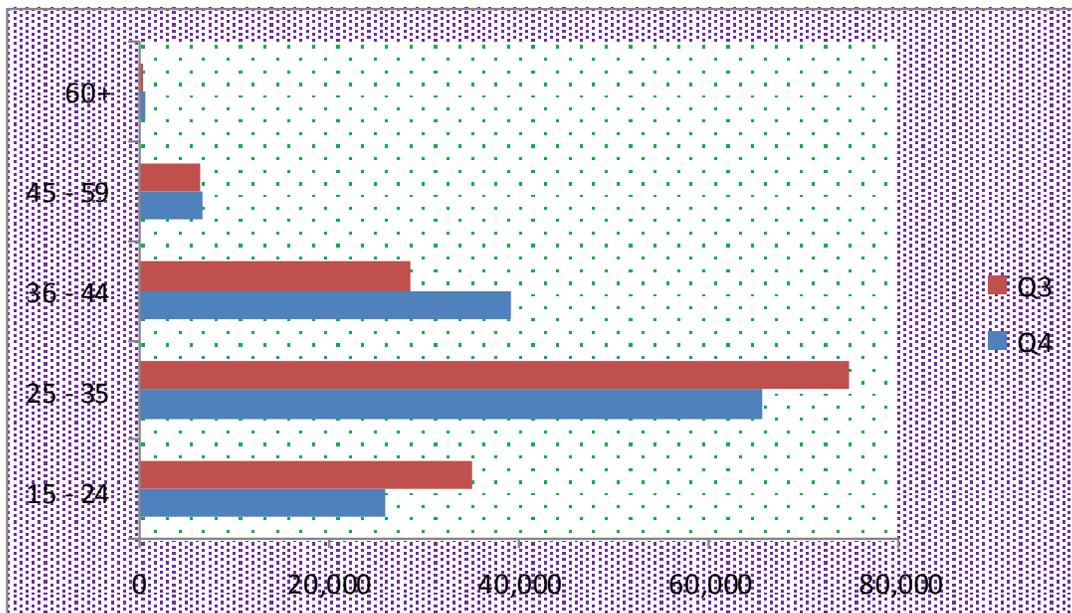
Building and related trades worker, excluding electricians	582	51	633	91.04	62		62	8.96	644	51	695
Metal, machinery and related trades workers	1,171	0	1,171	79.22	150	158	307	20.78	1,321	158	1,479
Handicraft and printing workers	187	57	244	100	0	0	0	0	187	57	244
Electrical and electronic trades workers	220	21	241	100			0	0	220	21	241
Food processing, wood working, garment and other craft and	1,778	668	2,446	75.4	453	345	798	24.6	2,231	1,013	3,244
Stationary plant and machine operators	1,411	250	1,661	81.5	359	18	377	18.5	1,770	268	2,039
Assemblers	162		162	41.41	93	136	229	58.59	256	136	392
Drivers and mobile plant operators	4,235	467	4,702	95.39	227	0	227	4.61	4,463	467	4,929
Cleaners and helpers	2,128	2,053	4,180	89.85	446	27	472	10.15	2,574	2,079	4,653
Agricultural, forestry and fishery laborers	1,134	709	1,843	0	3,725	1,659	5,384	0	4,859	2,368	7,227
Labourers in mining, construction, manufacturing and transport	2,788	808	3,596	77.94	998	20	1,018	22.06	3,786	828	4,614
Food preparation assistants	774	342	1,116	91.84	37	62	99	8.16	811	404	1,215
Street and related sales and service workers	46		46	100			0	0	46	0	46

Refuse workers and other elementary workers	1,021	512	1,533	82.7	184	137	321	17.3	1,205	649	1,854
TOTAL	67,683	38,077	105,759	76.62	21,363	10,904	32,267	23.38	89,045	48,981	138,026

2.2.5 NEW JOBS CREATED IN FORMAL BY AGE GROUP

The majority of new jobs created in the formal sector belong to the 25 – 35 age group, with 65,683 new jobs or 47.58% of the total jobs created in Q4 2014. This indicated a decline of 9,163 or 12.24% from Q3 2014. Similarly, the second largest age group, 36-44, provided 39,244 new employees or 28.43% of the total in the fourth quarter, showing an increase of 10,604 or 37.02% when compared to Q3. Operatives in the age-group 36-44 had the highest number of new employees, with 24,936 or 18.06% of the total new jobs. For the age-group 25-35, Managerial Professional and Technical Workers had the most number of new employees with 21,141 or 15.32% in Q4.

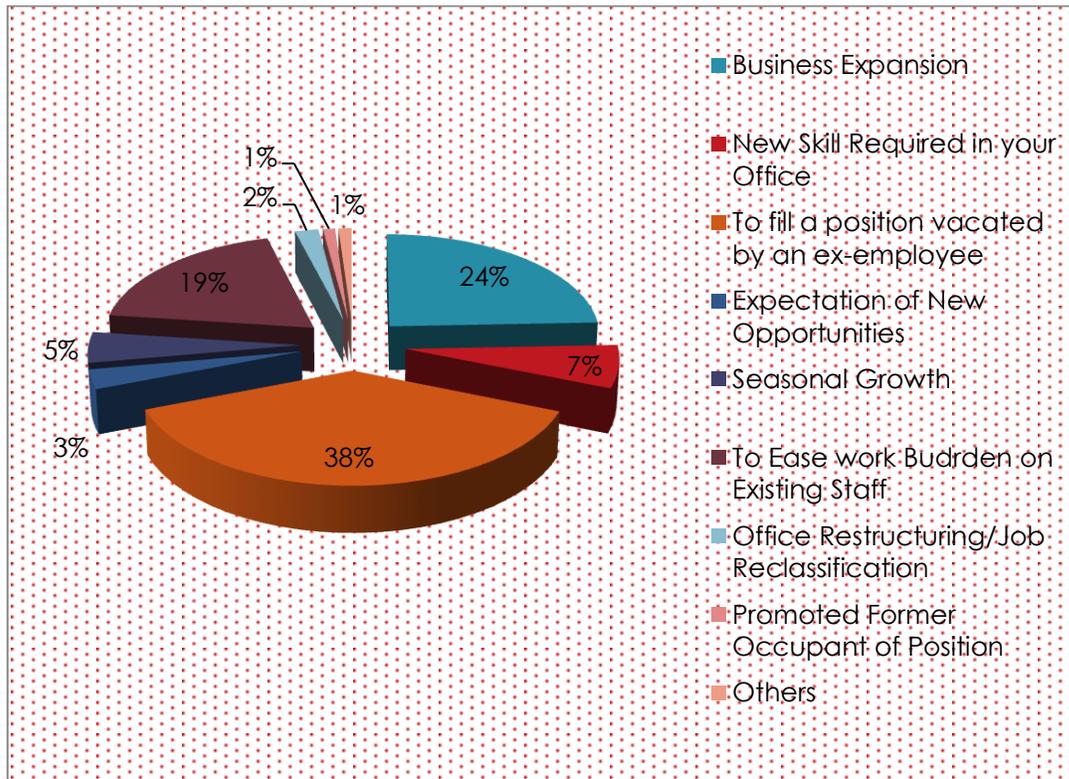
Figure 1: New Jobs Creation In Formal By Age Group



2.2.6 REASONS FOR HIRING IN FORMAL SECTOR

The most commonly cited reason for hiring new staff was, 'Business Expansion', for which 63,635 new Jobs or 46.10% of the total were created. The second most cited reason was 'New skill required in your office', 44,527 jobs or 32.26% of the total created was on the account of new skills required. The third most reported reason for hiring was "to fill a position vacated by an employee". It was responsible for the hiring of 15,311 new positions or 11.09% of total new employment in the formal sector. The least common reason given for hiring new employees was 'promoted former occupant of position', which was cited for 211 or 0.15% of all new jobs.

Figure 2: Reasons for Hiring In Formal Sector



2.2.7 UNOCCUPIED POSITIONS IN FORMAL SECTOR

A total of 45,744 positions were identified as unoccupied in the formal sector in Q4 of 2014. This is an increase by 27.91% from the previous quarter's 35,763. Full time positions constituted 42,435 or 92.77 % of all unoccupied positions. The remaining 3,309 or 7.23% were part-time positions, showing an increase of 53.34% points when compared to Q3 of 2014.

Table 4: Unoccupied Positions in the Formal Sector

Quarter	Full Time			Part Time			All Total
	Male	Female	Total	Male	Female	Total	
Q4	29,563	12,872	42,435	2,578	731	3,309	45,744
Q3	20,413	13,192	33,605	1,407	751	2,158	35,763

2.2.8 UNOCCUPIED POSITIONS BY CADRE

A breakdown of unoccupied positions by cadre indicates that the Managerial Professional and Technical Workers cadre reported the greatest number of unoccupied positions, representing 12,946 jobs or 28.30% of the total, maintaining the greatest in both Q3 and Q4 of 2014. The operatives' cadre, as in Q3 ranked second in Q4, with 12,610 unoccupied positions or 27.57% of the total. Other significantly large cadres include 'Clerical and Related Office Workers'; and 'Apprentices' with 10,491 vacant positions or 22.93% of the total and 4,741 unfilled jobs or 10.36% of the total respectively. The fewest unoccupied positions were for 'unpaid workers' with 699 jobs or 1.53% of all unoccupied positions.

Table 5: Unoccupied Position by Cadre

Staff Cadre	Q4 2014							Q3 2014								
	Full Time			Part Time				All Total	Full Time			Part Time				All Total
	Male	Female	Total	Male	Female	Total	Male		Female	Total	Male	Female	Total			
Working Proprietors and active partners	778	180	958	201	200	400	1,359	775	897	1,672	58	87	145	1,817		
Managerial, Professional and Technical Workers	7,157	5,178	12,335	417	194	611	12,946	5,754	5,310	11,064	179	40	219	11,283		
Clerical and Related Office Workers	6,971	3,413	10,385	46	60	106	10,491	3,016	2,049	5,064	106	3	109	5,173		
Consultants	725	241	966	47	0	47	1,013	480	174	654	199	64	263	916		
Apprentices	3,332	585	3,917	777	47	824	4,741	2,642	1,258	3,900	599	292	890	4,791		
Operatives	8,709	2,770	11,479	939	193	1,131	12,610	6,612	2,956	9,568	266	238	504	10,071		
Unpaid Workers	515	73	589	73	37	110	699	654	272	925	0	0	0	925		
Other	1,375	431	1,806	79	0	79	1,885	480	277	758	0	28	28	785		
TOTAL	29,563	12,872	42,435	2,578	731	3,309	45,744	20,413	13,192	33,605	1,407	751	2,158	35,763		

2.2.9 EMPLOYEES EXITING FORMAL EMPLOYMENT

A total of 140,836 employees were estimated to have exited the workforce in Q4 of 2014, which is 30,043 exits or 27.11% more employees leaving the workforce in Q4, compared to Q3 of 2014. The majority of these were full time positions, with 130,841 or 92.90% of all vacated positions.

Table 6: Employees Exiting Formal Employment

Quarter	FULL TIME					PART TIME					Total All
	MALE		FEMALE		Total	MALE		FEMALE		Total	
	Number	%	Number	%		Number	%	Number	%		
Q4	81,794	62.51	49,047	37.49	130,841	7,062	70.66	2,933	29.34	9,996	140,836
Q3	64,345	62.51	38,584	37.49	102,929	5,556	70.66	2,307	29.34	7,863	110,793

2.2.10 EMPLOYEES EXIT BY CADRE

The cadre driving the observed increased in exits in Q4 was 'Operatives', as was the same in Q3. It represented the greatest number of employee exits with 54,352 vacated positions or 38.59% of the total number of exits in Q4. The cadre with the second greatest number of exits was 'Managerial Professional and Technical Workers', in which 34,957 workers exited representing 24.82% of the total exits. The cadre with the fewest exits was 'unpaid workers', with 1,876 exiting or 1.33% of the total.

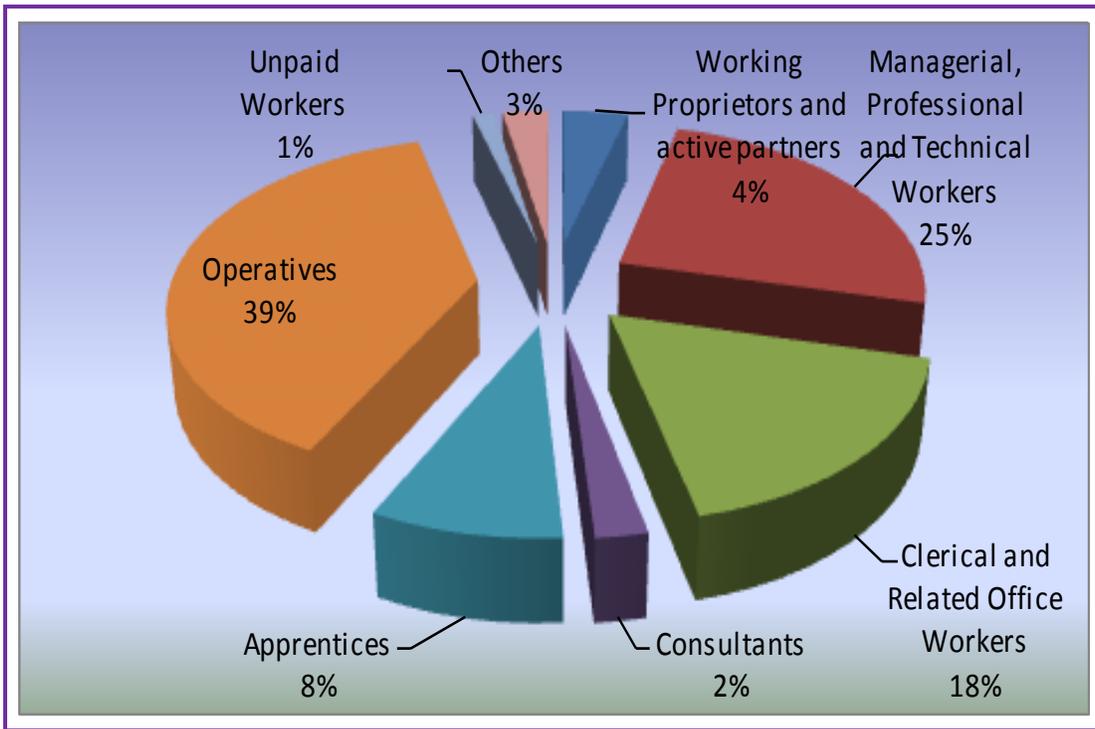
Table 7: Employees Exit by Cadre

STAFF CADRE	Q4						Q3							
	FULL TIME			PART TIME			Total All	FULL TIME			PART TIME			Total All
	MALE	FEMALE	Total	MALE	FEMALE	Total		MALE	FEMALE	Total	MALE	FEMALE	Total	
	Number	Number		Number	Number		Number	Number	Number		Number	Number		Number
Working Proprietors and active partners	3,661	1,907	5,568	65	122	188	5,755	2,880	1,500	4,380	51	96	148	4,527
Managerial, Professional and Technical Workers	15,590	17,147	32,736	1,701	520	2,221	34,957	12,264	13,489	25,753	1,338	409	1,747	27,500
Clerical and Related Office Workers	12,337	11,124	23,461	645	768	1,414	24,875	9,705	8,751	18,456	508	605	1,112	19,568
Consultants	2,147	808	2,955	223	40	263	3,218	1,689	636	2,325	175	32	207	2,532
Apprentices	6,628	3,288	9,916	1,216	650	1,866	11,782	5,214	2,586	7,801	957	512	1,468	9,269
Operatives	38,761	11,640	50,401	3,150	800	3,951	54,352	30,492	9,157	39,649	2,478	630	3,108	42,757
Unpaid Workers	376	1,446	1,822	27	27	54	1,876	296	1,138	1,434	21	21	43	1,476
Others	2,294	1,687	3,981	35	4	39	4,021	1,805	1,327	3,132	28	3	31	3,163
TOTAL	81,794	49,047	130,841	7,062	2,933	9,996	140,836	64,345	38,584	102,929	5,556	2,307	7,863	110,793

2.2.11 EMPLOYEES EXIT BY SEX

The decomposition of employee exits by sex shows that fewer females than males exited formal employment in Q4 2014, with 51,980 female exits, representing 36.91% of total exits as compared to 88,856 male exits or 63.09% of the total. Males recorded the highest number of exits for both full-time and part-time positions in Q4, with 81,794 or 62.51% and 7,062 exits of the total in full and part-time positions respectively. In Q4 2014, with 17,147 or 52.38%, the 'Managerial, Professional and Technical Workers' cadre recorded the highest number of female exit. The highest number of male exits were recorded in the 'Operatives' cadre with 38,761 exits or 76.90% of all exits in the Operatives cadre.

Figure 3: Employees Exit by Cadre



2.3 PUBLIC SECTOR INSTITUTION

2.3.1 PUBLIC INSTITUTIONS' RESPONSE RATE

Public institutions are those institutions that are created and/or funded by federal, state and local governments in Nigeria. In this survey, the public sector questionnaires were administered to seven types of institutions, as shown in the table below. **Kindly note that public institutions are covered on a census basis and not a sample of the total number of public institutions; hence the data supplied is representative of only public institutions that returned completed questionnaires to the National Bureau of Statistics within a set time frame.** In fourth quarter, 2014 a total of 4,111 public institutions were covered out of which 2,362 returned their questionnaires being a response rate of 57.46%.

**Table 8: distribution of public institutions by type
Quarter 4, 2014**

Type of establishment	Number Expected	Number Reported	Response Rate (%)
Federal Ministry	33	12	36
Federal Parastatals	220	119	54
State Ministry	924	653	71
State Parastatals	1910	1088	57
LGA	774	370	48
Academic Institutions	215	110	51
Research Institutes	35	10	28
Total	4111	2362	57

2.3.2 EMPLOYMENT GAP IN PUBLIC SECTOR (Q4, 2014)

The table below shows the employment gap that existed in the public sector in Nigeria by occupation in the fourth quarter, 2014. There were a total of 71,856 unoccupied positions recorded in the public sector in Q4 2014. Out of these, 64,228

jobs or 89.38% were full-time jobs while 7,628 or 10.62% of the total employment gap were for part-time positions. On the basis of occupational group, education recorded the highest and lowest figures for unoccupied positions. 'Secondary education teachers' had the highest employment gap, with 22,843 or 31.79% while 'other teaching professionals' was second highest, with 5,251 or 7.31% of the total employment gap. This was followed by 'University and higher education teachers', with 5,011 or 6.97%. 'Other personal service workers' and 'hotel and restaurant managers' both had 2 unoccupied positions. 'Child care workers' and 'teachers' aids' had 1 unoccupied position each.

Table 9: Distribution of Employment Gap By Occupation, Quarter 4, 2014

OCCUPATIONAL GROUP	FULL TIME	PART TIME
Commissioned armed forces officers	.	.
Non-commissioned armed forces officer	.	.
Armed forces occupations, other ranks	.	.
Legislators and Senior Officials	39	.
Managing Directors and Chief Executive	270	49
Business Services and Administration Managers	966	36
Sales, Marketing and Developing Managers	34	5
Production Managers in agriculture, forestry and fisheries	.	.
Manufacturing, mining, construction, and distribution managers	112	.
Information and communications technology service manager	29	.
Professional Services Managers	197	.
Hotel and Restaurant Managers	2	.
Retail and Wholesale Trade	.	.
Other Services Managers	14	.
Physical and earth science professionals	134	.
Mathematics, actuaries and statisticians	398	5
Life science professionals	.	.
Engineering professionals (excluding electro technology)	1,307	18
Electro technology Engineers	210	7
Architects, planners, surveyors and designers	549	6
Medical Doctors	669	107
Nursing and midwifery professionals	3,053	29
Traditional and complementary medicine professional	61	.
Paramedical practitioners	29	.

Veterinarians	.	.
Other health professionals	1,343	19
University and higher education teachers	4,998	13
Vocation education teachers	547	38
Secondary education teachers	20,843	2,000
Primary School and early childhood teachers	180	.
Other teaching professionals	5,213	38
Finance professionals	667	35
Administration professionals	1,446	44
Sales, marketing and public relations professionals	86	.
Software and applications developers and analysis	172	7
Database and network professionals	116	1
Legal professionals	81	3
Librarian, archivists and curators	612	3
Social and religious professionals	73	15
Authors, journalists and linguists	311	9
Creative and performing artists	68	.
Physical and engineering science technicians	311	.
Mining, manufacturing and construction supervisors	127	6
Process control technicians	207	.
Life science technicians and related associate professionals	33	6
Shift and aircraft controllers and technicians	196	.
Medical and pharmaceutical technicians	549	17
Nursing and midwifery associate professionals	404	15
Traditional and complementary medicine associate professional	.	.
Veterinary technicians and assistants	337	4,414
Other health associate professionals	1,195	17
Financial and mathematical associate professionals	138	.
Sales and purchasing agents and brokers	10	.
Business services agents	.	.
Administrative and specialized secretaries	222	1
Regulatory government associate professionals	59	.
Legal, social and religious associate professionals	88	.
Sports and fitness workers	174	16
Artistic, cultural and culinary associate professionals	145	.
Information and Communication Technology operations and user support technicians	487	.
Telecommunications and broadcasting technicians	43	.
General Office clerks	1,541	64
Secretaries (general)	438	41
Keyboard operators	118	.

Tellers, money collectors and related clerks 96	45	.
Client information workers	22	.
Numerical Clerks	260	.
Material recording and transport clerks	76	.
Other clerical support workers	2,556	.
Travel attendants, conductors and guides	3	.
Cooks	.	.
Waiters and bartenders	.	10
Hairdressers, beauticians and related workers	.	.
Building and housekeeping supervisors	40	8
Other personal services workers	2	.
Street and market sales persons	.	.
Shop salespersons	.	.
Cashiers and ticket clerks	.	.
Other sales workers	.	.
Child care workers and teachers' aides	1	.
Personal care workers in health services	1,000	.
Protective services workers	1,297	12
Market gardeners and crop growers	58	.
Animal producers	229	.
Mixed crop and animal producers	729	10
Forestry and related workers	734	16
Fishery workers, hunters and trappers	84	.
Subsistence crop farmers	.	.
Subsistence livestock farmers	9	.
Subsistence mixed crop and livestock farmers	7	.
Subsistence fisheries, hunters, trappers and gatherers	43	.
Building frame and related trades workers	23	5
Building finishers and related trades workers	17	.
Painters, building structure cleaners and related trades workers	189	11
Sheet and structural metal workers, molders and welders and related workers	13	.
Blacksmiths, toolmakers and related trades workers	.	.
Machinery mechanics and repairers	437	300
Handicraft workers	26	.
Printing trades workers	22	.
Electrical equipment installers and repairers	76	4
Electronics and telecommunications installers and repairers	3	1
Food processing and related trades workers	.	.
Wood treaters, cabinet-makers and related trades workers	.	.
Garment and related trades workers	6	.

Other craft and related workers	24	.
Mining and mineral processing plant operators	2	.
Metal processing and finishing plant operators	3	.
Chemical and photographic products plant and machine operators	19	.
Rubber, plastic and paper products machine operators	3	.
Textile, fur and leather products machine operators	.	.
Food and related products machine operators	.	.
Wood processing and papermaking plant operators	.	.
Other stationary plant and machine operators	208	.
Assemblers	45	.
Locomotive engine drivers and related workers	166	.
Car, van and motorcycle drivers	446	5
Heavy truck and bus drivers	118	.
Mobile plant operators	124	.
Ships' deck crews and related workers	51	.
Domestic, hotel and office cleaners and helpers	1,441	132
Vehicle, window, laundry and other hand cleaning workers	2	.
Agricultural, forestry and fishery labourers	58	20
Mining and construction labourers	78	.
Manufacturing labourers	.	.
Transport and storage labourers	11	.
Food preparation assistants	4	.
Street and related service workers	131	.
Street vendors (excluding food)	.	.
Refuse workers	56	.
Other elementary workers	1,580	10
Total	64,228	7,628

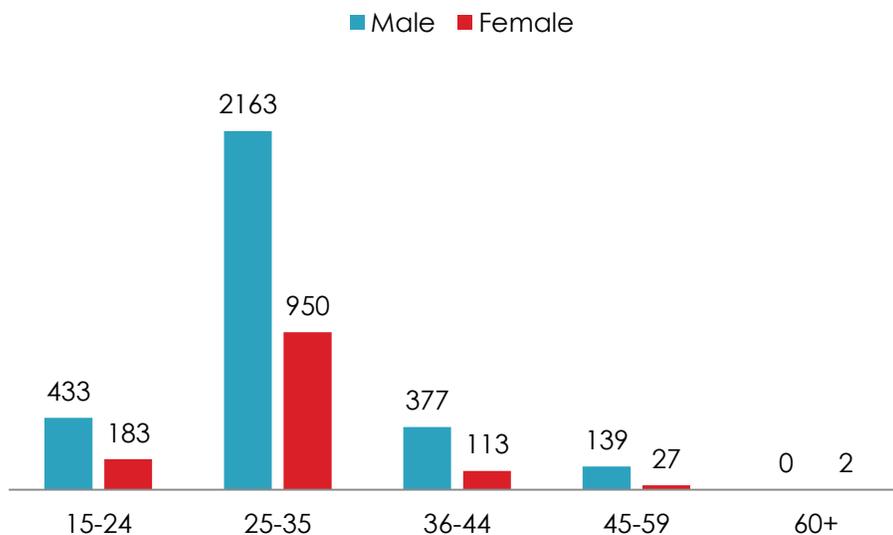
2.3.3 NEW JOBS IN THE PUBLIC SECTOR

In the fourth quarter, 2014, a total of 4,387 new jobs were recorded as against 5,735 in the third quarter. This implies a 1,348 or 23.50% decrease in the numbers of jobs reported in the public sector in the fourth quarter, 2014. Disaggregated by gender, males constituted 3,112 or 70.94% of total new employees, while females took up 1,275 or 29.06% of the total new employees.

2.3.4 NEW JOBS IN PUBLIC SECTOR BY AGE GROUP AND SEX.

The “25-35” age group made up the highest number of new employees, with 3,113 or 70.96% of the total new employees. This group was followed by the “15-24” age group with 616 or 14.04%. The 60+ age group had 2 new employees representing just 0.05% of the newly employed persons, thereby making it the age group with the least number of new employees. Males dominated new employees in the public sector, with 3,112 or 70.94% of the total share as against the females’ 1,273 or 29.06% of total new employees.

Figure 4: distribution of new employee in public sector by age and sex



2.3.5 NEW JOBS IN PUBLIC SECTOR BY CADRE AND SEX

The cadre with the most number of new jobs in the fourth quarter of 2014 was ‘officers excluding management staff’, with 1,311 jobs or 29.88% of the total. Out of these, males took up 930 positions or 70.94% while females recorded 381 jobs or 29.06%. The cadre of ‘clerical and related office workers’ had the second highest number of new job positions, with 606 jobs or 13.81% of the total new employment.

This was followed by 'operatives' (cleaners, security) cadre with 577 new jobs or 13.15%. Within the 'clerical and related office worker' cadre, males constituted 67.49% while females made up 197 or 32.51% of the new positions. In the 'operatives' cadre, males accounted for 494 of the new jobs or 11.26% of jobs in within that cadre, while females accounted for 83 of the new jobs or 1.89%.

2.3.6 NEW JOBS IN PUBLIC SECTOR BY OCCUPATION AND NATIONALITY

Table 10 shows number of new employment by occupation for fourth quarter, 2014 by sex and nationality, Nigerians and Non-Nigerians. Out of a total of 4,387 new employees recorded in the fourth quarter of 2014, 'Finance professionals' had the highest number, with 406 or 11.52% of the total Nigerian new employees. This was followed by other teaching professionals, with 331 new employees or 9.39% of the total Nigerian new employees. Classified by Nigerian and non-Nigerian employees, there were 2,520 Nigerian males representing 71.51% of the Nigerian new employees total and 1,004 new Nigerian female employees, representing 28.49%. Males also dominated in the non-Nigerian new employees in the fourth quarter, 2014 with 592, representing 68.60% of the total non-Nigerian new employees and 271 females, representing 31.40% of the total non-Nigerian new employees.

Table 10: Distribution of New Employees in Public Sector By Occupation and Sex, Quarter 3, 2014

OCCUPATION	NIGERIAN		NON-NIGERIAN	
	MALE	FEMALE	MALE	FEMALE
Commissioned armed forces officers	.	.	.	.
Non-commissioned armed forces officer	.	.	.	.
Armed forces occupations, other ranks	.	.	.	.
Legislators and Senior Officials	130	30	.	.
Managing Directors and Chief Executive	43	19	.	.
Business Services and Administration Managers	65	5	8	10
Sales, Marketing and Developing Managers	6	3	1	.
Production Managers in agriculture, forestry and fisheries	.	.	.	.
Manufacturing, mining, construction, and distribution managers	.	.	.	.

Information and communications technology service manager	1	1	.	.
Professional Services Managers	.	.	.	.
Hotel and Restaurant Managers	2	.	.	.
Retail and Wholesale Trade	.	.	.	.
Other Services Managers	162	121	.	.
Physical and earth science professionals	.	.	.	.
Mathematics, actuaries and statisticians	3	2	1	1
Life science professionals	.	.	.	.
Engineering professionals (excluding electro technology)	30	11	1	.
Electro technology Engineers	11	.	.	.
Architects, planners, surveyors and designers	24	15	19	1
Medical Doctors	51	52	26	4
Nursing and midwifery professionals	30	30	73	95
Traditional and complementary medicine professional	.	.	.	.
Paramedical practitioners	.	.	3	1
Veterinarians	.	.	.	.
Other health professionals	70	41	68	48
University and higher education teachers	64	27	29	7
Vocation education teachers	64	18	.	.
Secondary education teachers	20	10	.	.
Primary School and early childhood teachers	.	.	.	.
Other teaching professionals	52	30	204	45
Finance professionals	324	82	25	.
Administration professionals	166	63	6	8
Sales, marketing and public relations professionals	.	.	7	.
Software and applications developers and analysis	13	5	1	1
Database and network professionals	7	2	.	.
Legal professionals	11	4	.	.
Librarian, archivists and curators	3	.	.	.
Social and religious professionals	1	.	3	.
Authors, journalists and linguists	.	.	.	.
Creative and performing artists	3	2	.	.
Physical and engineering science technicians	35	18	.	.
Mining, manufacturing and construction supervisors	.	.	4	.
Process control technicians	.	.	.	.
Life science technicians and related associate professionals	2	1	.	.
Shift and aircraft controllers and technicians	16	1	.	.
Medical and pharmaceutical technicians	2	1	4	.
Nursing and midwifery associate professionals	.	.	.	.

Traditional and complementary medicine associate professional	.	.	.	.
Veterinary technicians and assistants	14	4	.	.
Other health associate professionals	.	5	26	20
Financial and mathematical associate professionals	10	4	.	.
Sales and purchasing agents and brokers	.	.	.	.
Business services agents	.	.	.	.
Administrative and specialized secretaries	20	14	.	.
Regulatory government associate professionals	11	.	.	.
Legal, social and religious associate professionals	68	35	11	2
Sports and fitness workers	4	3	.	.
Artistic, cultural and culinary associate professionals	1	7	.	.
Information and Communication Technology operations and user support technicians	17	8	.	.
Telecommunications and broadcasting technicians	.	.	.	.
General Office clerks	95	74	8	7
Secretaries (general)	8	12	1	.
Keyboard operators	9	8	.	3
Tellers, money collectors and related clerks 96	16	5	.	.
Client information workers	.	.	1	1
Numerical Clerks	6	.	.	.
Material recording and transport clerks	.	.	.	.
Other clerical support workers	109	44	27	5
Travel attendants, conductors and guides	.	.	.	.
Cooks	.	.	.	.
Waiters and bartenders	.	.	.	.
Hairdressers, beauticians and related workers	.	.	.	.
Building and housekeeping supervisors	.	.	.	.
Other personal services workers	.	.	.	.
Street and market sales persons	.	.	.	.
Shop salespersons	.	.	.	.
Cashiers and ticket clerks	.	.	.	.
Other sales workers	.	.	.	.
Child care workers and teachers' aides	.	.	.	.
Personal care workers in health services	2	.	.	.
Protective services workers	38	.	2	.
Market gardeners and crop growers	26	2	.	.
Animal producers	.	.	.	.
Mixed crop and animal producers	170	64	.	.
Forestry and related workers	10	1	.	.
Fishery workers, hunters and trappers	76	.	.	.

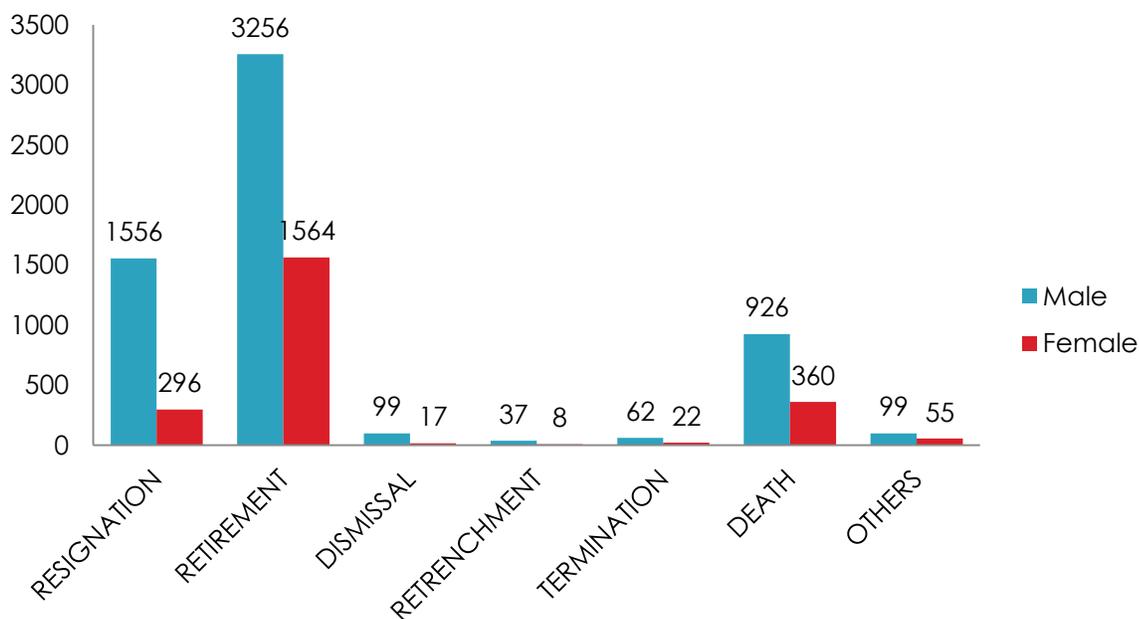
Subsistence crop farmers	.	.	.	.
Subsistence livestock farmers	4	1	.	.
Subsistence mixed crop and livestock farmers	.	.	.	.
Subsistence fisheries, hunters, trappers and gatherers	.	.	.	.
Building frame and related trades workers	1	1	.	.
Building finishers and related trades workers	.	.	.	.
Painters, building structure cleaners and related trades workers	.	.	.	.
Sheet and structural metal workers, molders and welders and related workers	.	.	.	.
Blacksmiths, toolmakers and related trades workers	.	.	.	.
Machinery mechanics and repairers	.	.	1	.
Handicraft workers	.	.	.	.
Printing trades workers	.	.	.	.
Electrical equipment installers and repairers	12	.	1	.
Electronics and telecommunications installers and repairers	.	.	.	.
Food processing and related trades workers	19	.	.	.
Wood treaters, cabinet-makers and related trades workers	1	.	.	.
Garment and related trades workers	.	.	.	.
Other craft and related workers	.	.	.	.
Mining and mineral processing plant operators	.	.	.	.
Metal processing and finishing plant operators	.	.	.	.
Chemical and photographic products plant and machine operators	.	.	.	.
Rubber, plastic and paper products machine operators	.	.	.	.
Textile, fur and leather products machine operators	.	.	.	.
Food and related products machine operators	.	.	.	.
Wood processing and papermaking plant operators	.	.	.	.
Other stationary plant and machine operators	.	.	.	.
Assemblers	6	.	.	.
Locomotive engine drivers and related workers	.	.	.	.
Car, van and motorcycle drivers	21	1	3	.
Heavy truck and bus drivers	.	.	.	.
Mobile plant operators	.	.	.	.
Ships' deck crews and related workers	138	.	.	.
Domestic, hotel and office cleaners and helpers	79	54	8	4
Vehicle, window, laundry and other hand cleaning workers	.	10	.	.
Agricultural, forestry and fishery labourers	1	.	.	.
Mining and construction labourers	11	9	1	.
Manufacturing labourers	.	.	.	.

Transport and storage labourers	87	29	.	.
Food preparation assistants	.	4	.	.
Street and related service workers	.	.	.	.
Street vendors (excluding food)	.	.	.	.
Refuse workers	.	1	.	.
Other elementary workers	19	10	19	8
Total	2520	1004	592	271

2.3.7 EXITS IN PUBLIC SERVICE BY CADRE AND REASON FOR EXIT

In the Q4 2014, a total of 8,357 staff exited all three tiers of public service. Of this total, 4,820 employees or 57.68%, being the highest, exited by 'reason of retirement'. This was followed by a distant 1,852 employees or 22.16% of the total, who resigned. The employees who exited by retrenchment recorded the least, with only 45 employees or 0.54%. The total number of exits by gender in Q4 2014 shows males accounted for 6,035 or 72.21%, of the exits, while 2,322 or 27.79% of exits were females.

Figure 5: Distribution of staff that exited public service by reasons for exiting and sex.



3. SURVEY DESIGN AND METHODOLOGY

3.1 SURVEY APPROACH

The approaches adopted for data collection are categorised into Formal sector jobs, Informal sector jobs and Public sector jobs. Formal jobs refer to employment generated in establishments that employ 10 persons and above, or formal professional services that employ less than 10 persons. Informal Sector is covered at the Household level and is a residual of Formal and Public Sector jobs from Total Employment generated. It is jobs such as those generated by individuals or household businesses employing less than 10 or those businesses operating with little or no structures e.g. those in Agriculture and Wholesale and Retail Trade. While The Public Institutions are the Government Ministries, Departments, Agencies (MDAs), Government Parastatals, Academic and Research Institutions at Federal, State and Local government levels.

3.2 COVERAGE

The survey was carried out in all the 36 states of the Federation and the Federal Capital Territory (FCT) Abuja. The ultimate sampling units (households) at both urban and rural areas were sampled through the Enumeration Areas (EAs) using statistical methods (outlined in section 3.4). 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 (19) sectors following the migration from International System of Industrial Classification (ISIC) 3.1 to 4.0 namely:

- Agriculture
- Quarrying and Other Minerals

- Manufacturing
- Electricity, Gas, Steam and Air Conditioning Supply
- Water Supply, Sewage, Waste Management and Remediation
- Construction
- Trade
- Accommodation and Food Services
- Transportation and Storage
- Information and Communication
- Arts, Entertainment and Recreation
- Financial Intermediations
- Real Estate
- Professional, Scientific and Technical Services
- Administrative & Support Services
- Public Administration
- Education
- Human Health and Social Services
- Other Services

3.3 SCOPE

The subject areas of interest for the Establishment component included: Particulars and Identification of establishments, Number of Employees, Number of new employees and their occupation. Others are: Employment Policy, Number of persons that exited/Withdrew from Service or work place and Reasons for exiting/withdrawing from Service or work place.

The subject areas of interest covered for Public Institutions were; Identification of establishment/Public Institution, Number of Nigerian and non-Nigerian Employees in institution and Number of Nigerian and non-Nigerian employees (Academic Staff) in Academic sector. Also covered were; Number of Nigerian and non-Nigerian employees (Non-Academic staff) in Academic Sector, Number of Nigerian and non-Nigerian employees in Parastatals, Number of new employees by age group and by occupation and Compliance with Employment policy. Others were; Reasons for hiring new employees, Number of employees that exited the Service and Reasons for exiting the Service

The subject areas of interest covered under the Household (informal) component are: Information on identification of EAs and Households, Demographic characteristics of household Members, types of economic activity that household members engage in, working history/occupational profile of the labour force and Number and characteristics of unemployed persons.

3.4 SAMPLE DESIGN

The design of the Household Component was derived from NBS' National Integrated Survey of Household (NISH), which is a 2-stage cluster sample design. The Enumeration Areas (EAs) formed the first stage units (primary sampling units) while the Households (HHs) formed the second stage units (ultimate sampling units). The NISH Master Sample (MS) was constructed from the frame of the EAs used for the 2006 Housing and Population Census conducted by the National Population Commission (NPopC). Each state has a Master Sample Frame of 200 EAs randomly drawn in 20 independent replicates made up of 10 EAs each.

At the First Stage of primary selection (selection of EAs), sixty EAs were selected, listed and canvassed for both urban and rural areas. A total of two thousand, two hundred and twenty (2,220) EAs were covered throughout the country. The second stage selection, otherwise known as the Ultimate Sampling Units (selection of HHs),

fifteen (15) HHs were systematically selected per EA from the list of HHs. A total of nine hundred (900) HHs were covered in each state including FCT Abuja. In all, a total of thirty three thousand, three hundred (33,300) HHs were expected to be covered nationally. 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 selection technique was used to select the sampled establishments within the sector. Other criteria used in selection of establishments were Employment Size and response history.

A total of three thousand, one hundred and forty-one (3,141) public and academic institutions originally targeted for coverage were covered at Federal, State and Local Government levels on Census basis. However, additional nine hundred and sixty nine (969) Public Institutions above the original population were also covered making a total of four thousand, one hundred and ten (4,110) covered nationwide.

Table 11: Number of Ministries/Parastatals/Agencies and Academic Institutions

S/No	States	Ministries	Parastatals	Agencies	Research Institutes	Academic Institutions	Total
1	Abia	24	22	15	1	4	66
2	Adamawa	21	22	21		3	67
3	Akwa ibom	21	10	18		7	56
4	Anambra	22	7	12	4	4	49
5	Bauchi	24	28	26	1	3	82
6	Bayelsa	48	14	44	2	3	111
7	Benue	22	15	21	2	6	66
8	Borno	43	18	23	1	7	92
9	Crossriver	22	23	24	1	6	76
10	Delta	24	13	32		3	72
11	Ebonyi	20	16	35	1	2	74
12	Edo	20	10	12	1	5	48

13	Ekiti	14	27	31		3	75
14	Enugu	31	61	41	1	5	139
15	Gombe	45	23	33		2	103
16	Imo	18	14	15		4	51
17	Jigawa	45	15	43	2	6	111
18	Kaduna	35	27	20	3	12	97
19	Kano	40	43	44		7	134
20	Kastina	14	18	22		2	56
21	Kebbi	25	16	23		5	69
22	Kogi	20	20	15	1	5	61
23	Kwara	17	21	15		5	58
24	Lagos	28	38	43	4	7	120
25	Nasarawa	19	21	17		3	60
26	Niger	26	26	15	1	4	72
27	Oyo	13	6	3	4	6	32
28	Osun	16	11	14		4	45
29	Ondo	55	50	63		6	164
30	Ogun	36	33	38	1	10	118
31	Plateau	23	15	21		3	62
32	Rivers	34	17	20		4	75
33	Sokoto	24	11	31	1	6	73
34	Taraba	34	20	25		6	85
35	Yobe	28	21	49		12	110
36	Zamafara	36	40	51		4	131
37	F.c.t.	64	34	79		4	181
Total		1051	826	1044	32	188	3141

3.5 SURVEY INSTRUMENTS

The survey instruments used for data collection were:

- EA sketch maps
- Establishment Questionnaire
- Establishment selection sheet
- Lodgment sheet
- Public Institution Questionnaire
- Manual of Instructions for Field staff

These survey instruments were jointly developed and reviewed by; National Bureau of Statistics (NBS), Federal Ministry of Labour and Productivity, National Directorate of Employment (NDE), Office of the Chief Economic Adviser to the President and Federal Ministry of Youth Development

3.6 PUBLICITY

The importance of Publicity cannot be over emphasized considering the fact that it creates awareness for the conduct of the survey and increase response rate. The publicity was carried out through Electronic media, Print media and sensitization letter to states and LGAs.

3.7 TRAINING FOR FIELDWORK

Two levels of training were organized for the survey. The first level was called the Training of Trainers (TOT). At this level, a total of Eighty-six (86) officers comprised of six (6) coordinators, thirty seven (37) NBS headquarter staff, six (6) zonal controllers and thirty seven (37) state officers were trained as both trainers and monitors. The training was conducted at the NBS headquarters, Abuja for one day. However, the second level Training took place in 36 states and FCT, Abuja where the Interviewers and Supervisors were trained. It lasted for two (2) days.

3.8 FIELDWORK ARRANGEMENT

The Household interviews was conducted by twenty (20) field staff per state comprising of four (4) supervisors and sixteen (16) interviewers. These field personnel were constituted into four (4) roving teams per state. A team was made up of one (1) supervisor and four (4) interviewers who first listed the Households (HHs), made selection and then conducted interviews with household members for twelve (12) days using the labour force questionnaire. Moreover, in the Establishment/Public Institutions Component, One (1) Interviewer canvassed (lodged and retrieved) an average of 19 establishments/public institutions questionnaires. The number of

enumerators in the states varied according to the number of establishments/public institutions. On the average, one (1) supervisor supervised five (5) Interviewers. In all a total of four hundred and twelve (412) interviewers and eighty eight (88) supervisors were used. Lodgment and retrieval of establishment/public institution questionnaires lasted for 15 days. The staffs of State Statistical Agencies (SSAs) were involved in data collection as well, especially in canvassing the establishment and public institution components.

3.9 MONITORING OF FIELDWORK

To ensure that good quality data were collected, instructions and procedures were fully followed by the field personnel, monitoring of fieldwork was carried out by; NBS Headquarters staff, NBS state officers, NBS zonal controllers, stakeholders and Independent monitors. Monitoring instruments and guidelines were developed which was used for the monitoring exercise. The monitoring officers ensured strict compliance to retrieval schedule at the end of their visit. The monitoring exercise lasted five (5) days for NBS H/Q staff and four (4) days each for NBS State officers and zonal controllers respectively.

3.10 COORDINATION

Six (6) members of the directorate in NBS coordinated the survey activities at both Trainings, Fieldwork, Data processing, and Report Writing stages for five (5) days.

3.11 RETRIEVAL OF RECORDS

All completed records were retrieved and batched EA by EA and Sector by Sector, and forwarded to NBS H/Q for data processing and analysis.

3.12 DATA PROCESSING AND ANALYSIS

All the completed records for household, establishments and public institutions were captured at the NBS Headquarters at the data processing centre. The Census and Survey Processing (CSPPro) software was developed for data capture while SPSS was

used for the analysis. Tabulation plan was jointly developed by NBS and other stakeholders. The data processing and analysis was done for 10 days.

3.13 REPORT WRITING

Senior and experienced report writers from NBS were joined by officials from stakeholders to write the report. Two reports; Executive summary and Main Report were written.