

Employment Report

Q1 2016



NATIONAL BUREAU OF STATISTICS



Highlights

- The number of applications was lower in general than in the final quarter of 2015; although applications increased between December and January by 15.6%, they then fell again in February by 37.2%, before increasing by 18.0% in March. As a result there were 145,872 applications in March compared to 170,453 in December.
- By Contrast, the number of vacancies increased following the dip in December when there were 2,563. By March there were 5,262 vacancies advertised. As a result, there was a sharp fall in the number of applications per vacancy.
- Trade/Services remained the sector to attract the most applications (39.1%), as well as to advertise for the most vacancies (79.1%).
- Oil & Gas/Mining and Banking/Financial Services were the two sectors to attract the highest amount of applications per vacancy, although at 177 and 150 respectively, the number is low relative to the previous quarter.
- Applicants were predominantly male (67.9%) and well educated; 76.9% were educated to degree level or higher.
- Lagos remained the state to account for the largest amount of applicants and vacancies.

Job Seeking Activity (Applications)

In the first quarter of 2016 there were less applications recorded than in the final quarter of 2015, although there was no clear pattern throughout the quarter. In January the number of applications rose by 15.6% to 196,965 from 170,453 in December, before falling by 37.2% to 123,657 in February, and then increasing again by 18.0% to 145,872 in March.

Applications by Industry

In the first quarter of 2016, as in previous quarters, applications were fairly concentrated in a few industries. In each month the two most popular industries to apply for (Trade/Services and Consulting in each case) accounted for roughly half of applications, and the six most popular accounted for over 70%.

Figure 1: Number of Applications (thousands) from Oct 2015 to Mar 2016

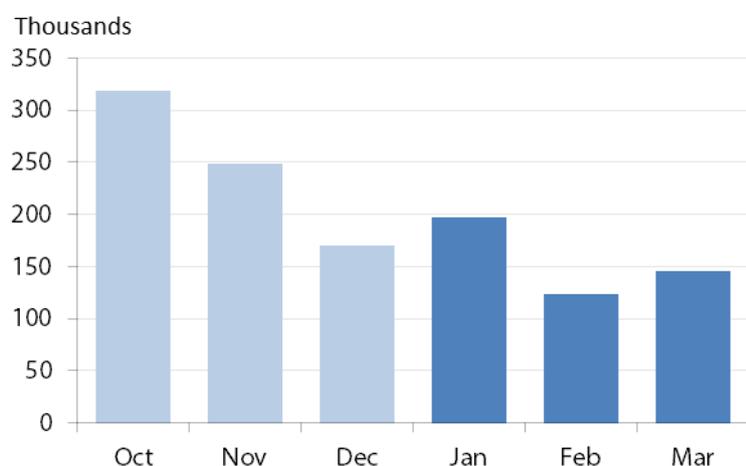


Table 1: Number of applications by month

Oct	318,233
Nov	248,347
Dec	170,453
Jan	196,965
Feb	123,657
Mar	145,872

The industry to receive the highest amount of applications was Trade/Services, which received 39.1% of all application during the entire quarter. In January the industry received 78,730 applications, 39.97% of the total. In February the number of Trade/Services applications fell to 44,089, representing 35.7% of the total, before increasing to 59,546 in March, or 40.82% of the total. Overall, Trade/Services increased its share of total applications between the 2015 Q4 and 2016 Q1, as although it recorded a

decline of 31.32% between these two periods, this was nevertheless than the decline in the total number of applications of 36.71%.

Consulting consistently attracted the second largest number of applications in the first quarter of 2016, and accounted for 13.0% of total applications in January, and 13.8% in February. In March Consulting saw a decrease in the number of applications received, in contrast to the total number, and as a consequence its share fell to 11.4%. For the quarter as a whole Consulting's share of total applications was 12.7%, which represents a marginal increase relative to the previous quarter, when the share was 12.1%.

Applicants By Location

In the period considered in this report, there were 116,583 applicants for whom location information was available. This represents a considerable decrease relative to the period considered in the previous report (2015 Q4), when information on location was available for 150,599 applicants. Of the applicants for which location information is provided, 62,640 or 53.73% were based in Lagos, a slight increase from the 2015 Q4 in which 52.72% were from Lagos.

Abuja also increased its share of applicants relative to the previous report, from 9.73% previously to 10.04%, or 11,706 applicants. By contrast, the number of applicants who were based outside of Nigeria fell to 4.38% from the 4.96% recorded in the previous report. As a result applicants from outside of Nigeria accounted for a lower share than Rivers; this state accounted for the third largest share at 5.82%. As in previous reports, Yobe and Jigawa were the two states to account for the fewest applicants; only 73 applicants from Jigawa, and 67 from Yobe were recorded, each of which represents 0.06% of the total (to two significant figures).

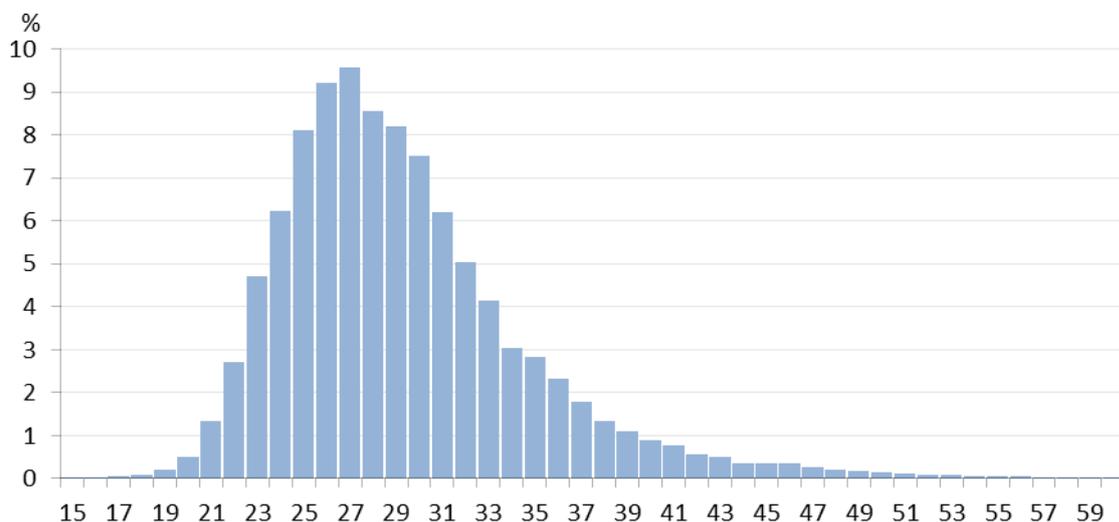
Age of Applicants

There were 80,342 applicants for whom information on age was available, and the majority of these were relatively young. As in previous periods, the most common age of applicants was 27; this age accounted for 9.56% of active applicants. At ages above 27, the number of applicants becomes progressively smaller. An estimated 59.15% of applicants were between the ages of 20 and 29, a similar proportion as in the period considered in the 2015 Q4 report, of 59.86%. Although applicants tend to be relatively young, only 0.37% of applicants are below 20 years of age, making this the least common age group of applicants, possibly as a result of their high level of education (explored below).

Table 2: Percentage of Active Applicants in each age bracket

	<20	20-29	30-39	40-49	50+
No.	294	47,514	28,389	3,579	566
%	0.37	59.15	35.34	4.46	0.70

Figure 2: Age distribution of active applicants



Education of Active Applicants

Of the 119,718 applicants for which information on education is available, 65.17% had a degree, and a further 11.75% were educated to higher than degree level (MBBS, MBA/MSc or MPHIL/Phd). In addition, 14.88% had a Higher National Diploma, which means that as in the previous period, over 90% of applicants were educated above secondary school levels. Only 1.17% listed S.S.C.E as their highest educational achievement, the same proportion as in the previous period considered. In comparison with estimates for the education of the population as a whole, this makes the applicants highly educated.

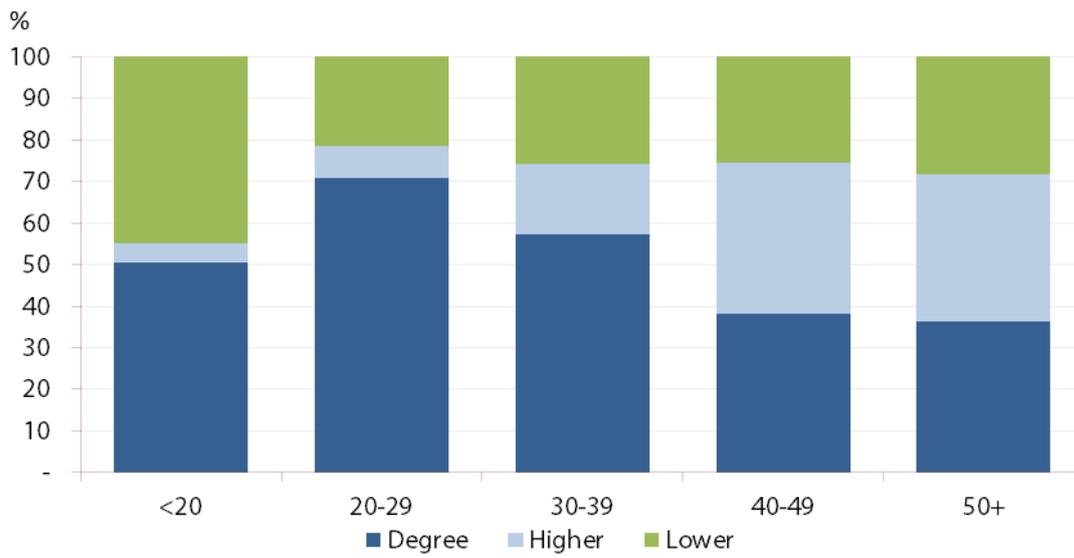
Examining the level of education within each age group reveals that broadly speaking, applicants are likely to be better educated if they are in higher age brackets. Only 4.42% of applicants below the age of 20 are educated to higher than degree level, but this increases to 36.12% for the age group 40-49. However the percentage drops slightly for those 50 years and above, to 35.27%. In addition, although the age bracket with the highest percentage of applicants (44.95%) without a degree is 20 years and under, the age bracket with the second highest percentage (28.16%) is the highest age bracket: those 50 years and above.

This picture is slightly to the one presented in the 2015 Q4 Online Recruitment report, in which the majority of those under the age of 20 did not have a degree, and 50 years and above was the age group with the lowest percentage of those without a degree.

Table 3: Percentage of each age group of active applicants with a degree, or higher lower qualification

	<20	20-29	30-39	40-49	50+
	%	%	%	%	%
lower	44.95	21.54	25.76	25.58	28.16
degree	50.63	70.91	57.29	38.30	36.48
higher	4.42	7.55	16.94	36.12	35.37
<i>total</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>

Figure 3: Percentage of each Age Group of Applicants Educated to Degree Level, or Higher or Lower



Vacancies

In the first quarter of 2016 the number of vacancies took a markedly different path to that of the number of applications. Whereas the latter decreased sharply in February, and was 14.21% lower at the end of the quarter than in December as a result, the number of vacancies increased in each month, recovering all the fall that was recorded in the finale quarter of last year. In January, the number of vacancies increased by 83.43%, from 2,563 to 4,702. In February the increase was far smaller; the number increased by 1.83% to 4788, and in March the increase was larger at 9.68%, resulting in 5260 vacancies.

Figure 4: Number of Vacancies (thousands) from Oct 2015 to Mar 2016

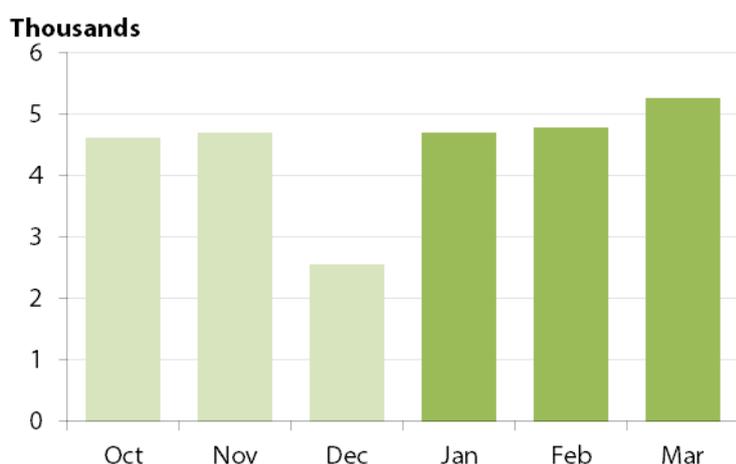


Table 4: Number of vacancies by month

Oct	4,620
Nov	4,696
Dec	2,563
Jan	4,702
Feb	4,788
Mar	5,262

Comparison with Applications

As a result of these divergent trends, there was a sharp decrease in the number of applications per vacancy in the first quarter of 2016. Whereas for 2015 Q4 as a whole there were 62 applications per vacancy, this fell to 32 in 2016 Q1, a decrease of nearly 50%. The largest change was in January, when as a result of the large increase in vacancies which wasn't matched in the increase in applications, the number fell from 67 in December to 42 in January. February also saw a large decrease, from 42 to 26 applications per vacancy. This was the lowest point however as in March the number increased slightly, to 28 applications per vacancy. Nevertheless, the first quarter of 2016 saw a marked decrease in the competitiveness of vacancies advertised on the Jobberman website.

Figure 5: Applications per Vacancy each Month, from Oct 2015 to Mar 2016

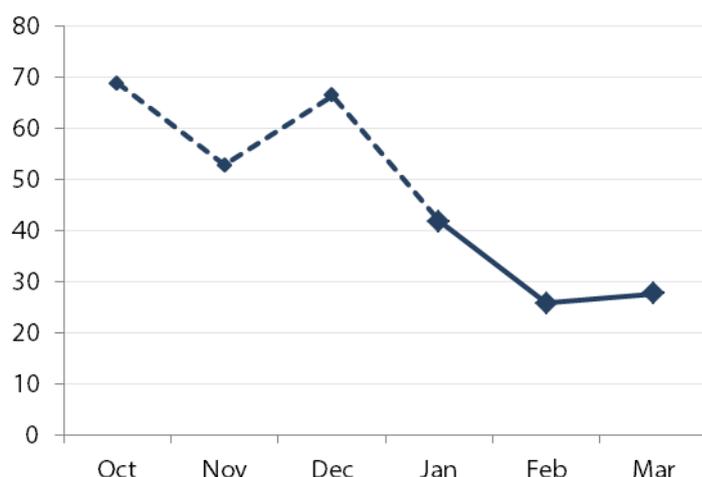


Table 5: Applications and Vacancies comparison

	Appl.	Vac.
Oct	318,233	4,620
Nov	248,347	4,696
Dec	170,453	2,563
Jan	196,965	4,702
Feb	123,657	4,788
Mar	145,872	5,262

Vacancies by Industry

Overall there was little significant change in the composition of vacancies advertised. In each month in the quarter, over three quarters of vacancies advertised were in the Trade/Services sector, which accounted for 3,609 vacancies in January (76.75%), 3,672 in February (76.69%) and 4,383 in March (83.33%). The increase between March and February was by 711 vacancies, more than the increase of 472 in the total number of vacancies, meaning that other industries posted fewer vacancies in March on average. This was to a large extent the result of less consulting jobs. After recording increases of 122 (85.92%) and 18 (7.95%) in January and February – both higher increases than in the overall number – the number fell by 138, or 48.42% in March. Despite this fall, this industry nevertheless recorded the second largest number of vacancies in each month, with 264 in January, 285 in February and 147 in March. The two industries to advertise for the fewest jobs were Government/Defence, for which only 5 jobs were advertised in the quarter (1 in February and 4 in March) and Legal, which only posted 7 vacancies (4 in January and 3 in February).

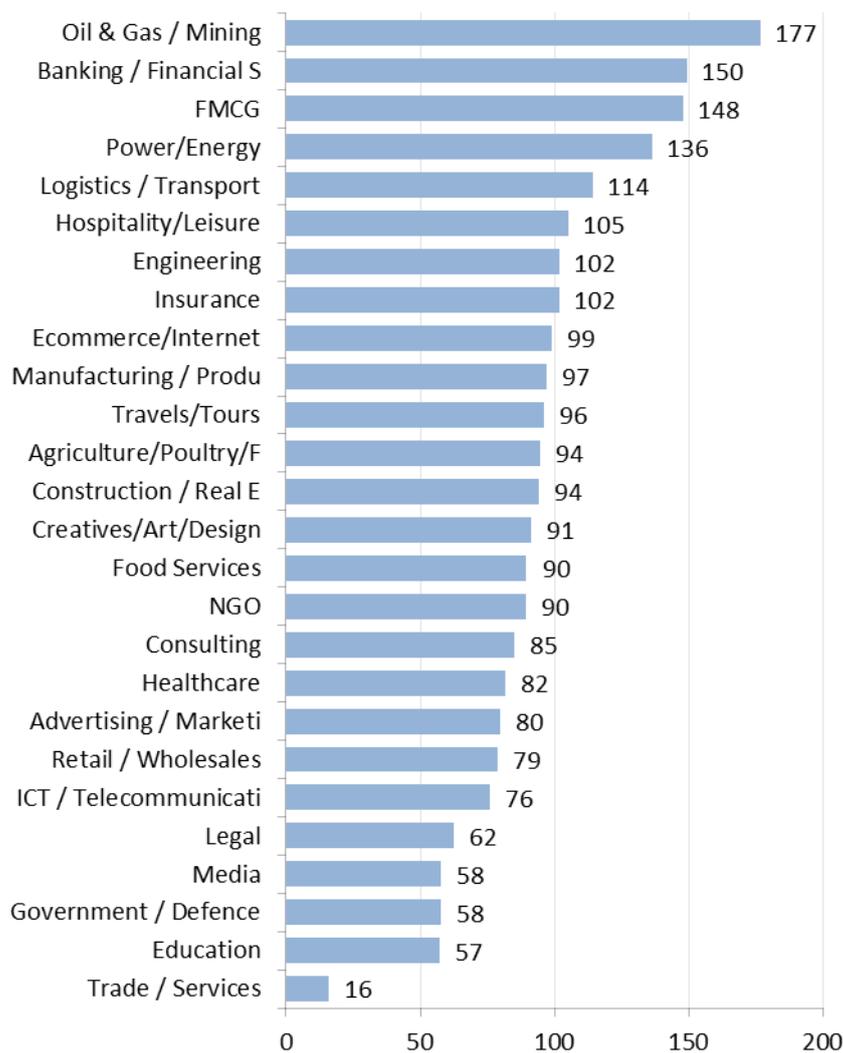
Industry Competitiveness (Applications per Job Vacancy)

The gap between the number of vacancies and the number of applications decreased in the first quarter of 2016, however there remains large variation in the competitiveness of different industries. The least competitive industry in the first quarter was Trade/Services, which recorded

both a large increase in the number of vacancies relative to the previous quarter, and a sharp decrease in the number of applications.

As a result, there were only 16 applications per vacancy in this quarter. Education was the second least competitive, with 57 applications per vacancy, although Government/Defence and Media were similar, each recording 58 applications per vacancy. Trade/services and education were also the least competitive industries in the previous quarter.

Figure 6: Applications per Vacancy in each Industry, 2016 Q1



The most competitive industry this quarter was Oil & Gas/Mining, which recorded 177 applications per vacancy. This is still a large decrease relative to the previous quarter, in which 285 were recorded making it the fourth most competitive. Banking/Financial

Services received the second largest amount of applications per vacancy this quarter, at 160, although this is also a decrease relative to the 257 recorded in the previous quarter.

The largest change in competitiveness however was in the Power/Energy industry. In 2015 Q4 this industry was the most competitive, recording 461 applications per vacancy. This fell to 136 in the first quarter of 2016, a drop of 295. Despite this it remained the fourth most competitive industry. Given the small number of vacancies in some industries, there are large changes in the order of competitiveness among industries, although some industries, such as Trade/Services and Education, tend to remain near the bottom, and others such as Oil & Gas/Mining and Power/Energy remain near the top.

Vacancies by Location

In contrast with period considered in the previous report in which only 285 active vacancies had location information available, 1,605 vacancies had location information available in the more recent period. Out of these, every state had at least one vacancy posted. The state to post the most vacancies was Lagos, which posted 687 vacancies, or 42.83% of the total. Of the four states to post the lowest number of vacancies, three were in the North East: Gombe, Yobe and Taraba which post 18, 18 and 17 vacancies respectively. However Zamfara posted only 16, which made it the state to post the fewest over this period.

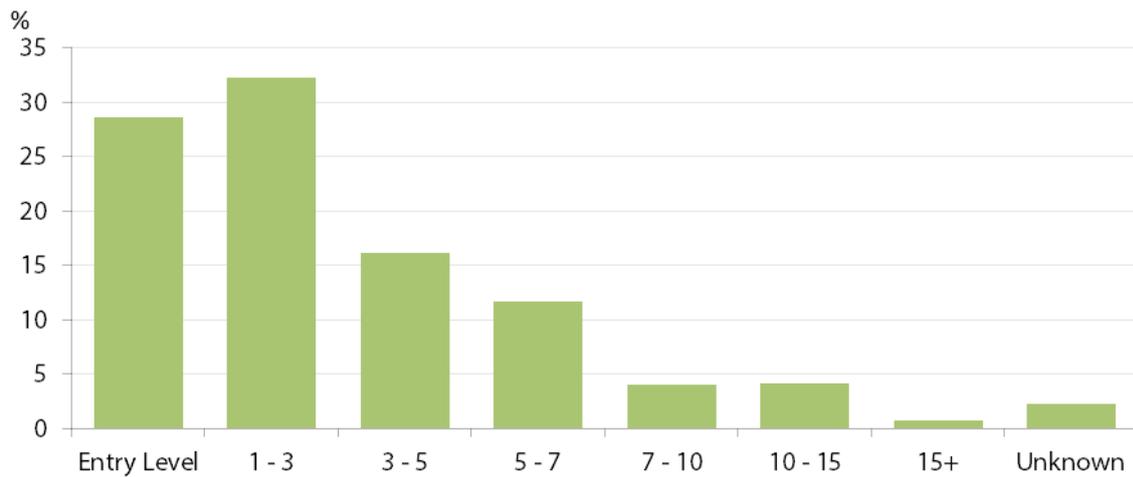
Vacancies by Career Level

Of all the active vacancies on the Jobberman website, most did not require a large amount of work experience; 60.84% of vacancies required less than three years of work experience. This proportion is higher than in the 2015 Q4 Online Recruitment report but similar to the 2015 Q3 report. This is largely as a result of an increase in the proportion of entry level jobs advertised. Of the 27,148 vacancies for which this information is available 7,769 were entry level, which represents 28.62% of the total.

Table 6: Active vacancies by experience required

	Entry Level	1 - 3	3 - 5	5 - 7	7 - 10	10 - 15	15+	Unknown
No.	7,769	8,748	4,395	3,180	1,105	1,112	213	626
%	28.62	32.22	16.19	11.71	4.07	4.10	0.78	2.31

Figure 7: Experience Level Required for Active Vacancies



As in previous periods, the experience level that was requested the most was 1 to 3 years, although the number of industries for which this was the most common level of experience requested fell from 23 last quarter to 17 this quarter, slightly less than two thirds. In addition, only two industries (Trade/Services and Insurance) requested entry level jobs the most often; the remaining eight industries all required more than three years. The high proportion of entry level vacancies in the total reflects the dominance of the Trade/Services sector in the number of vacancies advertised; in this sector 34.41% of jobs advertised were entry level.

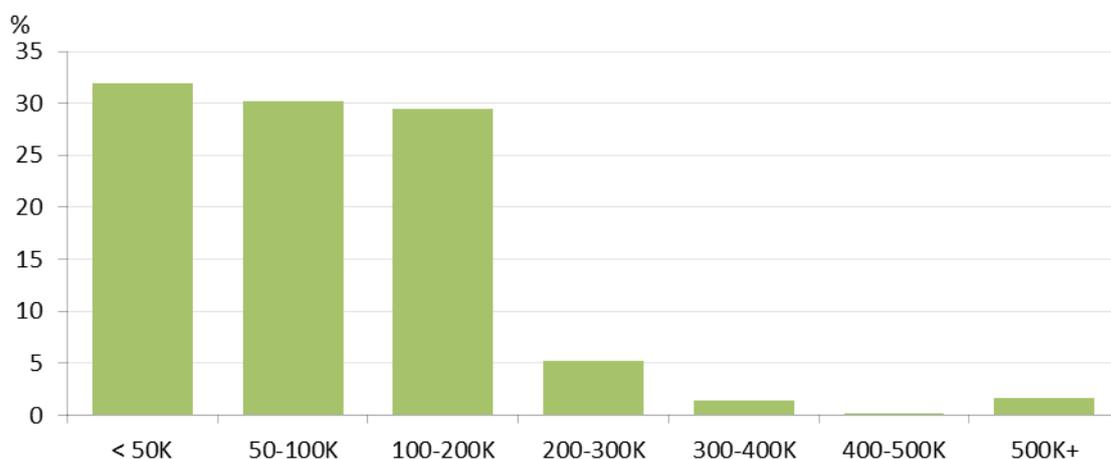
Vacancies by Salary Level

There were 594 active vacancies for which salary information as available, which represented a marked increase relative to the period in the previous report in which only 159 vacancies had such information. Of these vacancies, the average salary was 92,988, less than in the 2015 Q4 report. However, the number of vacancies with salary information is still a small percentage of the total number of vacancies, and therefore the average number can be heavily influenced by a number of outliers. The median salary posted was lower, at 78,000, although the difference is less pronounced than in the two previous reports. The highest salary advertised during the quarter was for N1,140,000, although in contrast to previous periods, there is no information on the location or the industry of the vacancy.

Table 7: Active vacancies in each salary bracket

	< 50K	50-100K	100-200K	200-300K	300-400K	400-500K	500K+
No.	189	179	175	31	8	1	10
%	31.87	30.19	29.51	5.23	1.35	0.17	1.69

Figure 8: Salaries Advertised for Active Vacancies



Vacancies by Weeks Online

Whereas in the period considered in the 2015 Q4 report the majority of vacancies had been online for more than six weeks, in the more recent period over half (50.38%) of vacancies had been online three weeks or less. The shortest time that a vacancy was online for was 11 days, 15 days less than in the previous report. By contrast, the longest amount of time that a vacancy was posted for was 191 days, equivalent to just over 27 weeks, or over half a year. However despite a small number of jobs that had been posted for a period of several months, the average amount of time that a vacancy was posted for was 20 days, slightly lower than the period considered in the last report.

Vacancies by Most Required Job Specialization

The most common business specialization required was Sales/Business Development, which accounted for 22.63% of jobs that listed this information. This was the same as during the period considered in the 2015 Q4 report. However in contrast to the previous report, in which IT and Education were the two industries to account for the second and third largest number of vacancies, Vocational Trade & Services and Admin/Office support were the specializations required the most after Sales/Business Development. These specializations accounted for 11.58% and 11.08% respectively. As in the last report, Telecom was the specialization required the least, and accounted for only 0.04% of jobs for which this information was available.

Table A1: Total number of applications by month and industry

	jan	feb	mar	Total Jan-Mar
Advertising / Marketi	3,362	2,737	3,739	9,838
Agriculture/Poultry/Fishing	472	612	900	1,984
Banking / Financial Services	6,752	4,246	1,415	12,413
Construction / Real Estate	5,143	3,380	6,293	14,816
Consulting	25,628	17,068	16,660	59,356
Creatives/Art/Design	1,077	944	1,076	3,097
Ecommerce/Internet	4,367	3,894	4,197	12,458
Education	3,968	2,994	2,496	9,458
Engineering	5,032	1,418	5,670	12,120
FMCG	5,812	3,118	3,199	12,129
Food Services	2,531	1,148	1,072	4,751
Government / Defence	0	204	85	289
Healthcare	10,221	3,621	4,513	18,355
Hospitality/Leisure	3,843	1,771	1,443	7,057
ICT / Telecommunication	10,284	7,012	10,869	28,165
Insurance	1,652	2,671	2,289	6,612
Legal	270	119	47	436
Logistics / Transport	3,008	1,709	1,805	6,522
Manufacturing / Production	7,573	7,468	4,887	19,928
Media	1,794	1,935	3,220	6,949
NGO	2,691	1,204	492	4,387
Oil & Gas / Mining	7,422	7,186	3,791	18,399
Others	115	0	0	115
Power/Energy	750	266	2,940	3,956
Retail / Wholesales	3,222	1,311	1,867	6,400
Trade / Services	78,730	44,089	59,546	182,365
Travels/Tours	1,246	1,532	1,361	4,139

Table A2: Total number of vacancies by month and industry

	Jan	Feb	Mar	Total Jan-Mar
Advertising / Marketi	39	51	33	123
Agriculture/Poultry/Fishing	6	5	10	21
Banking / Financial Services	34	35	14	83
Construction / Real Estate	37	64	56	157
Consulting	264	285	147	696
Creatives/Art/Design	14	10	10	34
Ecommerce/Internet	28	43	55	126
Education	69	50	46	165
Engineering	32	25	62	119
FMCG	47	14	21	82
Food Services	18	17	18	53
Government / Defence	0	1	4	5
Healthcare	84	91	50	225
Hospitality/Leisure	17	30	20	67
ICT / Telecommunication	139	106	125	370
Insurance	20	31	14	65
Legal	4	3	0	7
Logistics / Transport	26	18	13	57
Manufacturing / Production	73	96	36	205
Media	34	50	36	120
NGO	28	10	11	49
Oil & Gas / Mining	39	39	26	104
Others	0	0	0	0
Power/Energy	8	5	16	29
Retail / Wholesales	20	23	38	81
Trade / Services	3,609	3,672	4,383	11,664
Travels/Tours	13	14	16	43

Table A3: Applications and Vacancies by State

	Applications	Vacancies
Abia	844	24
Abuja	11,706	144
Adamawa	199	18
Akwa Ibom	1,041	20
Anambra	1,040	24
Bauchi	135	18
Bayelsa	330	18
Benue	518	20
Borno	191	24
Cross River	663	19
Delta	3,110	23
Ebonyi	167	19
Edo	2,145	23
Ekiti	415	22
Enugu	1,603	20
Gombe	124	18
Imo	1,083	25
Jigawa	73	19
Kaduna	2,048	26
Kano	973	25
Katsina	155	19
Kebbi	128	21
Kogi	477	24
Kwara	1,359	20
Lagos	62,640	687
Nassarawa	261	20
Niger	417	20
Ogun	2,892	27
Ondo	983	24
Osun	1,023	25
Outside Nigeria	5,109	
Oyo	4,761	27
Plateau	688	22
Rivers	6,787	48
Sokoto	230	20
Taraba	114	17
Yobe	67	18
Zamfara	84	16

Table A4: Details of Active Applicants

Education	Number
High School (S.S.C.E)	1,406
Vocational	132
OND	4,921
N.C.E	541
Diploma	1,236
Degree	78,021
HND	17,810
MBA / MSc	13,563
MBBS	277
MPhil / PhD	232
Others	1,579
Gender	%
Male	67.89
Female	32.11

The Nigeria Online Recruitment Report is a quarterly joint publication of the National Bureau of Statistics and Jobberman.

The National Bureau of Statistics is the Federal agency tasked with overseeing and publishing statistics for Nigeria.

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