On the Compilation of Labour Force Statistics for Nigeria

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Computing unemployment rate using a 40 hours a week benchmark implies that any person who has worked for less than 40 hours during the reference week is considered unemployed. This method has become outdated given the present realities of the working environment in Nigeria, particularly, considering the nature of certain activities in the service sector of the economy. This document presents the new definition and revised methodology that is used to re-compute the labour force statistics in Nigeria between 2010 to 2014 Q4. The high rate of underemployment among age "25-34" years showcased the difficulty associated with youth and graduate unemployment. This is particularly worrisome because this category falls within the very active labour force population. Policies that will address youth and graduate unemployment phenomenon in the country are, therefore, required.

1.0   Introduction

The National Bureau of Statistics (NBS) by the Statistics Act 2007 is the National Agency responsible for developing and promoting the use of statistical standards and appropriate methodologies in the statistical system. In keeping with this mandate, NBS has been carrying out on an on-going basis, methodology reviews for data production to ensure its processes are up to date and in line with international best practice, while also satisfying the peculiarities of the Nigeria's environment.

One of the critical reviews carried out recently is the definition and methodology review for the production of labour force statistics, where NBS computes the national unemployment rate. NBS has historically computed unemployment rate using a 40 hours a week benchmark. This implies that any person who has worked for less than 40 hours during the reference week is considered unemployed. This method has become outdated given the present realities of the working environment in Nigeria, particularly, considering the nature of certain activities in the service sector of the economy, which presently accounts for over half of the nation's output.

As part of its strategic agenda, the Central Bank of Nigeria recently adopted the inclusion of unemployment rate in its monetary policy decisions. To this end, the Bank set up a Technical Committee comprising Statistics, Monetary Policy and Research Departments of the Bank as well as NBS to work out modalities for measurement and generation of timely Labour force statistics. As part of the initiative to actualize this objective, a 3-day national stakeholder's workshop was organized by the NBS on the review of definition and methodology for computing Labour force statistics in Nigeria in September, 2014. The aim of the workshop was to deliberate on the current definition and methodology as applied by the NBS and proposed a more suitable one in line with current economic realities and international best practices.

The 3-day National Stakeholder Workshop, with 18 organizations drawn from the public and private sectors, civil society organization and the media, chaired by Professor Sarah Anyanwu of the University of Abuja was held. The organizations that participated in the workshop include the academia; Central Bank of Nigeria; Civil Society Organizations; Federal Ministry of Finance; Federal Ministry of Labour and Productivity; International Labour Office; Manufacturers' Association of Nigeria; the Media; National Directorate of Employment; National Planning Commission; National Population Commission; Nigerian Statistical Association; Nigeria Economic Society; Nigeria Institute of Socio-Economic Research; Nigeria Union of Journalist; Trade Union Congress of Nigeria; United Nations Development Programme; and the World Bank.

The NBS/CBN Technical Committee organized a follow-up workshop to reflect the stakeholders' recommendations on the methodology and develop an implementation framework which outlines: (1) the modality for the conduct of labour force survey and (2) the possible survey frequency, amongst others.

For ease of exposition, this document is structured into five sections; with section one as the introduction. The concepts and definitions used in labour force statistics are discussed in section two. Section three presents the conduct of the labour force survey under different scenarios. The earlier surveys conducted in the period 2010 to 2014 were re-analyzed and discussed based on the revised framework in section four. Section five provides summary and recommendations on the way forward.

2.0   Conceptual Framework

The economically active population comprises all persons of either sex who supply labour for the production of goods and services during a specified

period. Total labour force comprises members of the working age population, who during the survey reference week, were classified as either employed or unemployed. These were people ages 15 and older (64 years in the case of Nigeria) who meet the International Labour Organization definition of economically active population. While national practices vary in the treatment of such groups as the armed forces and seasonal or part-time workers, in general the labour force includes the employed and the unemployed.

Working age population is usually resident, non-institutionalized, civilian population of Nigeria aged 15 years to 64 years. Any person in the working age population who is neither employed nor unemployed is considered as not in the labour force. This residual category (that are not in the labour force) includes people who: - are retired; have personal or family responsibilities such as unpaid housework and childcare; attend educational institutions; are permanently unable to work due to physical or mental disabilities; were temporarily unavailable for work in the survey reference week; and are not actively seeking work. These definitions conform closely to the international standard definitions specified by the International Labour Organization. Thus, the labour force participation rate (LFPR) and the Not in the Labour force rate (NLFR) are defined as:

$$LFPR = \frac{Labour\ force}{Working\ Age\ Population}\ x\ 100 \qquad (1)$$

$$NLFR = \frac{Not\ in\ the\ Labour\ force}{Working\ Age\ Population}\ x\ 100 \qquad (2)$$

The labour force category to which a person is assigned depends on his or her actual activity during the survey reference week (or period).

Persons in employment or employed are people in the working-age population who, during the reference week, did one of the following: - (a) worked for 20 hours or more for pay or profit in the context of an employee/employer relationship or self-employment; (b) worked without pay for 20 hours or more in work which contributed directly to the operation of a farm, business, or professional practice owned or operated by a relative; and (c) had a job but were not at work (due to own illness or injury, personal or family responsibilities, bad weather, mechanical breakdown, direct involvement in an industrial dispute, leave or holiday). In other words, NBS defines persons in employment in the reference period as all labour force members that work for pay/wages in the formal sector; and those members that work for at least 20 hours in the informal sector. The employment rate is defined as:

Employment Rate

$$= \frac{Number\ of\ Employed}{Labour\ Force}\ x\ 100 \qquad (3)$$

Underemployed comprises employed people who work part time (usually worked for at least 20, but less than 40 hours), and are willing and available to work more hours than they usually do. There are various types of underemployment namely: - time-related, skill-related, income-related among others. Among these, both time-related and skill-related are more easily measured. Time-related underemployment comprises those in employment, but work less than 40 hours within the reference period. The time-related underemployment rate and the rate by category are defined as:

Time related underemployment rate

$$= \frac{Time\ related\ underemployed}{Labour\ Force}\ x\ 100 \qquad (4)$$

and

Time related underemployment rate by Category

$$= \frac{Time\ related\ underemployed\ by\ Category}{Labour\ Force\ by\ Category}\ x\ 100 \quad (5)$$

Also, the contribution to time-related underemployment by category is defined as:

Contribution to Time related underemployment rate by Category

$$= \frac{Time\ related\ underemployed\ by\ Category}{Labour\ Force}\ x\ 100 \qquad (6)$$

The unemployed persons comprise all those in the labour force that are not in employment during the specific reference period. In other words all people in the working-age population who, during the reference week, were without a paid job, available for work, and had either actively sought for work in the past four weeks ending with the reference week, had a new job to start within the next four weeks, or worked for less than 20 hours a week in the informal sector ending with the reference week are considered unemployed. The unemployment rate and the rate by category are defined as:

Unemployment rate

$$= \frac{Unemployed}{Labour\ force}\ x\ 100 \qquad (7)$$

and

$$Unemployment\ rate\ by\ Category$$
$$= \frac{Unemployed\ by\ Category}{Labour\ force\ by\ Category}\ x\ 100 \qquad (8)$$

Also, the contribution of unemployment rate by category is defined as:

$$Contribution\ to\ Unemployment\ rate\ by\ Category$$
$$= \frac{Unemployed\ by\ Category}{Labour\ force}\ x\ 100 \qquad (9)$$

3.0   Labour Force Survey

3.1   Data Sources

The target population for the household labour force survey (HLFS) in Nigeria is the civilian, usually resident, non-institutionalized population aged 15 to 64 years. The HLFS does not cover : - long-term residents of homes for older people, hospitals, and psychiatric institutions; prison inmates; members of the armed forces; overseas diplomats; overseas visitors who expect to be a resident in Nigeria for less than 12 months; and those that are under 15 years of age.

3.2   Sample Design

The HLFS sample design is derived from the NBS National Integrated Survey of Households sample design which is a 2-stage cluster sample design; the enumeration areas (EAs) form the first stage units, while households (HHs) form the second stage units. The HLFS sample contains about 33,300 private households and about 199,800 individuals each quarter. We sample households on a statistically representative basis from each of the 36 states and Federal Capital Territory, and obtain information for each member of the household. The sample is therefore stratified by states, urban and rural areas, and other socio-economic characteristics.

Households stay in the survey for two years. Each quarter, one-eighth of the households in the sample are rotated out and replaced by a new set of households. Therefore, up to seven-eighths of the same people are surveyed in adjacent quarters. The overlap is expected to improve the reliability of the quarterly change estimates.

The period of the field work (surveying/interviewing) normally takes 15 days. The information obtained relates to the week before the interview (referred to as the "survey reference week"). The enumerators first interview respondents face-to-face at their homes. Subsequent interviews if need be are by telephones whenever possible. Where practicable information is obtained

directly from each household member, otherwise, a proxy interview is conducted in which details are obtained from another adult in the household.

Publicity of the HLFS is normally provided to create awareness amongst the stakeholders, respondents and the general public so as to increase the response rate. This is normally done through the electronic and print media. To minimize errors during the face to face interviews, two levels of training (train the trainer and training of the interviewer) are conducted prior to the interview. The first level of training is the train-the-trainer, which consists of 37 trainers, 37 monitors and 6 coordinators which are done in Abuja.

The second level of training is the training of the field staff, which consists of the interviewers and supervisors, state officers and zonal coordinators and this takes place in the 36 states and FCT. With the second level of training completed, the household interviews are conducted by 20 field staff per state comprising 4 roving teams (4 supervisors and 16 interviewers). The field staff will locate selected household and then conduct interviews with the household members using the labour force questionnaire.

3.3   Survey Options

Based on the recommendations of the stakeholders for detailed disaggregation of the Labour force statistics, the need to increase the sample size became imperative. This will allow for disaggregation by state and within state, and further disaggregation will be possible such as rural-urban, male – female, more detailed educational attainment, etc. Also, for the Monetary Policy Committee meetings it will be pertinent if information on labour force statistics in the medium term could be provided on monthly basis at the National level.

Presently the labour force statistics are computed quarterly with an annual expenditure outlay of about ₦370 million. Quarterly detailed disaggregation will amount to substantial increase in the sample size and may cost over ₦800 million per annum. Compiling the labour force statistics monthly with minimal information for decision making will absorb about ₦650 million annually.

The hybrid option would be to provide detailed information at the end of each quarter, and minimal information in the other two months in the quarter. This option will absorb about one billion naira annually. However, due to the reduction in revenue resulting from falling international oil prices, it is suggested that the current quarterly surveys should be maintained.

4.0 Data Analysis, Results and Discussions

The census and survey processing (CSPro) software is used for data capture, while SPSS is used for analysis.

4.1 Weighing Sample Survey Data

The NISH sample design is constructed to generate reliable labour market statistics at the national level. In each state and FCT, 60 EAs are selected with probability proportional to size. These probabilities are used to generate the weights that are applied to the sample data to generate robust, unbiased and reliable population estimates of the labour market statistics.

Table 1: Key Facts from Q4 2014 Household Labour Force Survey

Key Facts					
Labour Force Statistics	**Q4 2013**	**Q3 2014**	**Q4 2014**	**Change over Q3 2014**	**Change over Q4 2013**
	(In Thousands)			(Percent))	
Employed	65,860.8	65,517.9	68,259.1	4.2	3.6
Un-employed	5,780.4	7,027.9	4,672.5	-33.5	-19.2
Not in Labour Force	25,913.0	28,366.2	28,838.1	1.7	11.3
Working Age Population	97,554.1	100,912.0	101,769.7	0.8	4.3
	(Per cent)			(Percentage points)	
Labour Force Participation Rate	73.4	71.9	71.7	-0.2	-1.8
Employment Rate of which:	91.9	90.3	93.6	3.3	1.7
Time Related Under-Employment Rate	12.0	15.4	17.9	2.5	5.9
Full Employment Rate	79.9	74.9	75.7	0.8	-4.2
Unemployment Rate	8.1	9.7	6.4	-3.3	-1.7

4.2 Key Facts

In Q4 2014 compared with the corresponding quarter of 2013, the following key facts have emerged:

a) The number of people employed increased by 2,398,369.
b) The employment rate rose by 1.7 percentage points to 93.6 per cent.
c) The unemployment rate fell by 1.7 percentage points to 6.4 per cent
d) The time-related underemployment rate rose by 5.9 percentage points to 17.9 per cent.
e) The full employment rate fell by 4.2 percentage points to 75.7 per cent.
f) The number of unemployed people declined by 1,107,863
g) The labour force participation rate fell by 1.8 percentage points to 71.7 per cent.

h) The labour force population increased by 1,290,525 to 72,931,619.

4.3   **Employment and Labour Force Participation Rates**

The working age population of Nigerians stood at 101,769,739 as at Q4 2014 of which 72,931,619 were fully employed, underemployed or unemployed translating into a labour force participation rate of 71.7 per cent. This rate was lower than the one reported in the preceding quarter and the corresponding quarter of 2013 by 20 and 180 basis points, respectively.
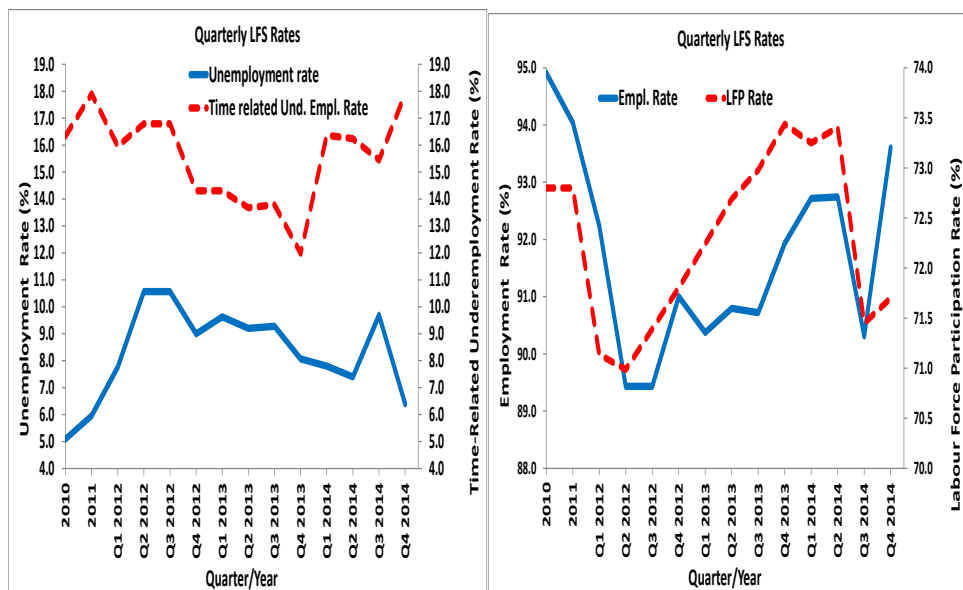
The national employment rate in Q4 2014 stood at 93.6 per cent, showing increases of 330 and 170 basis points above the preceding quarter and the corresponding quarter a year earlier, respectively.   While time related underemployment rose to 17.9 per cent from the level a year ago, full time employment fell to 75.7 per cent from the 79.9 per cent achieved. Over the corresponding quarter a year ago the number of (time related) underemployed Nigerians increased by 4,462,345 persons to 13,052,219 persons.

The trend of underemployment rate indicates that the Nigerian labour market has been generally dominated with under-employment situation much more than the outright unemployment phenomenon as the magnitudes of the underemployed outstripped the unemployed since 2010. This aptly captured anecdotal observations that people generally engaged themselves in one form of income generating activity or the other in the absence of full employment or other gainful employment in the informal sector of the economy. Policies that focus on creating opportunities for more gainful engagement for people in

itinerant activities will further help to ameliorate the unemployment and under-employment phenomenon in Nigeria.

4.4   Unemployment Rate

The national unemployment rate in Q4 2014 stood at 6.4 per cent, indicating that 4,672,500 job seekers during the survey reference week, had either actively sought for work in the past four weeks ending with the reference week, had a new job to start within the next four weeks, or worked for less than 20 hours a week in the informal sector ending with the reference week. Based on gender classification of unemployment, the female category had the highest incidence of unemployment with the highest rate of 11.4 per cent recorded in Q3 2014 and the lowest rate of 5.6 per cent recorded in 2010.
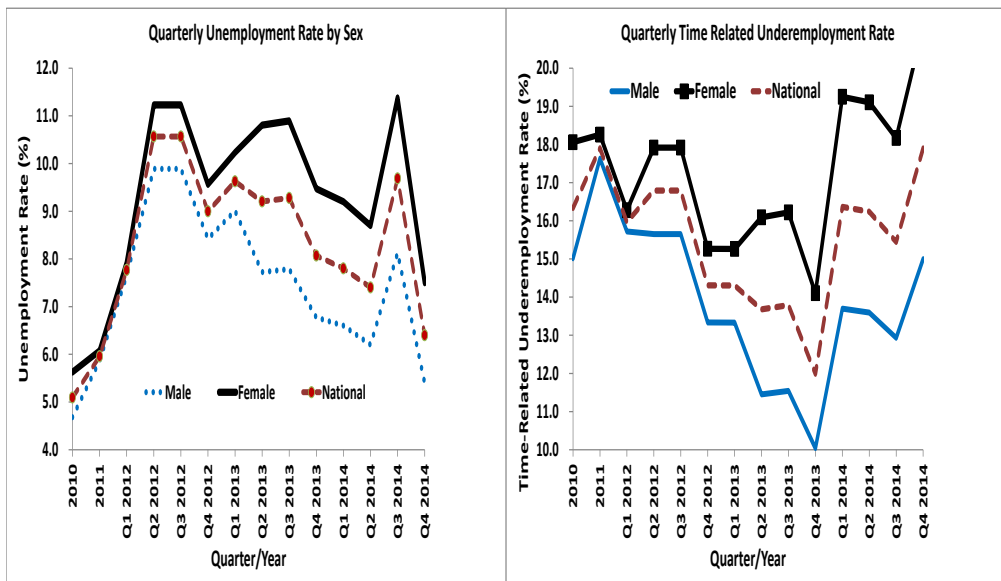
The problem of unemployment is more prevalent amongst the 15-24 and 25-34 age groups which in Q4 2014 registered unemployment rates of 11.7 and 6.9 per cent respectively. These rates are higher than the national rate of 6.4 per cent recorded in the quarter. It is worth noting that the 15-24 and 25-34 age groups together form the youth population which represents a very important stakeholder in any society. A prevalence of unemployment in these groups portends grave danger to the security and stability of any nation. It is disaster waiting to happen, if effective policy interventions are not put in place to mitigate the menace of high youth unemployment.

Similarly, the problem of unemployment in Q4 2014 is more prevalent amongst the secondary and post-secondary labour force which registered unemployment rates of 6.9 and 7.0 per cent respectively. The number of post-secondary unemployed amongst which the majority are graduates of tertiary

institutions stood at 685,000 in Q4 2014 indicating a decline of 481,700 skilled but unemployed persons over the preceding quarter.

4.5   Time Related Underemployment Rate

The highest rate of underemployment at 17.9 per cent, occurred in 2011 and 2014Q4 as against the lowest rate of 12 per cent recorded in 2013Q4 representing a 5.9 percentage points difference. Similarly on a quarterly basis, the underemployment rate in 2012 fluctuated between 16.8 per cent and 14.3 per cent while in 2013, it fluctuated between 14.3 per cent and 12 per cent. Between the periods 2012Q1–2014Q4, the maximum rate of underemployment in the country stood at 17.9 per cent in 2014 Q4 while the minimum was 12 per cent in 2013Q4. The underemployment rates registered for female labour force were consistently higher than the national underemployment rate. In contrast the male underemployment rates were consistently lower than the national rate. A gender disaggregation of the underemployment phenomenon indicated that women are in general more affected than men. This provides evidence for the perennial low labour force participation rate and other gender related labour market disadvantages that women experience in the predominantly patriarchal Nigerian communities.

When considered from its educational qualifications dimension, the illiterate segment of the labour-force (Never attended school) had the lowest experience of underemployment at 13.3 per cent in Q4 2013, while it peaked at 19.8 per cent at the end of Q4 2014. The "below primary" segment fell from 18.1 per cent under-employment rate at the end of 2010 to 11.1 per cent at the end Q4 2014. The primary school leavers segment has the lowest experience of under-employment rate of 8.8 per cent at Q4 2013 which subsequently peaked at 13.1 per cent at the end of Q4 2014. The segment of the labour force with post-secondary school qualifications had under-employment rate of 16.9 and 14.1 per cent in 2010 and 2011 respectively. The under-employment rate for this segment peaked at 20.9 per cent in Q3 2012 and moderated to 17.7 per cent at the end of Q4 2014.

While there are similarities in the trend of the underemployment rates within the educational level groupings, their concerns for policy however differ. The high rates of underemployment among "Secondary" school leavers are generally expected, as this category of labour force is engaged in low-skilled or part-time employment. However, the high rate of under-employment among the "Post-Secondary" school certificates holders highlighted the problem of unemployment and engagement in low skilled jobs among graduates in the country. Policies that address graduate unemployment phenomenon in the country are, therefore, required.

The analysis of underemployment rate by age group showed that the "15-24 years" age bracket recorded the highest rate of underemployment within the period under review with the maximum value of 42.9 per cent occurring in 2011 while the minimum value of 7.5 per cent was recorded in Q4 2013 for "45-54 years" age bracket.

The high rates of underemployment within age group "15-24" years are generally expected, as this category of labour force are engaged in low-skilled and part-time employment. This is because majority of the citizenry within this age bracket are expected to be undergoing their apprenticeship. Also, the high rate of underemployment among age '25-34' years showcased the difficulty associated with youth and graduate unemployment. This is particularly worrisome because this category falls within the very active labour force population. Hence, policies that address youth and graduate unemployment phenomenon in the country are required to checkmate this ugly trend.

5.0   Summary and Conclusion

In keeping with the statistics production mandate, the NBS has been carrying out on an on-going basis, methodology reviews for data production to ensure its processes are up to date and in line with international best practice, while also satisfying the peculiarities of the Nigeria's environment. One of the critical reviews carried out recently is the definition and methodology review for the production of unemployment statistics, where NBS computes the national unemployment rate. Computing unemployment rate using a 40 hours a week benchmark implies that any person who has worked for less than 40 hours during the reference week is considered unemployed. This method has become outdated given the present realities of the working environment in Nigeria, particularly, considering the nature of certain activities in the service sector of the economy.

Persons in employment are people in the working-age population who, during the reference week: (a) worked for 20 hours or more for pay or profit in the context of an employee/employer relationship or self-employment; (b) worked without pay for 20 hours or more in work which contributed directly to the operation of a farm, business, or professional practice owned or operated by a relative; and (c) had a job but were not at work (due to own illness or injury, personal or family responsibilities, bad weather, mechanical breakdown, direct involvement in an industrial dispute, leave or holiday).

In other words, NBS defines persons in employment in the reference period as all labour force members that work for pay/wages in the formal sector; and those members that work for at least 20 hours in the informal sector. However, the underemployed are employed people who work part time

(usually worked for at least 20, but less than 40 hours), and are willing and available to work more hours than they usually do. In contrast, the unemployed comprise all those in the labour force that are not in employment during the specific reference period.

The trend of underemployment rate indicates that the Nigerian labour market has been generally dominated with under-employment situation much more than the outright unemployment phenomenon as the magnitudes of the underemployed outstripped the unemployed since 2010. This aptly captured anecdotal observations that people generally engaged themselves in one form of income generating activity or the other in the absence of full employment. Policies that focus on creating opportunities for more gainful engagement for people in itinerant activities will further help to ameliorate the unemployment and under-employment phenomenon in Nigeria.

The high rates of underemployment within age interval '15-24' years are generally expected, as this category of labour force are engaged in low-skilled and part-time employment. As expected the majority of the citizenry within this age bracket are expected to be undergoing their apprenticeship. Also, the high rate of underemployment among age '25-34' years showcased the difficulty associated with youth and graduate unemployment. This is particularly worrisome because this category falls within the very active labour force population. Policies that will address youth and graduate unemployment phenomenon in the country are required.

Labour Market Statistics: 2010 - 2014

Labour Market Statistics	2010 Year	2011 Year	2012 Q1*	2012 Q2	2012 Q3	2012 Q4	2013 Q1	2013 Q2	2013 Q3	2013 Q4	2014 Q1	2014 Q2	2014 Q3	2014 Q4
National														
Employed ('000)	61,852.2	63,249.9	62,493.7	61,804.1	62,251.3	63,797.3	63,809.0	64,561.4	64,477.5	65,860.8	66,028.4	66,681.6	65,517.9	68,259.1
Time-related underemployed ('000)	10,645.9	12,041.3	10,815.9	11,605.5	11,689.5	10,030.7	10,100.2	9,725.2	9,799.2	8,589.9	12,558.6	12,782.7	11,204.5	13,052.2
Fully Employed ('000)	51,206.3	51,208.6	51,677.9	50,198.6	50,561.8	53,766.6	53,708.8	54,836.2	54,678.4	57,270.9	53,469.8	53,899.0	54,313.4	55,206.9
Unemployed ('000)	3,318.4	4,006.2	5,262.3	7,301.6	7,354.5	6,308.5	6,796.7	6,544.4	6,594.1	5,780.4	5,612.8	5,356.0	7,027.9	4,672.5
Not in Labour Force ('000)	24,349.5	25,128.6	27,493.3	28,243.9	27,893.9	27,530.9	27,129.9	26,715.0	26,314.0	25,913.0	27,576.9	28,023.8	28,366.2	28,838.1
Labour Force Pupulation ('000)	65,170.6	67,256.1	67,756.1	69,105.8	69,605.8	70,105.8	70,605.8	71,105.8	71,071.7	71,641.1	71,641.2	72,037.6	72,545.8	72,931.6
Working Age Pupulation ('000)	89,520.1	92,384.7	95,249.4	97,349.7	97,499.7	97,636.7	97,735.7	97,820.7	97,385.7	97,554.1	99,218.1	100,061.5	100,912.0	101,769.7
Unemployed by Educational Level ('000)														
Never Attended	828.0	1,185.6	1,663.9	2,485.2	2,503.2	1,992.8	2,132.0	1,992	2,007.5	1,759.6	1,739.7	1,659.8	2,145.5	1,526.7
Below Primary	105.8	-	47.8	9.2	9.2	8.2	10.9	9.3	9.4	8.2	7.9	7.6	10.0	6.4
Primary	814.6	951.7	1,052.1	831.8	837.8	745.3	739.0	888	894.3	783.9	769.6	734.3	954.7	661.9
Secondary	1,174.8	1,507.0	1,822.4	2,775.6	2,795.7	2,487.0	2,795.3	2,564	2,583.2	2,264.4	2,187.5	2,087.5	2,751.0	1,792.4
Post seondary	395.2	362.0	676.1	1,199.9	1,208.6	1,075.2	1,119.5	1,091.5	1,099.8	964.0	908.2	866.9	1,166.7	685.0
Unemployed by Age group ('000)														
15-24	991.9	1,434.8	1,884.6	2,937.8	2,959.1	2,538.2	2,734.7	2,280.1	2,296.6	2,013.2	1,962.3	1,872.4	2,449.9	1,650.5
25-34	874.2	832.8	1,094.0	2,045.9	2,060.0	1,767.0	1,903.8	2,052.1	2,066.9	1,811.9	1,750.2	1,670.2	2,201.8	1,432.0
35-44	559.1	621.2	816.0	1,120.2	1,128.3	967.8	1,042.8	1,055.2	1,062.8	931.7	905.8	864.3	1,133.3	756.0
45-54	623.4	772.2	1,014.3	769.7	775.3	665.0	716.5	710.8	716.0	627.6	610.9	582.9	763.6	511.7
55-64	269.8	345.2	453.5	428.7	431.8	370.4	399.0	446.2	451.8	396.0	383.7	366.2	479.3	322.2
Unemployed By Sex ('000)														
MALE	1,726.8	2,233.7	2,934.1	3,385.6	3,410.1	2,925.1	3,151.5	2,854.7	2,876.4	2,521.4	2,447.5	2,335.5	3,065.5	2,035.2
FEMALE	1,591.7	1,772.5	2,328.3	3,916.1	3,944.4	3,383.4	3,645.3	3,689.7	3,717.8	3,258.9	3,165.4	3,020.5	3,962.5	2,637.3
Time-related underemployed by Educational Level ('000)														
Never Attended	2,656.4	3,563.6	3,253.3	3,728.3	3,755.2	3,222.3	3,565.8	3,328.4	3,353.8	2,939.9	4,298.2	4,374.9	3,834.7	4,467.1
Below Primary	339.5	-	87.1	16.9	17.0	14.6	15.0	12.8	12.9	11.3	16.5	16.8	14.7	17.2
Primary	2,613.2	2,860.4	2,333.9	1,431.7	1,442.0	1,237.4	1,182.4	1,418.4	1,429.2	1,252.8	1,831.7	1,864.4	1,634.2	1,903.7
Secondary	3,768.8	4,529.4	3,840.5	4,491.7	4,524.2	3,882.2	4,012.6	3,675.9	3,703.8	3,246.7	4,746.8	4,831.6	4,235.0	4,933.4
Post seondary	1,268.0	1,088.0	1,301.1	1,937.0	1,951.0	1,674.1	1,324.4	1,289.7	1,299.5	1,139.1	1,665.4	1,695.1	1,485.9	1,730.9

Labour Market Statistics: 2010 - 2014

Labour Market Statistics	2010 Year	2011 Year	2012 Q1*	2012 Q2	2012 Q3	2012 Q4	2013 Q1	2013 Q2	2013 Q3	2013 Q4	2014 Q1	2014 Q2	2014 Q3	2014 Q4
Time-related underemployed by Age group ('000)														
15-24	3,182.2	4,312.4	3,873.6	4,175.5	4,205.7	3,608.8	3,633.9	3,467.8	3,494.2	3,063.0	4,478.2	4,558.1	3,995.3	4,654.2
25-34	2,804.5	2,503.2	2,248.4	3,498.6	3,523.9	3,023.8	3,044.8	2,932.7	2,955.1	2,590.4	3,787.2	3,854.8	3,378.8	3,936.0
35-44	1,793.7	1,867.2	1,677.2	1,884.1	1,897.7	1,628.4	1,639.7	1,577.5	1,589.5	1,393.3	2,037.1	2,073.4	1,817.4	2,117.2
45-54	2,000.0	2,320.8	2,084.6	1,311.6	1,321.1	1,133.6	1,141.5	1,071.2	1,079.4	946.2	1,383.3	1,408.0	1,234.2	1,437.7
55-64	865.4	1,037.6	932.0	735.8	741.1	635.9	640.3	675.9	681.0	597.0	872.8	888.4	778.7	907.1
Time-related underemployed by Sex ('000)														
MALE	5,539.6	6,714.1	6,030.8	5,358.1	5,396.8	4,631.0	4,663.1	4,231.8	4,264.0	3,737.8	5,464.7	5,562.2	4,875.5	5,679.5
FEMALE	5,106.3	5,327.2	4,785.1	6,247.5	6,292.7	5,399.7	5,437.1	5,493.4	5,535.2	4,852.1	7,093.9	7,220.5	6,329.0	7,372.7
Labour Force Population by Educational Level ('000)														
Never Attended	19,386.4	20,006.7	20,155.5	22,336.9	22,498.6	22,660.2	22,821.8	21,997.2	21,986.7	22,162.8	22,162.9	22,278.5	22,429.7	22,547.1
Below Primary	1,876.6	1,345.4	1,355.4	135.0	136.0	137.0	137.9	121.5	121.5	122.4	122.4	143.1	151.0	155.6
Primary	15,682.2	16,775.3	16,900.0	11,205.6	11,286.7	11,367.8	11,448.9	14,181.8	14,175.0	14,288.6	14,288.6	14,357.7	14,464.0	14,546.0
Secondary	20,736.4	21,400.0	21,559.1	26,161.6	26,350.9	26,540.2	26,729.5	25,284.7	25,272.6	25,475.1	25,475.1	25,613.1	25,790.8	25,929.0
Post seondary	7,489.0	7,728.7	7,786.1	9,266.6	9,333.6	9,400.7	9,467.7	9,520.5	9,515.9	9,592.2	9,592.2	9,645.3	9,710.3	9,753.9
Labour Force Population by Age group ('000)														
15-24	9,732.2	10,043.6	10,118.2	21,802.2	21,959.9	22,117.7	22,275.4	13,761.9	13,755.3	13,865.5	13,865.5	13,942.2	14,040.6	14,115.3
25-34	17,603.0	18,166.3	18,301.4	18,112.0	18,243.1	18,374.1	18,505.2	20,166.0	20,156.4	20,317.8	20,317.8	20,430.3	20,574.4	20,683.8
35-44	17,034.7	17,579.8	17,710.5	13,863.0	13,963.3	14,063.6	14,163.9	17,503.7	17,495.3	17,635.5	17,635.5	17,733.1	17,858.2	17,953.1
45-54	12,920.8	13,334.3	13,433.4	9,867.8	9,939.2	10,010.6	10,082.0	12,533.1	12,527.1	12,627.4	12,627.5	12,697.3	12,786.9	12,854.9
55-64	7,880.0	8,132.1	8,192.6	5,460.8	5,500.3	5,539.8	5,579.3	7,141.1	7,137.7	7,194.9	7,194.9	7,234.7	7,285.7	7,324.5
Labour Force Population by Sex ('000)														
MALE	36,895.8	38,076.5	38,359.6	34,236.0	34,483.7	34,731.4	34,979.1	36,960.6	36,942.9	37,238.0	37,238.9	37,445.0	37,709.2	37,909.7
FEMALE	28,274.8	29,179.6	29,396.5	34,869.8	35,122.1	35,374.4	35,626.7	34,145.2	34,128.8	34,402.2	34,402.3	34,592.6	34,836.7	35,021.9

* Estimated based on Projection

Labour Force Rates : 2010 - 2014

	2010	2011	2012				2013				2014			
	Year	Year	Q1*	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Labour Force Participation Rate	72.8	72.8	71.1	71.0	71.4	71.8	72.2	72.7	73.0	73.4	72.2	72.0	71.9	71.7
Employment Rate of which:	94.9	94.0	92.2	89.4	89.4	91.0	90.4	90.8	90.7	91.9	92.2	92.6	90.3	93.6
Time Related Under-Employment Rate	16.3	17.9	16.0	16.8	16.8	14.3	14.3	13.7	13.8	12.0	17.5	17.7	15.4	17.9
Full Employment Rate	78.6	76.1	76.3	72.6	72.6	76.7	76.1	77.1	76.9	79.9	74.6	74.8	74.9	75.7
Unemployment Rate	5.1	6.0	7.8	10.6	10.6	9.0	9.6	9.2	9.3	8.1	7.8	7.4	9.7	6.4
Unemployment by Educational Level														
Never Attended	4.3	5.9	8.3	11.1	11.1	8.8	9.3	9.1	9.1	7.9	7.8	7.5	9.6	6.8
Below Primary	5.6	0.0	3.5	6.8	6.8	6.0	7.9	7.7	7.7	6.7	6.5	5.3	6.6	4.1
Primary	5.2	5.7	6.2	7.4	7.4	6.6	6.5	6.3	6.3	5.5	5.4	5.1	6.6	4.6
Secondary	5.7	7.0	8.5	10.6	10.6	9.4	10.5	10.1	10.2	8.9	8.6	8.2	10.7	6.9
Post seondary	5.3	4.7	8.7	12.9	12.9	11.4	11.8	11.5	11.6	10.1	9.5	9.0	12.0	7.0
Unemployment by Age Group														
15-24	10.2	14.3	18.6	13.5	13.5	11.5	12.3	16.6	16.7	14.5	14.2	13.4	17.4	11.7
25-34	5.0	4.6	6.0	11.3	11.3	9.6	10.3	10.2	10.3	8.9	8.6	8.2	10.7	6.9
35-44	3.3	3.5	4.6	8.1	8.1	6.9	7.4	6.0	6.1	5.3	5.1	4.9	6.3	4.2
45-54	4.8	5.8	7.6	7.8	7.8	6.6	7.1	5.7	5.7	5.0	4.8	4.6	6.0	4.0
55-64	3.4	4.2	5.5	7.8	7.8	6.7	7.2	6.2	6.3	5.5	5.3	5.1	6.6	4.4
Unemployment by Gender														
MALE	4.7	5.9	7.6	9.9	9.9	8.4	9.0	7.7	7.8	6.8	6.6	6.2	8.1	5.4
FEMALE	5.6	6.1	7.9	11.2	11.2	9.6	10.2	10.8	10.9	9.5	9.2	8.7	11.4	7.5
Time Related Under-employment by Educational Level														
Never Attended	13.7	17.8	16.1	16.7	16.7	14.2	15.6	15.1	15.3	13.3	19.4	19.6	17.1	19.8
Below Primary	18.1	0.0	6.4	12.5	12.5	10.7	10.9	10.5	10.6	9.2	13.5	11.7	9.7	11.1
Primary	16.7	17.1	13.8	12.8	12.8	10.9	10.3	10.0	10.1	8.8	12.8	13.0	11.3	13.1
Secondary	18.2	21.2	17.8	17.2	17.2	14.6	15.0	14.5	14.7	12.7	18.6	18.9	16.4	19.0
Post seondary	16.9	14.1	16.7	20.9	20.9	17.8	14.0	13.5	13.7	11.9	17.4	17.6	15.3	17.7
Time Related Under-employment by Age Group														
15-24	32.7	42.9	38.3	19.2	19.2	16.3	16.3	25.2	25.4	22.1	32.3	32.7	28.5	33.0
25-34	15.9	13.8	12.3	19.3	19.3	16.5	16.5	14.5	14.7	12.7	18.6	18.9	16.4	19.0
35-44	10.5	10.6	9.5	13.6	13.6	11.6	11.6	9.0	9.1	7.9	11.6	11.7	10.2	11.8
45-54	15.5	17.4	15.5	13.3	13.3	11.3	11.3	8.5	8.6	7.5	11.0	11.1	9.7	11.2
55-64	11.0	12.8	11.4	13.5	13.5	11.5	11.5	9.5	9.5	8.3	12.1	12.3	10.7	12.4
Time Related Unemployment by Gender														
MALE	15.0	17.6	15.7	15.7	15.7	13.3	13.3	11.4	11.5	10.0	14.7	14.9	12.9	15.0
FEMALE	18.1	18.3	16.3	17.9	17.9	15.3	15.3	16.1	16.2	14.1	20.6	20.9	18.2	21.1
Not in Labour Force (NLF) Rate	27.2	27.2	28.9	29.0	28.6	28.2	27.8	27.3	27.0	26.6	27.8	28.0	28.1	28.3

* Estimated based on Projection

Contribution to Labour Force Rates by Educational Level, Age Group and Sex; 2010 - 2014

	2010	2011	2012				2013				2014			
	Year	Year	Q1*	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Labour Force Participation Rate	72.8	72.8	71.1	71.0	71.4	71.8	72.2	72.7	73.0	73.4	72.2	72.0	71.9	71.7
Employment Rate of which:	94.9	94.0	92.2	89.4	89.4	91.0	90.4	90.8	90.7	91.9	92.2	92.6	90.3	93.6
Time Related Under-Employment Rate	16.3	17.9	16.0	16.8	16.8	14.3	14.3	13.7	13.8	12.0	17.5	17.7	15.4	17.9
Full Employment Rate	78.6	76.1	76.3	72.6	72.6	76.7	76.1	77.1	76.9	79.9	74.6	74.8	74.9	75.7
Unemployment Rate	5.1	6.0	7.8	10.6	10.6	9.0	9.6	9.2	9.3	8.1	7.8	7.4	9.7	6.4
Contribution to Unemployment by Educational Level														
Never Attended	1.3	1.8	2.5	3.6	3.6	2.8	3.0	2.8	2.8	2.5	2.4	2.3	3.0	2.1
Below Primary	0.2	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Primary	1.2	1.4	1.6	1.2	1.2	1.1	1.0	1.2	1.3	1.1	1.1	1.0	1.3	0.9
Secondary	1.8	2.2	2.7	4.0	4.0	3.5	4.0	3.6	3.6	3.2	3.1	2.9	3.8	2.5
Post seondary	0.6	0.5	1.0	1.7	1.7	1.5	1.6	1.5	1.5	1.3	1.3	1.2	1.6	0.9
Contribution to Unemployment by Age Group														
15-24	1.5	2.1	2.8	4.3	4.3	3.6	3.9	3.2	3.2	2.8	2.7	2.6	3.4	2.3
25-34	1.3	1.2	1.6	3.0	3.0	2.5	2.7	2.9	2.9	2.5	2.4	2.3	3.0	2.0
35-44	0.9	0.9	1.2	1.6	1.6	1.4	1.5	1.5	1.5	1.3	1.3	1.2	1.6	1.0
45-54	1.0	1.1	1.5	1.1	1.1	0.9	1.0	1.0	1.0	0.9	0.9	0.8	1.1	0.7
55-64	0.4	0.5	0.7	0.6	0.6	0.5	0.6	0.6	0.6	0.6	0.5	0.5	0.7	0.4
Unemployment by Gender														
MALE	2.6	3.3	4.3	4.9	4.9	4.2	4.5	4.0	4.0	3.5	3.4	3.2	4.2	2.8
FEMALE	2.4	2.6	3.4	5.7	5.7	4.8	5.2	5.2	5.2	4.5	4.4	4.2	5.5	3.6
Time Related Under-employment by Educational Level														
Never Attended	4.1	5.3	4.8	5.4	5.4	4.6	5.1	4.7	4.7	4.1	6.0	6.1	5.3	6.1
Below Primary	0.5	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Primary	4.0	4.3	3.4	2.1	2.1	1.8	1.7	2.0	2.0	1.7	2.6	2.6	2.3	2.6
Secondary	5.8	6.7	5.7	6.5	6.5	5.5	5.7	5.2	5.2	4.5	6.6	6.7	5.8	6.8
Post seondary	1.9	1.6	1.9	2.8	2.8	2.4	1.9	1.8	1.8	1.6	2.3	2.4	2.0	2.4
Time Related Under-employment by Age Group														
15-24	4.9	6.4	5.7	6.0	6.0	5.1	5.1	4.9	4.9	4.3	6.3	6.3	5.5	6.4
25-34	4.3	3.7	3.3	5.1	5.1	4.3	4.3	4.1	4.2	3.6	5.3	5.4	4.7	5.4
35-44	2.8	2.8	2.5	2.7	2.7	2.3	2.3	2.2	2.2	1.9	2.8	2.9	2.5	2.9
45-54	3.1	3.5	3.1	1.9	1.9	1.6	1.6	1.5	1.5	1.3	1.9	2.0	1.7	2.0
55-64	1.3	1.5	1.4	1.1	1.1	0.9	0.9	1.0	1.0	0.8	1.2	1.2	1.1	1.2
Time Related Unemployment by Gender														
MALE	8.5	10.0	8.9	7.8	7.8	6.6	6.6	6.0	6.0	5.2	7.6	7.7	6.7	7.8
FEMALE	7.8	7.9	7.1	9.0	9.0	7.7	7.7	7.7	7.8	6.8	9.9	10.0	8.7	10.1

* Estimated based on Projection