

# 1<sup>st</sup> and 2<sup>nd</sup> Quarter 2014 Job Creation Survey Report



**A Collaborative Survey between the National Bureau of Statistics,**  
the Office of the Chief Economic Adviser to the President, Federal Ministry of  
Labour and Productivity, Central Bank of Nigeria and National Directorate of  
Employment



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## 1 INTRODUCTION

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### 1.1 Preamble

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The National Bureau of Statistics in collaboration with the Central Bank of Nigeria, Ministry of Labour & Productivity, National Directorate of Employment and Office of the Chief Economic Adviser to the President, conducted 1st and 2nd Quarters of 2014 National Job Creation Survey. The survey was conducted from July to September 2014. It covered the informal, formal sectors and public institutions in 36 states & the F.C.T. with the aim of making available, information and data on employment generation in Nigeria through the application of appropriate statistical methodology. Data from this survey also reveals the breakdown by sector, gender and age.

### 1.2 Background to the Survey

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In recent times, Nigeria together with most countries in the world has been facing problems associated with unemployment as a result of an increase in population. In addition to this, is the expanding number of students/ candidates gaining admission into tertiary institutions in recent years. This in turn 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 job (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 is in the process of transforming the economy, through the Transformation Agenda, that is hoped will provide enabling environment, part of which 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.

In Nigeria, job creation has been a top a priority for policy makers under the present administration. Micro, Small and Medium enterprises (MSME's) play an important role in employment generation and economic recovery. Micro, Small and Medium enterprises are the biggest contributors to employment across the country and contribute more to employment in developing nations like Nigeria. Not only do small firms and mature firms employ the largest number of people, they also generate the most needed jobs across the country's income group.

The Statistics available showed that employment has been growing marginally. The average growth rate of employment in the economy between 2005 and 2010 was 3.4%, about the same pace of estimated population growth. Employment generation and poverty reduction are cardinal objectives of the Millennium Development Goals (MDGs) and the economic transformation of the present government. 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 e.t.c. 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](http://www.jobberman.com)) publishing several thousand of vacancies every week. It is however, important to track these jobs supply 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 doesn't consider how much is paid and whether or not this is sufficient. It also doesn't consider whether the job fully utilizes the employees' full qualifications or time. It is still a job by 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.**

### 1.2.1 Objectives

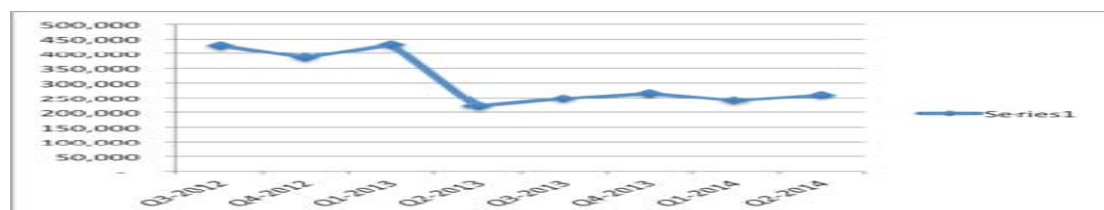
- To examine the effectiveness of job creation policies of the present government
- To come up with statistically reliable estimates of the number of jobs created or lost in the economy during a given period of time.
- To improve available information and data on the Nigerian Labour market such as employment-generation 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 first half of 2014.

### 1.3 Summary of Jobs Created: Q1 and Q2 2014

In Q1 of 2014, a total of 240,871 jobs were created, which increased by 18,482 jobs or 7.67% in the second quarter, to reach a total of 259,353 jobs created. The total number of jobs created in the first half of 2014 was therefore 500,224. Relative to the first half of 2013, this was a decrease by 151,851 jobs or 30.36%.

In the first quarter, **the informal sector which is where most jobs created from agriculture reforms and wholesale and retail trade and MSMEs** in general will be found had the highest new jobs with 158,894 jobs or 65.97% of the total, formal sector was second highest with 76,018 or 31.56% of the total and public institutions took the least share of the total with 2.47%, equivalent to 5,959 jobs. In the second quarter, formal jobs represented 78,755 jobs or 31.56% of the total, informal represented 175,786 jobs or 65.97% of the total and public institutions represented 4,812 jobs or 1.86% of the total. In the second quarter, annual growth in jobs created was greatest in the informal sector, increasing by 63,219 jobs, or 56.16% from the corresponding quarter of 2013. Formal job creation showed slightly negative growth of 1,657 jobs or 2.06%, yet public institutions showed a significant decline of 23,263 jobs or 82.86%, meaning that by Q2 it represented just 1.86% of total jobs created; a decline in its share of 0.62% points. Yet, the share of informal jobs expanded by 1.81% points to constitute 67.78% of the total, whilst the portion of formal jobs declined by 1.19% points to 30.37% of the total. The sector with the highest quarterly growth was the informal sector, which grew by 10.63%, generating an additional 16,892 jobs in quarter two. Formal job creation also expanded on a quarterly basis, increasing by 2,737 jobs or 3.60% to 78,018 jobs in the second quarter, whilst job creation in public institutions declined by 1,147 jobs or 19.25%.

Figure 1 New Jobs Q3-2012 to Q2-2014



## 2 SURVEY DESIGN & METHODOLOGY

### 2.1 Survey Approach

The approaches adopted for data collection are categorised into formal sector jobs, 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. 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.

## 2.2 Coverage

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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 scientific methods. Formal establishments employing 10 persons and above including professional services that employ less than 10 persons but highly formalized were also canvassed. The Establishments covered were classified into twelve (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

### 2.3 Scope

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The subject areas of interest for 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. Furthermore, the subject areas of interest covered for Public Institution were; Identification of establishment/Public Institution, Number of Nigerian and non-Nigerian Employees in public sector, and Number of Nigerian and non-Nigerian employees (Academic Staff) in the Academic sector. Also covered were; Number of Nigerian and non-Nigerian employees (Non-Academic staff) in Academic Sector, Number of Nigerian and non-Nigerian employees in Parastatals, Number of new employees by age group and by their 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 Household 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.

### 2.4 Sample Design

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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. Under the Public sector, 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, an 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 1 Number of Establishments Selected by State and Sector

|             | AGRICULTURE | CONSTRUCTION | EDUCATION | FINANCE | HEALTH | MANUFACTURE | TRANSPORT | REAL ESTATE | WATER SUPPLY | OTHER | ICT | Total |       |
|-------------|-------------|--------------|-----------|---------|--------|-------------|-----------|-------------|--------------|-------|-----|-------|-------|
| ABIA        | 14          | 1            | 7         | 11      | 28     | 8           | 17        | 0           | 3            | 21    | 11  | 2     | 123   |
| ADAMAWA     | 32          | 1            | 6         | 16      | 12     | 5           | 15        | 0           | 1            | 14    | 9   | 4     | 115   |
| AKWA IBOM   | 8           | 1            | 7         | 7       | 21     | 4           | 4         | 0           | 1            | 18    | 4   | 1     | 77    |
| ANAMBRA     | 7           | 3            | 7         | 19      | 24     | 7           | 34        | 0           | 3            | 24    | 8   | 7     | 147   |
| BAUCHI      | 11          | 1            | 6         | 10      | 8      | 7           | 43        | 0           | 1            | 16    | 22  | 4     | 131   |
| BAYELSA     | 3           | 1            | 5         | 2       | 2      | 4           | 4         | 2           | 1            | 4     | 3   | 1     | 34    |
| BENUE       | 5           | 3            | 6         | 9       | 29     | 9           | 12        | 1           | 2            | 17    | 11  | 2     | 106   |
| BORNO       | 21          | 0            | 3         | 5       | 5      | 3           | 5         | 0           | 1            | 4     | 6   | 2     | 56    |
| CROSS RIVER | 9           | 1            | 6         | 12      | 14     | 8           | 9         | 1           | 1            | 16    | 11  | 2     | 90    |
| DELTA       | 11          | 3            | 8         | 15      | 24     | 12          | 17        | 1           | 2            | 10    | 12  | 3     | 121   |
| EBONYI      | 7           | 1            | 6         | 4       | 20     | 3           | 12        | 22          | 6            | 15    | 13  | 3     | 114   |
| EDO         | 13          | 2            | 34        | 16      | 52     | 13          | 29        | 7           | 4            | 27    | 28  | 3     | 231   |
| Ekiti       | 2           | 1            | 5         | 2       | 1      | 2           | 8         | 1           | 2            | 3     | 2   | 1     | 31    |
| ENUGU       | 13          | 4            | 8         | 12      | 28     | 8           | 7         | 1           | 2            | 19    | 4   | 3     | 116   |
| FCT         | 18          | 3            | 43        | 11      | 16     | 30          | 11        | 1           | 3            | 7     | 8   | 3     | 156   |
| GOMBE       | 28          | 2            | 6         | 3       | 6      | 2           | 12        | 3           | 2            | 8     | 6   | 4     | 82    |
| IMO         | 11          | 5            | 6         | 13      | 71     | 6           | 13        | 0           | 2            | 39    | 10  | 2     | 180   |
| JIGAWA      | 10          | 1            | 5         | 5       | 2      | 2           | 25        | 0           | 1            | 2     | 4   | 2     | 61    |
| KADUNA      | 5           | 4            | 10        | 20      | 58     | 30          | 44        | 1           | 7            | 41    | 40  | 4     | 269   |
| KANO        | 10          | 5            | 11        | 7       | 12     | 11          | 127       | 2           | 2            | 12    | 44  | 2     | 247   |
| KATSINA     | 59          | 1            | 3         | 6       | 6      | 3           | 26        | 0           | 6            | 5     | 12  | 1     | 128   |
| KEBBI       | 10          | 2            | 3         | 4       | 2      | 3           | 11        | 0           | 1            | 4     | 7   | 2     | 49    |
| KOGI        | 17          | 1            | 5         | 10      | 25     | 9           | 14        | 0           | 1            | 11    | 7   | 1     | 101   |
| KWARA       | 4           | 1            | 5         | 12      | 19     | 5           | 12        | 1           | 2            | 8     | 5   | 2     | 77    |
| LAGOS       | 27          | 6            | 32        | 18      | 54     | 83          | 91        | 3           | 21           | 53    | 84  | 4     | 485   |
| NASARAWA    | 26          | 1            | 5         | 8       | 12     | 5           | 13        | 2           | 2            | 6     | 9   | 8     | 96    |
| NIGER       | 2           | 1            | 8         | 15      | 24     | 7           | 23        | 0           | 2            | -     | 18  | 3     | 102   |
| OGUN        | 22          | 3            | 8         | 20      | 17     | 5           | 16        | 0           | -            | 4     | 12  | 4     | 108   |
| ONDO        | 6           | 2            | 8         | 25      | 43     | 9           | 28        | 1           | 2            | 41    | 17  | 4     | 185   |
| OSUN        | 13          | 2            | 8         | 12      | 24     | 6           | 27        | 1           | 1            | 28    | 14  | 6     | 142   |
| OYO         | 11          | 5            | 158       | 29      | 62     | 21          | 43        | 2           | 4            | 69    | 35  | 4     | 443   |
| PLATEAU     | 5           | 1            | 6         | 13      | 72     | 9           | 17        | 0           | 1            | 11    | 25  | 3     | 163   |
| RIVERS      | 10          | 3            | 7         | 17      | 21     | 20          | 15        | 0           | 5            | 29    | 33  | 1     | 162   |
| SOKOTO      | 9           | 1            | 5         | 7       | 7      | 3           | 6         | 0           | 1            | 6     | 5   | 2     | 52    |
| TARABA      | 9           | 0            | 5         | 6       | 33     | 3           | 8         | 0           | 1            | 3     | 5   | -     | 73    |
| YOBE        | 8           | 0            | 5         | 7       | 2      | 4           | 6         | 0           | 2            | 1     | 3   | -     | 38    |
| ZAMFARA     | 21          | 1            | 5         | 3       | 2      | 2           | 29        | 0           | 2            | 4     | 38  | 2     | 109   |
| TOTAL       | 497         | 67           | 471       | 411     | 858    | 371         | 833       | 53          | 101          | 600   | 585 | 48    | 5,000 |

Table 2 List of Ministries, Departments, Agencies, Parastatals, Academic Sector and Institutions by State

| 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 |

| ZONE          | S/N | STATE    | Expected | Covered | Response Rate |
|---------------|-----|----------|----------|---------|---------------|
| North Central | 1   | Benue    | 106      | 67      | 63.2          |
|               | 2   | Kogi     | 101      | 89      | 88.1          |
|               | 3   | Kwara    | 77       | 29      | 37.7          |
|               | 4   | Nasarawa | 96       | 73      | 76            |
|               | 5   | Niger    | 102      | 84      | 82.4          |
|               | 6   | Plateau  | 163      | 155     | 95.1          |

| ZONE        | S/N | STATE       | Expected | Covered | Response Rate |
|-------------|-----|-------------|----------|---------|---------------|
|             | 7   | FCT         | 156      | 105     | 67.3          |
|             |     | Sub- Total  | 801      | 602     | 75.2          |
| North East  | 1   | Adamawa     | 115      | 62      | 53.9          |
|             | 2   | Bauchi      | 131      | 108     | 82.4          |
|             | 3   | Borno       | 56       | 26      | 46.4          |
|             | 4   | Gombe       | 82       | 75      | 91.5          |
|             | 5   | Taraba      | 73       | 60      | 82.2          |
|             | 6   | Yobe        | 38       | 31      | 81.6          |
|             |     | Sub- Total  | 495      | 362     | 73.1          |
| North West  | 1   | Jigawa      | 61       | 55      | 90.2          |
|             | 2   | Kaduna      | 269      | 210     | 78.1          |
|             | 3   | Kano        | 247      | 176     | 71.3          |
|             | 4   | Katsina     | 128      | 117     | 91.4          |
|             | 5   | Kebbi       | 49       | 38      | 77.6          |
|             | 6   | Sokoto      | 52       | 48      | 92.3          |
|             | 7   | Zamfara     | 109      | 104     | 95.4          |
|             |     | Sub- Total  | 915      | 748     | 81.7          |
| South East  | 1   | Abia        | 123      | 122     | 99.2          |
|             | 2   | Anambra     | 147      | 132     | 89.8          |
|             | 3   | Ebonyi      | 114      | 84      | 73.7          |
|             | 4   | Enugu       | 116      | 100     | 86.2          |
|             | 5   | Imo         | 180      | 147     | 81.7          |
|             |     | Sub- Total  | 680      | 585     | 92            |
| South South | 1   | Akwa Ibom   | 77       | 71      | 92.2          |
|             | 2   | Bayelsa     | 34       | 27      | 79.4          |
|             | 3   | Cross River | 90       | 71      | 78.9          |
|             | 4   | Delta       | 121      | 107     | 88.4          |
|             | 5   | Edo         | 231      | 137     | 59.3          |
|             | 6   | Rivers      | 162      | 160     | 98.8          |
|             |     | Sub- Total  | 573      | 673     | 80.1          |
| South West  | 1   | Ekiti       | 31       | 31      | 100           |
|             | 2   | Lagos       | 485      | 485     | 100           |
|             | 3   | Ogun        | 108      | 86      | 79.6          |
|             | 4   | Ondo        | 185      | 141     | 76.2          |
|             | 5   | Osun        | 142      | 122     | 85.9          |
|             | 6   | Oyo         | 443      | 334     | 75.4          |
|             |     | Sub- Total  | 1394     | 1199    | 86            |
|             |     | Total       | 5000     | 4069    | 81.4          |

## 2.5 Survey Instruments

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The following are the survey instruments used for data collection

- Establishment Questionnaire
- Establishment selection sheet
- Lodgement sheet
- Public Institution Questionnaire
- Manual of Instructions for Field staff

These survey instruments were jointly developed and reviewed by: 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

## 2.6 Fieldwork

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### 2.6.1 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 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.

### 2.6.2 Fieldwork Arrangement

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. Lodgement and retrieval of establishment/public institution questionnaires lasted for 15 days. The staffs of State Statistical Agencies (SSAs) were also involved in data collection as well, especially in canvassing the establishment and public institution components.

### 2.6.3 Monitoring

To ensure that the quality of data collected was good enough, instructions and procedures were fully followed by the field personnel. In addition to this, 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. Six (6) members of the NBS directorate coordinated the survey activities at both training, fieldwork, data processing, and Report Writing stages. Independent monitors were also engaged from across media agencies, some Universities and an NGO (Spaces for change) to authenticate the process. These independent monitors provided useful recommendations on future field work arrangements.

## 2.7 Retrieval of Records

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

## 2.8 Data Processing and Analysis

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

### 2.8.1 Data Archiving, Documentation and Dissemination

A data management toolkit was used to document, disseminate and archive the data. The result will be available on NBS' data portal via the website.

## 2.9 Report Writing

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

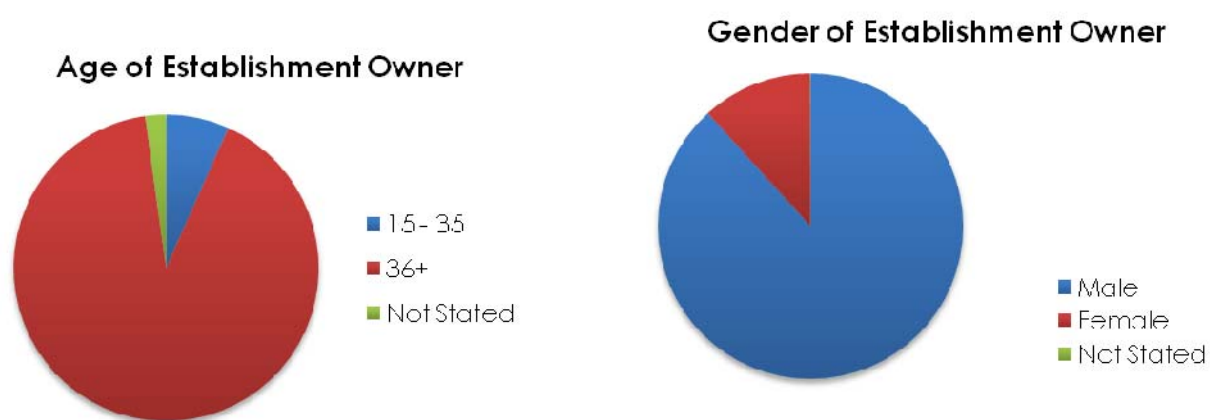
## 2.10 Publicity

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. Publicity was carried out through electronic media, Print media and sensitization letter to states and LGAs.

## 3 ESTABLISHMENTS

### 3.1 Formal Sector

Of the formal establishments surveyed, sole proprietors, whom are personally liable for any debts that their business may incur, owned a majority. They constituted 2,552 establishments or 62.29% of the total. The second greatest contributor is the private limited liability company, whereby the business itself is liable for debt. In this category, there were 917 establishments, or 22.38% of the total surveyed. There were only 30 establishments that are cooperatives, making up the smallest portion of the total, at 0.73% (see Table 3).



Of the surveyed establishments, 2,252 or 88.24% were male owned, with 2,326 or 91.14% of establishments having owners over the age of 35. Just 170 establishments or 6.66% were owned by individuals between the ages of 15 and 35, whilst 56 establishment or 2.19% chose not to respond.

Table 3 Distribution of Establishments by legal Status

| <b>LEGAL STATUS</b>              | <b>No</b>    | <b>%</b>      |
|----------------------------------|--------------|---------------|
| Sole Proprietorship              | 2,552        | 62.29         |
| Partnership                      | 210          | 5.13          |
| Joint Venture                    | 54           | 1.32          |
| Private limited Company          | 917          | 22.38         |
| Public Limited Liability Company | 169          | 4.12          |
| Cooperative                      | 30           | 0.73          |
| Faith Base Organization          | 99           | 2.42          |
| Others                           | 66           | 1.61          |
| <b>Total</b>                     | <b>4,097</b> | <b>100.00</b> |

### 3.1.1 Formal Employment

Total employment in the formal sector in Nigeria stood at 3,168,675 employees in Q1 of 2014, declining by 0.54% or 17,102 employees to 3,151,573 in Q2. Full time employment dominated in both quarters, with over 95% of those employed being so on a full time basis. Part time employees decreased marginally over the period, from 4.80% of the total in Q1, to 4.73% in Q2. The greatest part time employer was in the cadre of Operatives, making up 54,876 employees or 36.09% of all part-time employed in Q1.

### 3.1.2 Formal Employment by Cadre

In both the first and second quarter of 2014, over 85% of employment was made up of the three cadres of Managerial, Professional and Technical Workers, Operative and Clerical and Related Office Workers. The Managerial Professional and Technical cadre, with 1,085,071 employees or 34.25% of the total in Q1 was greatest, increasing to 1,091,096 or 34.62% of the total in Q2. In both quarters this was followed by those employed as Operatives, employing 943,652 or 29.78% of the total employed in quarter one and 930,507 or 29.53% in Q2. Operative and Clerical and Related Office Workers made up 679,173 or 21.43% in Q1 and a slightly lesser 672,714 or 21.35% in Q2.



### 3.1.3 Formal Employment by Economic Activity

By economic activity, Education(private) was the greatest employer in the formal sector, with 1,573,082 employees it made up 49.64% of the total employed in Q1. It increased marginally in Q2, by 0.43% or 6,771 employees, to reach 1,579,854 or 50.13% of the total. The

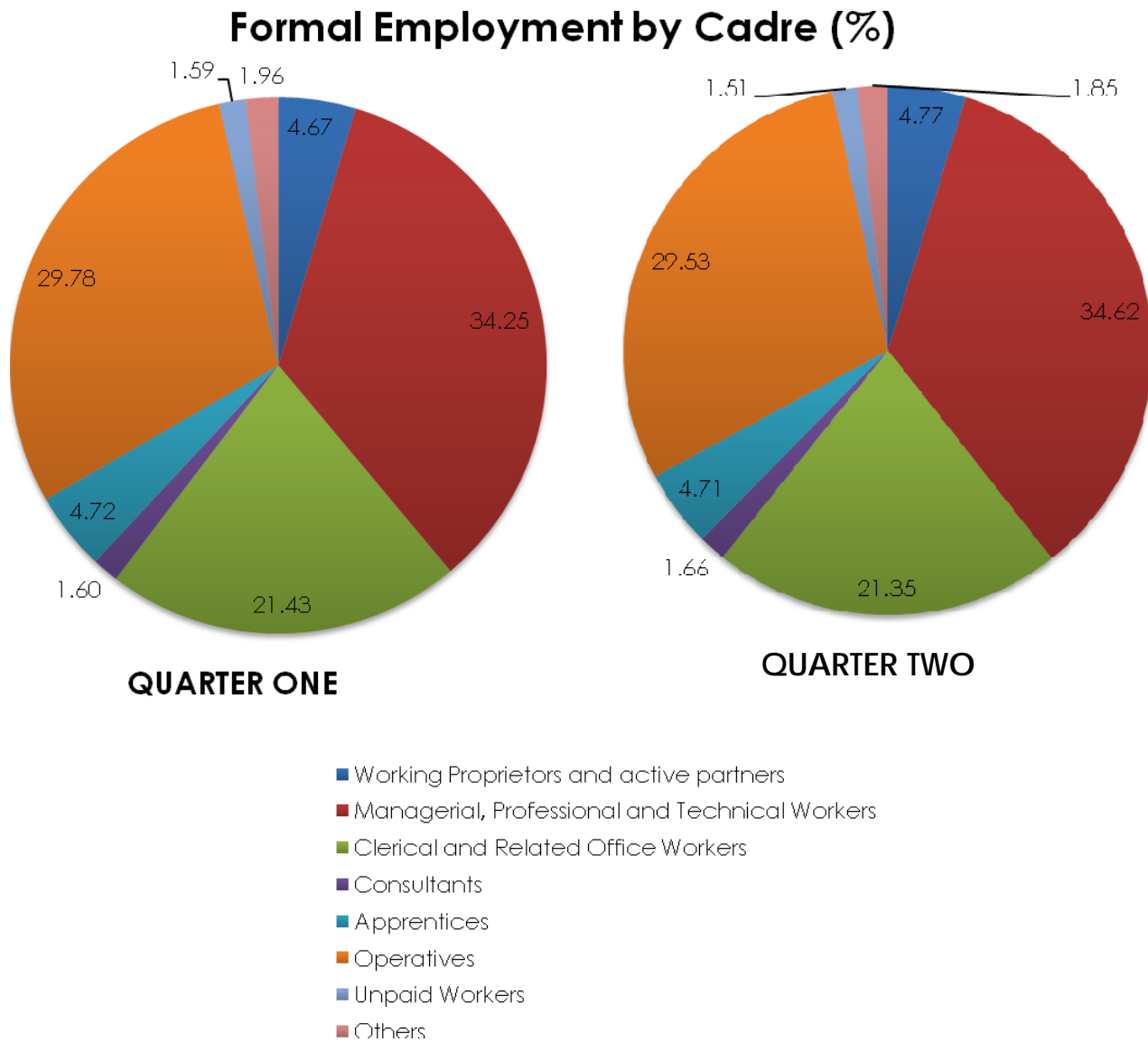


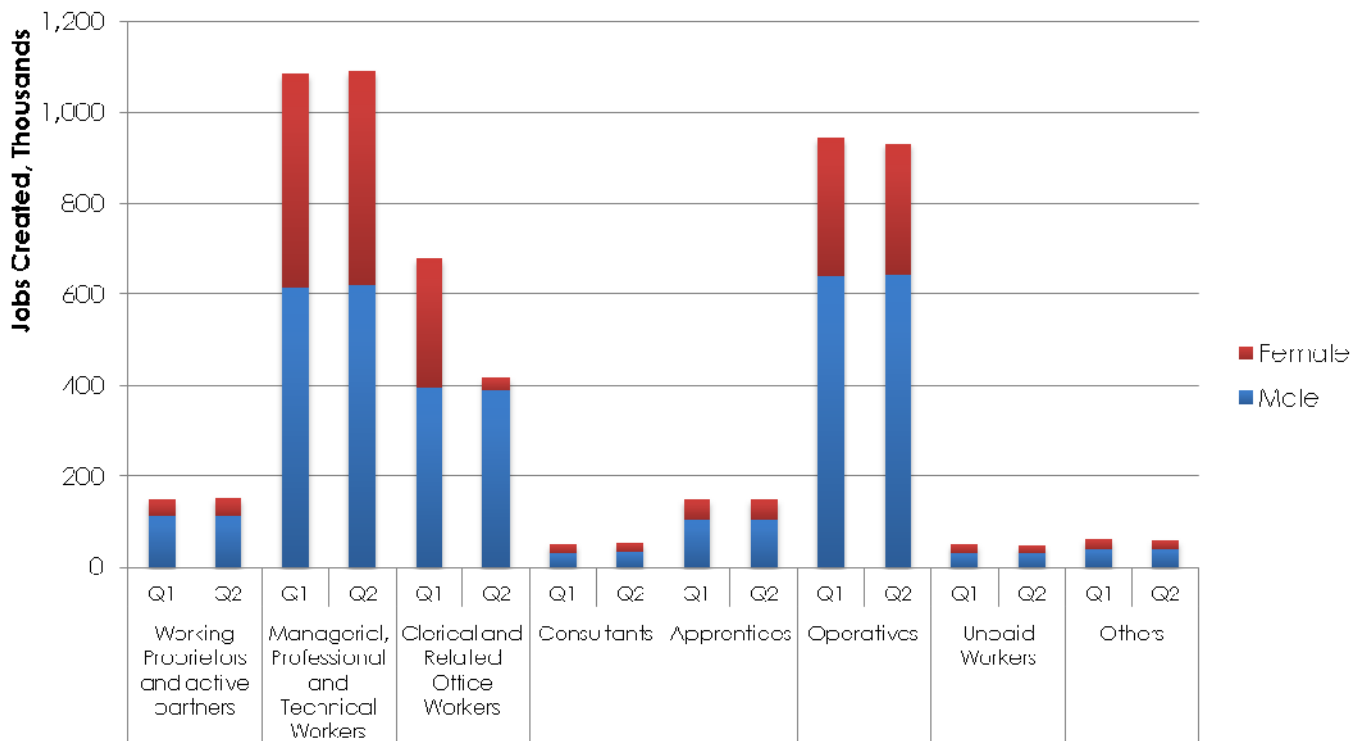
Figure 2 Formal Employment by Cadre

manufacturing sector was the second greatest, employing 503,023 or 15.87% of total formal employment, yet declined by 2.64% to employ 489,273 or 15.54% of the total employed in the formal sector in Q2. Although the main driver of the overall decline in formal employment in the second quarter came from the Professional, Scientific and Technical Services activity, in which 107,986 or 3.41% of the total were employed in the first quarter, declining by 49.35% to just 54,697 or 1.74% of the total employed in the second quarter. Nonetheless, some sectors did record increases in formal employment. The greatest of which was Administrative and Support Services, which increased by 340.85% from the 16,592 employees recorded in the first quarter to 73,145 in the second.

### 3.1.4 Formal Employment by Gender

On average the formal workforce was 37.83% female in Q1, decreasing marginally, by 0.45% points to 37.38% in Q2. This translates as a gender parity index of 0.61 in Q1, meaning that for every male employed there are 0.61 females. The parity index decreased to 0.60 in Q2. Full time employment was notably more gender equal than part time employment, with Q1 parity indices of 0.63 and 0.31 for full time and part time respectively. The second quarter

**Formal Employment in Q1 and Q2 of 2014 by Cadre and Gender**



decline in female employment came from full time employees, with a decrease in the indices to 0.61, whilst part time remained at 0.31. The most gender equal cadres were Managerial, Professional and Technical Workers and Clerical and related Office Workers, with 43.44% and 41.74% of female employees in Q1 respectively.

**Table 4 Total Employees by Cadre and Gender, Q1 2014**

| Staff Cadre   | Full Time        |                  |                  | Part Time      |               |                | All Total        | % Total    |
|---|------------------|------------------|------------------|----------------|---------------|----------------|------------------|------------|
|   | Male             | Female           | Total            | Male           | Female        | Total          |                  |            |
| <b>Working Proprietors and active partners</b>        | 104,606          | 33,996           | 138,602          | 6,951          | 2,434         | 9,385          | 147,987          | 4.67       |
| <b>Managerial, Professional and Technical Workers</b> | 592,126          | 463,465          | 1,055,591        | 21,608         | 7,972         | 29,580         | 1,085,171        | 34.25      |
| <b>Clerical and Related Office Workers</b>            | 382,918          | 278,493          | 661,411          | 12,761         | 5,001         | 17,762         | 679,173          | 21.43      |
| <b>Consultants</b>                                    | 24,082           | 15,605           | 39,687           | 8,949          | 2,007         | 10,956         | 50,643           | 1.60       |
| <b>Apprentices</b>                                    | 90,922           | 39,932           | 130,855          | 14,011         | 4,613         | 18,625         | 149,479          | 4.72       |
| <b>Operatives</b>                                     | 594,160          | 294,616          | 888,776          | 44,416         | 10,460        | 54,876         | 943,652          | 29.78      |
| <b>Unpaid Workers</b>                                 | 24,933           | 16,202           | 41,135           | 6,592          | 2,774         | 9,366          | 50,501           | 1.59       |
| <b>Others</b>   | 39,931           | 20,647           | 60,578           | 898            | 594           | 1,492          | 62,069           | 1.96       |
| <b>TOTAL</b>  | <b>1,853,678</b> | <b>1,162,956</b> | <b>3,016,633</b> | <b>116,187</b> | <b>35,855</b> | <b>152,042</b> | <b>3,168,675</b> | <b>100</b> |

**Table 5 Total Employees by Cadre and Gender, Q2 2014**

| Staff Cadre                                    | Full Time |         |           | Part Time |        |        | All Total | % Total |
|--|-----------|---------|-----------|-----------|--------|--------|-----------|---------|
|  | Male      | Female  | Total     | Male      | Female | Total  |           |         |
| Working Proprietors and active partners        | 105,533   | 35,449  | 140,982   | 6,768     | 2,450  | 9,218  | 150,200   | 4.77    |
| Managerial, Professional and Technical Workers | 600,019   | 461,543 | 1,061,562 | 21,469    | 8,065  | 29,534 | 1,091,096 | 34.62   |
| Clerical and Related Office Workers            | 375,445   | 279,858 | 655,303   | 12,489    | 4,922  | 17,411 | 672,714   | 21.35   |
| Consultants                                    | 25,248    | 16,534  | 41,782    | 8,772     | 1,806  | 10,577 | 52,359    | 1.66    |
| Apprentices                                    | 90,882    | 41,226  | 132,107   | 12,394    | 4,028  | 16,421 | 148,529   | 4.71    |
| Operatives                                     | 598,188   | 277,338 | 875,526   | 44,060    | 10,921 | 54,980 | 930,507   | 29.53   |
| Unpaid Workers                                 | 26,020    | 12,801  | 38,820    | 6,323     | 2,589  | 8,912  | 47,732    | 1.51    |
| Others   | 38,358    | 18,108  | 56,466    | 1,574     | 397    | 1,971  | 58,436    | 1.85    |

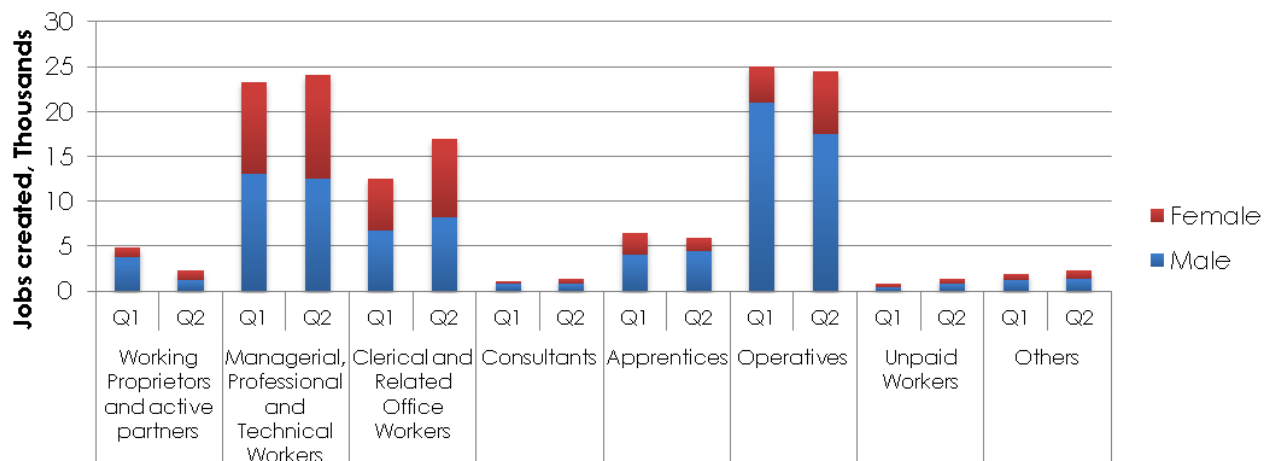
| Staff Cadre  | Full Time        |                  |                  | Part Time      |               |                | All Total        | % Total    |
|--------------|------------------|------------------|------------------|----------------|---------------|----------------|------------------|------------|
|              |                  |                  |                  |                |               |                |                  |            |
| <b>TOTAL</b> | <b>1,859,693</b> | <b>1,142,855</b> | <b>3,002,548</b> | <b>113,848</b> | <b>35,177</b> | <b>149,025</b> | <b>3,151,573</b> | <b>100</b> |

### 3.1.5 New Formal Jobs by Cadre

The growth in formal jobs created was mainly driven by the cadre of Clerical and Related office workers, which increased by 4,376 employees or 34.84% from the 12,652 employed in Q1 to the 16,937 employed in Q2.

In the first quarter, the greatest number of jobs created was in the Operatives cadre, with 25,056 new jobs, or 32.96% of the total created. The Managerial, Professional and Technical Workers cadre followed, gaining 23,210 new employees, or 30.53% of the total newly employed, whilst the third significantly large cadre was that of Clerical and related office workers, which employed 12,562 new workers, or 16.52% of the total. The fewest jobs created were in the Unpaid Workers cadre, in which 854 jobs or 1.12% of the total new jobs were created.

## Formal Jobs Created by Cadre



In the second quarter, the greatest number of jobs created was still in the Operatives cadre, with 24,536 or 31.15% of the total, despite its negative growth of 2.01%, creating 520 fewer jobs than in the preceding quarter. Again, the Managerial, Professional and Technical Workers cadre followed, although this time representing 24,026 jobs or 30.51% of the total, showing growth in jobs created of 3.52% or 816 jobs since the preceding quarter. Clerical and Related Office workers remained third, now representing 21.52% of the total, with their aforementioned high growth in new employment. However, the highest growth in new jobs was recorded in the Unpaid Workers Cadre, with an increase of 54.53% or 466 jobs, to total

1,320 jobs created in the quarter. The greatest slowdown in jobs created was recorded in the Working proprietors and active partners cadre, which declined by 52.35% from 4,884 jobs created in the first quarter, representing 6.42% of the total, to 2,327 jobs, representing a much lower 2.95% of quarterly jobs created.

**Table 6 New Employees by Cadre and Gender, Q1 2014**

| Staff Cadre                                    | Full Time     |               | Part Time    |              | TOTAL         |              |               |              | All Total     | % All Total |
|--|---------------|---------------|--------------|--------------|---------------|--------------|---------------|--------------|---------------|-------------|
|  | Male          | Female        | Male         | Female       | Male          | %            | Female        | %            |               |             |
| Working Proprietors and active partners        | 3,762         | 1,074         | 13           | 35           | 3,775         | 77.29        | 1,109         | 22.71        | 4,884         | 6.42        |
| Managerial, Professional and Technical Workers | 11,569        | 9,164         | 1,500        | 978          | 13,068        | 56.30        | 10,142        | 43.70        | 23,210        | 30.53       |
| Clerical and Related Office Workers            | 6,236         | 5,500         | 439          | 387          | 6,675         | 53.14        | 5,887         | 46.86        | 12,562        | 16.52       |
| Consultants                                    | 618           | 268           | 220          | 36           | 837           | 73.37        | 304           | 26.63        | 1,141         | 1.50        |
| Apprentices                                    | 3,403         | 2,115         | 584          | 303          | 3,986         | 62.24        | 2,418         | 37.76        | 6,404         | 8.42        |
| Operatives                                     | 19,736        | 3,813         | 1,257        | 250          | 20,993        | 83.78        | 4,063         | 16.22        | 25,056        | 32.96       |
| Unpaid Workers                                 | 229           | 374           | 249          | 3            | 478           | 55.91        | 377           | 44.09        | 854           | 1.12        |
| Others   | 1,009         | 636           | 204          | 57           | 1,213         | 63.62        | 693           | 36.38        | 1,906         | 2.51        |
| <b>TOTAL</b>                                   | <b>46,561</b> | <b>22,943</b> | <b>4,464</b> | <b>2,050</b> | <b>51,025</b> | <b>67.12</b> | <b>24,993</b> | <b>32.88</b> | <b>76,018</b> | <b>100</b>  |

**Table 7 New Employees by Cadre and Gender, Q2 2014**

| Staff Cadre                                    | Full Time |        | Part Time |        | TOTAL  |       |        |       | All Total | % All Total |
|--|-----------|--------|-----------|--------|--------|-------|--------|-------|-----------|-------------|
|  | Male      | Female | Male      | Female | Male   | %     | Female | %     |           |             |
| Working Proprietors and active partners        | 1,083     | 1,088  | 94        | 63     | 1,177  | 50.57 | 1,150  | 49.43 | 2,327     | 2.95        |
| Managerial, Professional and Technical Workers | 11,189    | 11,032 | 1,288     | 517    | 12,477 | 51.93 | 11,549 | 48.07 | 24,026    | 30.51       |
| Clerical and Related Office Workers            | 7,703     | 8,377  | 522       | 336    | 8,225  | 48.56 | 8,713  | 51.44 | 16,937    | 21.51       |
| Consultants                                    | 635       | 469    | 136       | 111    | 770    | 57.03 | 580    | 42.97 | 1,351     | 1.72        |
| Apprentices                                    | 3,166     | 993    | 1,249     | 493    | 4,416  | 74.81 | 1,487  | 25.19 | 5,902     | 7.49        |
| Operatives                                     | 15,360    | 6,670  | 2,068     | 439    | 17,428 | 71.03 | 7,108  | 28.97 | 24,536    | 31.15       |
| Unpaid Workers                                 | 569       | 356    | 261       | 135    | 830    | 62.83 | 491    | 37.17 | 1,320     | 1.68        |

| Staff Cadre  | Full Time     |               | Part Time    |              | TOTAL         |              |               | All Total    | % All Total   |            |
|--------------|---------------|---------------|--------------|--------------|---------------|--------------|---------------|--------------|---------------|------------|
|              |               |               |              |              |               |              |               |              |               |            |
| Others       | 1,306         | 861           | 102          | 86           | 1,408         | 59.79        | 947           | 40.21        | 2,355         | 2.99       |
| <b>TOTAL</b> | <b>41,011</b> | <b>29,846</b> | <b>5,719</b> | <b>2,179</b> | <b>46,730</b> | <b>59.34</b> | <b>32,025</b> | <b>40.66</b> | <b>78,755</b> | <b>100</b> |

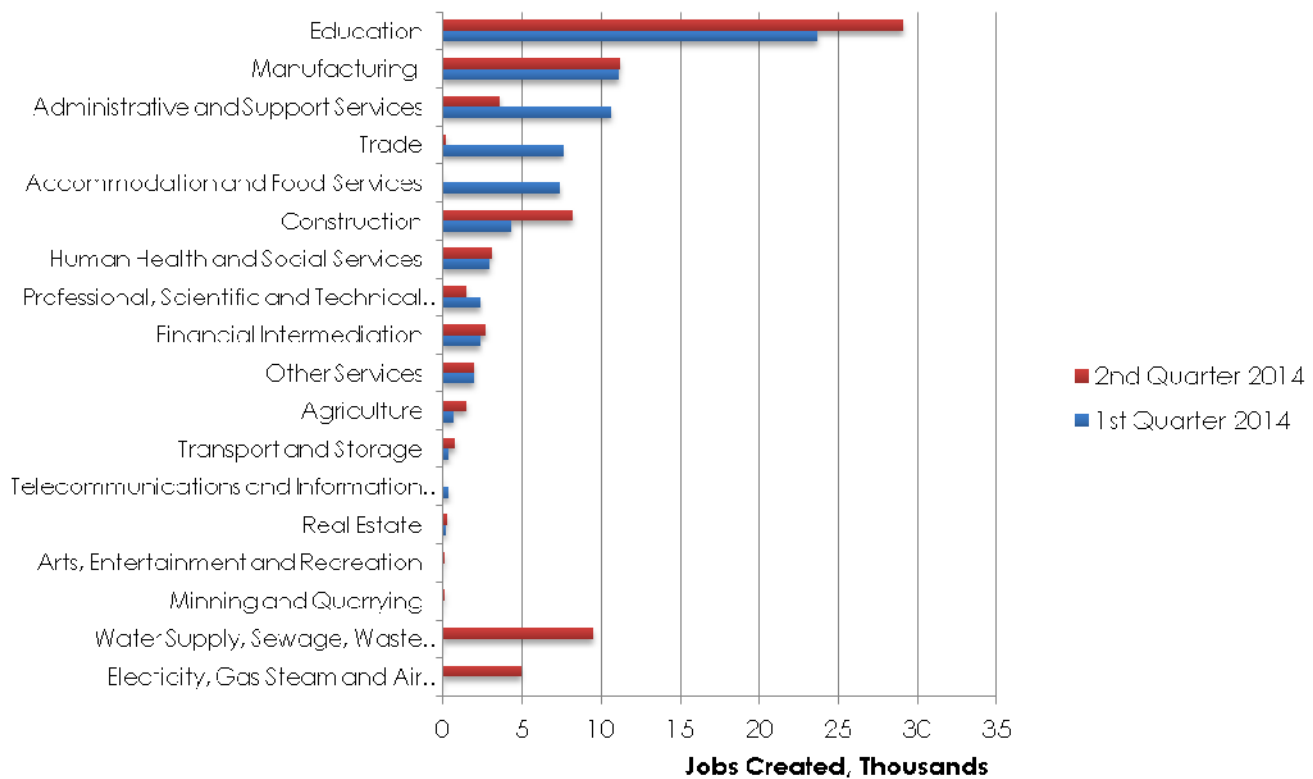
### 3.1.6 New Formal Jobs by Economic Activity

Education and Manufacturing sectors generated the most jobs in both the first and second quarters of 2014. Education came first, with 23,643 jobs or 31.10% of the total in Q1, increasing by 5,417 or 22.91% to 29,060 new jobs in the second quarter, 36.90% of the total.

Manufacturing, with 11,088 new jobs or 14.59% of the total in Q1, increased its job creation by a marginal 50 jobs or 0.45% in the second quarter, to reach 11,138 jobs or 14.14% of the total created. In the first quarter, administrative and support services were the third most dominant, providing 10,674 or 14.04% of all jobs, although this dropped by 17.14%, to produce 3,559 jobs or 4.52% of the total created in Q2.

The greatest contributor to growth in the second quarter was Water, Sewerage, Waste Management and Remediation, which increased by 9,475 jobs from the 12 recorded in Q1 to 9,487 jobs in Q2, contributing 12.05% of all jobs created that quarter. Aside from Education, other areas that contributed greatly to growth included Electricity, Gas, Steam and Air Conditioning Supply which increased by almost 41,000%, from 12 jobs created in Q1 to 4,927 jobs in Q2, and Construction, which increased 90.34% from 4,294 jobs in Q1 to 8,174 jobs in Q2. Five activities showed a decline in the number of jobs created; Accommodation and Food Services, Trade, Telecommunications, Administrative and Support Services and Professional Scientific and Technical Services. The greatest absolute decline in jobs created came from Trade, which created 97.14% or 7,367 fewer jobs, from the 7,356 jobs created in Q1, to 217 jobs in Q2.

## Formal Jobs Created by Economic Activity



### 3.1.7 New Formal Jobs by Occupation

When evaluating jobs by occupation, using the International Standard Occupation Classification (ISCO), there is great variation in the jobs created in the two quarters. Health professionals, constituting 41,466 employees or 54.55% of all new jobs, filled the vast majority of jobs created in the first quarter of 2014. However, it is likely that this is cyclical, as by the second quarter, there were 95.64% fewer new jobs, with 1,808 positions or 2.30% of the total created. In keeping with the large contribution of jobs created from the education sector, a significant portion of jobs created in the first quarter were for Teaching Professionals, with 8,900 jobs or 11.71% of the total. This increased greatly in the second quarter, by 12,104 jobs or 136.00%, to make up 21,003 jobs or 26.67% of all jobs created. Teaching professionals were the largest contributor to jobs created in the second quarter, to be followed by Personal Service Workers, which made up 5,468 jobs or 6.94% of the total. Personal Service professionals saw an increase in job creation of 76.49% or 2,370 jobs from the 3,098 that were recorded in Q1 (See Appendix).

### 3.1.8 New Formal Jobs by Gender

Overall, new jobs created are more male dominated than the existing workforce. Compared with the employment gender parity index of 0.61, the new employment showed 0.49 new jobs for females for every one for a male in Q1 of 2014. Broken down by full time and part time this remained largely unchanged, with parity indices of 0.49 and 0.46 respectively. However, by the second quarter there was a notable improvement; the overall parity index increased to 0.69. This was primarily driven by the employment of new full time workers, which had an index of 0.73, whilst part time was 0.38.

However, some cadres are gender equal, with a 51.44% majority of new employees in Clerical and Related Office workers being female in Q2 and a parity index of 1.06; a 4.58% point improvement on the 46.86% portion recorded in Q1. Similarly the 48.07% of female Managerial, Professional and technical workers in Q2 was a 4.37% point increase from the 43.70% recorded in Q1. For full time alone this ratio is even higher; clerical and related office workers have a parity index of 1.09, with 52.10% of new employees in Q2 being female. Nonetheless, this is not true of other cadres, with Operatives being the most male dominated, with just 16.22% of new employees being female in quarter one, although this improved by 12.75% points by Q2, to reach 28.97% employment of new female staff.

Table 8 New Jobs by Sector, Q1 2014

| SECTOR/ACTIVITY  | Number        | Percentage Share |
|--|---------------|------------------|
| Electricity, Gas Steam and Air Conditioning Supply     | 12            | 0.02             |
| Water Supply, Sewage, Waste Management and Remediation | 12            | 0.02             |
| Mining and Quarrying                                   | 50            | 0.07             |
| Arts, Entertainment and Recreation                     | 81            | 0.11             |
| Real Estate  | 242           | 0.32             |
| Telecommunications and Information Services            | 350           | 0.46             |
| Transport and Storage                                  | 381           | 0.50             |
| Agriculture  | 698           | 0.92             |
| Other Services   | 1,980         | 2.61             |
| Financial Intermediation                               | 2,324         | 3.06             |
| Professional, Scientific and Technical Services        | 2,326         | 3.06             |
| Human Health and Social Services                       | 2,920         | 3.84             |
| Construction   | 4,294         | 5.65             |
| Accommodation and Food Services                        | 7,356         | 9.68             |
| Trade  | 7,584         | 9.98             |
| Administrative and Support Services                    | 10,674        | 14.04            |
| Manufacturing  | 11,088        | 14.59            |
| Education  | 23,643        | 31.10            |
| <b>TOTAL</b>   | <b>76,018</b> | <b>100.00</b>    |



Table 9 New Jobs by Sector, Q2 2014

| SECTOR/ACTIVITY  | Number        | Percentage Share |
|--|---------------|------------------|
| Telecommunications and Information Services            | 12            | 0.02             |
| Accommodation and Food Services                        | 57            | 0.07             |
| Mining and Quarrying                                   | 102           | 0.13             |
| Arts, Entertainment and Recreation                     | 130           | 0.17             |
| Trade  | 217           | 0.28             |
| Real Estate  | 301           | 0.38             |
| Transport and Storage                                  | 775           | 0.98             |
| Agriculture  | 1,499         | 1.90             |
| Professional, Scientific and Technical Services        | 1,505         | 1.91             |
| Other Services   | 1,987         | 2.52             |
| Financial Intermediation                               | 2,748         | 3.49             |
| Human Health and Social Services                       | 3,079         | 3.91             |
| Administrative and Support Services                    | 3,559         | 4.52             |
| Electricity, Gas Steam and Air Conditioning Supply     | 4,925         | 6.25             |
| Construction   | 8,174         | 10.38            |
| Water Supply, Sewage, Waste Management and Remediation | 9,487         | 12.05            |
| Manufacturing  | 11,138        | 14.14            |
| Education  | 29,060        | 36.90            |
| <b>TOTAL</b>   | <b>78,755</b> | <b>100.00</b>    |

### 3.1.9 New Formal Jobs by Age-Group

The age group 25-35 had the most number of new entrants into the formal sector with 39,311 or 51.71% of the total in the first quarter and 42,634 or 49.20% in the second quarter. This was an increase by 8.45% between the quarters for that age group. The second highest age group in take was for the 15-24 group with 21,237 (27.94%) in the first quarter, which declined by 18.57% to 17,294 (19.96%) in the second quarter.

Managerial, professional and technical workers in the age group 25-35 had the most number of new employees in the first and second quarters with 15,189 (19.98%) and 13,651 (15.75%) respectively.

Table 10 New Formal Jobs by Cadre and Age Group, Q1 2014

|   | AGE GROUP |       |       |       |     |
|---|-----------|-------|-------|-------|-----|
|   | 15-24     | 25-35 | 36-44 | 45-59 | 60+ |
| Working Proprietors and active partners | 2,288     | 1,632 | 349   | 334   | 281 |

|  | AGE GROUP     |               |               |              |            |
|--|---------------|---------------|---------------|--------------|------------|
| Managerial, Professional and Technical Workers | 3,448         | 15,189        | 3456          | 898          | 219        |
| Clerical and Related Office Workers            | 2,891         | 6,857         | 2189          | 564          | 60         |
| Consultants                                    | 219           | 475           | 250           | 196          | 0          |
| Apprentices                                    | 3,335         | 2,599         | 459           | 12           | 0          |
| Operatives                                     | 8,180         | 11,285        | 4194          | 1196         | 203        |
| Unpaid Workers                                 | 143           | 709           | 3             | 0            | 0          |
| Others   | 733           | 565           | 591           | 13           | 5          |
| <b>TOTAL</b>                                   | <b>21,237</b> | <b>39,311</b> | <b>11,491</b> | <b>3,213</b> | <b>768</b> |

Table 11 New Formal Jobs by Cadre and Age Group, Q2 2014

| STAFF CADRE                                    | AGE GROUP     |               |               |              |              |
|--|---------------|---------------|---------------|--------------|--------------|
|  | 15-24         | 25-35         | 36-44         | 45-59        | 60+          |
| Working Proprietors and active partners        | 512           | 1,260         | 318           | 189          | 203          |
| Managerial, Professional and Technical Workers | 3,179         | 13,651        | 4,780         | 2,193        | 2,030        |
| Clerical and Related Office Workers            | 4,820         | 9,327         | 2,133         | 653          | 862          |
| Consultants                                    | 195           | 647           | 261           | 232          | 261          |
| Apprentices                                    | 3,084         | 2,177         | 573           | 61           | 1,750        |
| Operatives                                     | 4,552         | 13,521        | 4,625         | 1,594        | 2,750        |
| Unpaid Workers                                 | 420           | 677           | 151           | 72           | 396          |
| Others   | 532           | 1,374         | 133           | 315          | 188          |
| <b>TOTAL</b>                                   | <b>17,294</b> | <b>42,634</b> | <b>12,974</b> | <b>5,309</b> | <b>8,440</b> |

### 3.1.10 Reasons for Hiring in Formal Sector

The most commonly cited reason for hiring was for Business Expansion, with 37.01% of establishments reporting this. Second was To Fill a Position Vacated by an Ex-employee', with 32.31% of surveyed establishments citing this reason. 'Seasonal growth' and 'requiring a new skill' were significant, at 9.82% and 9.50% of establishments reporting this respectively, whilst

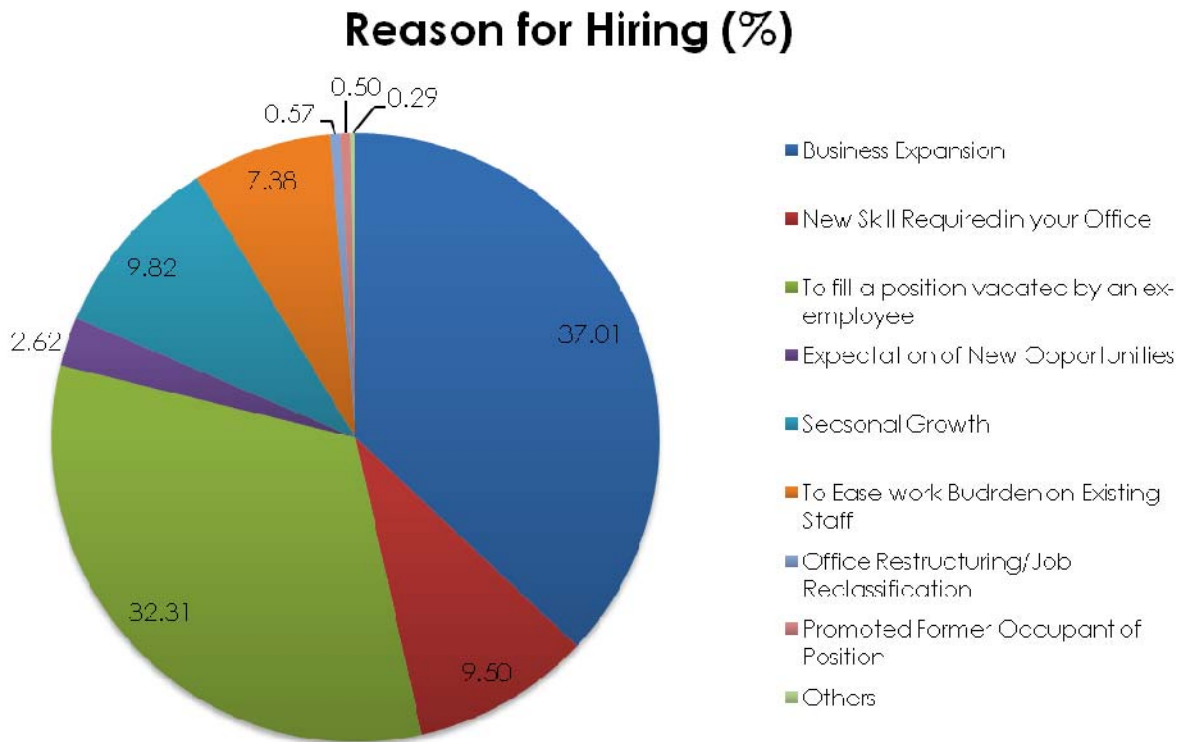


Figure 3 Reasons for Hiring in Formal Sector

Promotion of Former Occupants, Office Restructuring/Job Reclassification and Others were less common, with less than 1% of establishments reporting these reasons for hiring for each.

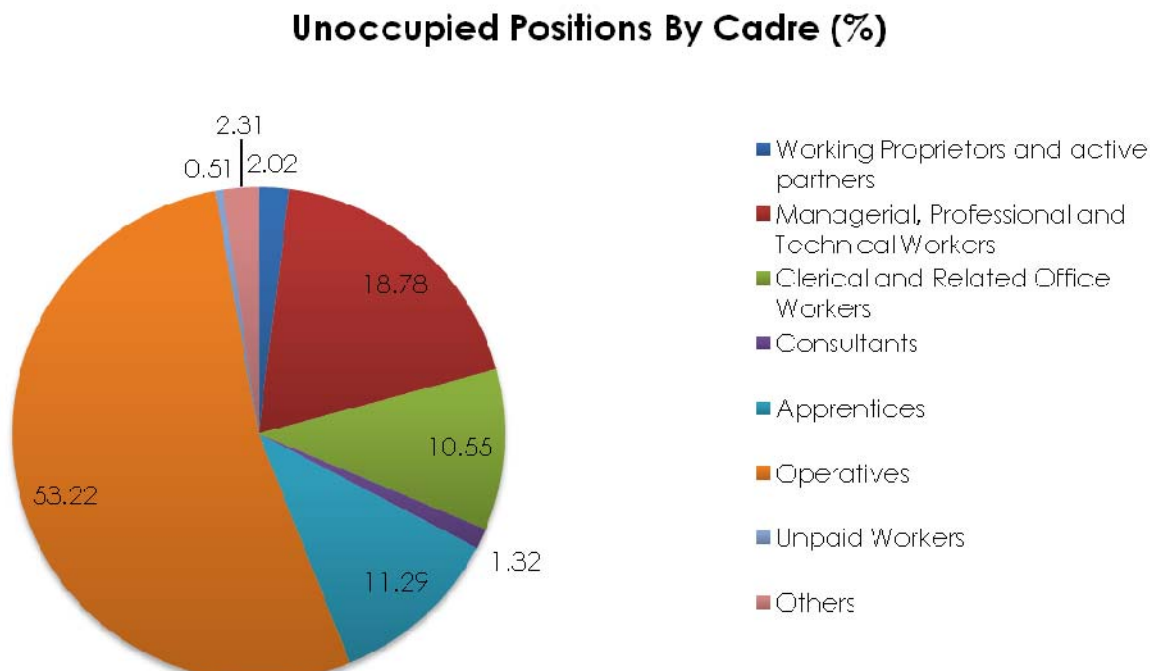
### 3.1.11 Unoccupied Positions in Formal Sector

A total of 77,841 positions were identified as unoccupied over the Q1 to Q2 period of 2014. The majority of these were for full time positions, which constituted 62,221 or 82.50% of all unoccupied positions, whilst the remaining 13,620 or 17.50% were part time positions.

### 3.1.12 Unoccupied Positions by Cadre

The Operatives cadre reported the greatest number of unfilled jobs, representing 41,431 jobs or 53.22% of the total. Managerial, Professional and Technical workers ranked second, with 14, 616 unoccupied positions, or 18.78% of the total. Other significantly large cadres included Apprentices and Clerical and Related Office Workers with 8,788 unfilled jobs or 11.29% of the

Figure 4 Unoccupied Positions by Cadre



total and 8,210 unfilled jobs or 10.55% of the total respectively. The fewest unoccupied positions were for unpaid workers at just 400 jobs, or 0.51% of all unoccupied positions.

Table 12 Unoccupied Positions by Cadre

| Staff Cadre                                    | Full Time     | Part Time     | All Total     | % Total       |
|--|---------------|---------------|---------------|---------------|
| Working Proprietors and active partners        | 1,479.99      | 88.65         | 1,569         | 2.02          |
| Managerial, Professional and Technical Workers | 13,977.66     | 638.02        | 14,616        | 18.78         |
| Clerical and Related Office Workers            | 7,955.74      | 254.18        | 8,210         | 10.55         |
| Consultants                                    | 879.20        | 148.88        | 1,028         | 1.32          |
| Apprentices                                    | 6,610.12      | 2,178.11      | 8,788         | 11.29         |
| Operatives                                     | 31,563.12     | 9,867.38      | 41,431        | 53.22         |
| Unpaid Workers                                 | 389.91        | 9.74          | 400           | 0.51          |
| Others   | 1,364.76      | 435.10        | 1,800         | 2.31          |
| <b>TOTAL</b>                                   | <b>64,221</b> | <b>13,620</b> | <b>77,841</b> | <b>100.00</b> |

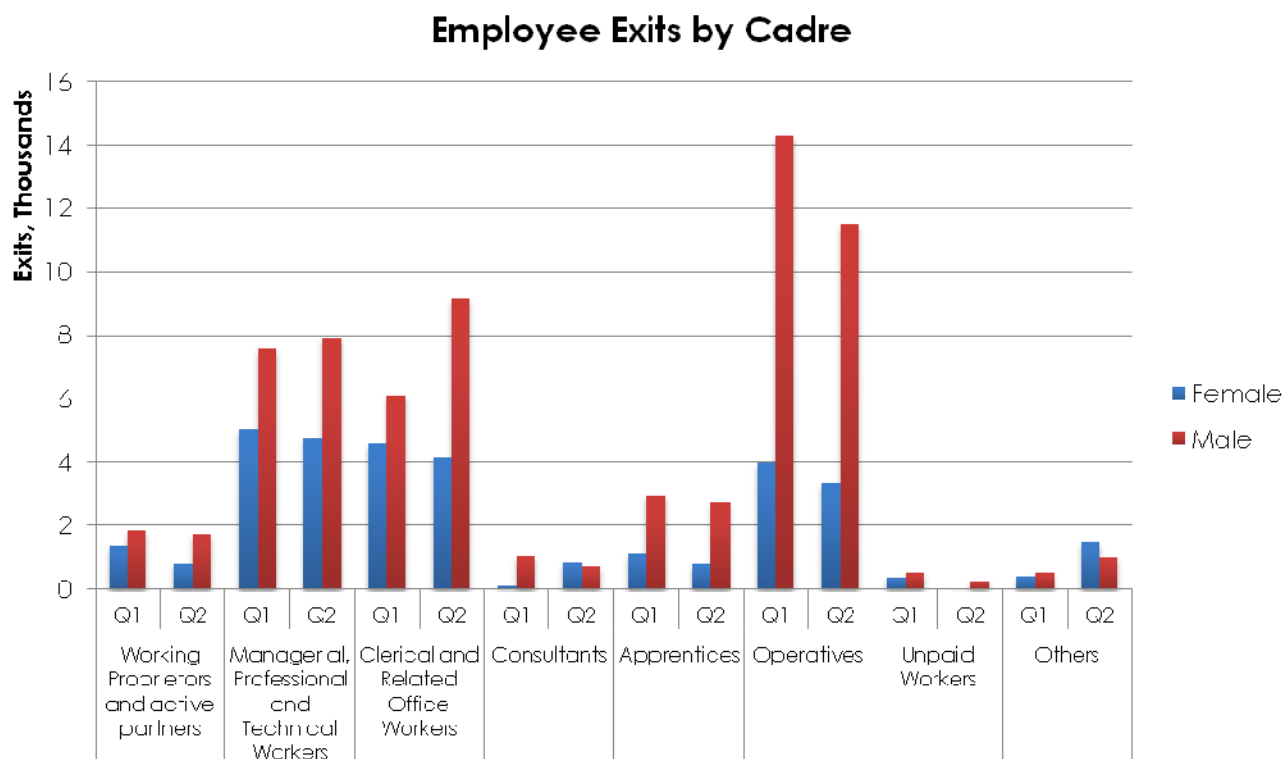
### 3.1.13 Employees Exiting Formal Employment

In total, 51,676 employees exited the workforce in Q1 of 2014, with 519 employees or 1.01% fewer employees leaving the workforce in the following quarter, giving a Q2 total of 51,156 exits. Of these, the vast majority in both quarters were previously working full time, representing 94.26% of those that exited in Q1, although declining to 91.33% of those exiting in Q2.

### 3.1.14 Employee Exits by Cadre

Despite the net result of a decline in exits over the period, the effect within each cadre shows varied results. The Cadre driving the decline, with the most employees exiting, was that of Operatives. It represented 18,227 employees or 35.27% of exits in Q1, which decreased by 3,368 employees or 18.48% to 14,859 exits in Q2, in which it represented 29.05% of the total exiting. In the first quarter, the cadre with the second greatest number of exits was Managerial, Professional and Technical workers, in which 12,598 workers exited, representing 24.38% of the total exits for that quarter. In the second quarter, Clerical and Related Office workers had the second largest number of employees exiting, at 13,314 or 26.03% of the total. It also showed the greatest increase in the absolute number of exits at 2,637 employees, 24.70% more than the preceding quarter. In both quarters the cadre with the fewest exits was Unpaid Workers, with 863 employees exiting or 1.67% of total exits in Q1, and 303 exits or 0.59% of the total in the second quarter.

Figure 5 Employee Exits by Cadre



### 3.1.15 Employee Exits by Gender

Disaggregating employee exits by gender shows that not only are fewer females exiting formal employment than males, but this ratio is declining. In Q1, 16,889 females exited their employment, which was 32.68% of the total exits for the quarter. Males exiting took the remaining 34,787 or 67.32%. Female exits declined by 4.30% in the second quarter, with the 16,163 exits representing 31.60% of total exits, whilst male exits increased to 34,993 or 68.40% of the total. This observation is most striking among consultants, in which 1,045 or 90.48% of those exiting in the first quarter were males. Nonetheless, in the second quarter this relationship was partly reversed, with slightly more females exiting than males, at 812 female exits, representing 53.56% of the cadre total for the quarter. The only other Cadre to record a higher portion of female exits than male in the period was the Other Cadre in Q2, with a total of 1,461 females exiting, representing 59.54% of the cadre's exits for that quarter.

Table 13 Employees that Exited by Cadre and Gender, Q1 2014

| STAFF<br>CADRE                                 | FULL TIME     |              |               |              |               | PART TIME    |              |              |             |              | Total All     | %            |
|--|---------------|--------------|---------------|--------------|---------------|--------------|--------------|--------------|-------------|--------------|---------------|--------------|
|  | MALE          |              | FEMALE        |              | Total         | MALE         |              | FEMALE       |             | Total        |               |              |
|  | No.           | %            | No.           | %            |               | No.          | %            | No.          | %           |              |               |              |
| Working Proprietors and active partners        | 1,779         | 57.84        | 1,296         | 42.16        | 3,075         | 73           | 63.16        | 43           | 36.8        | 116          | 3,191         | 6.18         |
| Managerial, Professional and Technical Workers | 7,234         | 59.66        | 4,892         | 40.34        | 12,125        | 341          | 72.20        | 131          | 27.8        | 472          | 12,598        | 24.38        |
| Clerical and Related Office Workers            | 5,817         | 57.54        | 4,293         | 42.46        | 10,110        | 286          | 50.47        | 281          | 49.5        | 567          | 10,677        | 20.66        |
| Consultants                                    | 902           | 94.04        | 57            | 5.96         | 959           | 144          | 73.09        | 53           | 26.9        | 197          | 1,155         | 2.24         |
| Apprentices                                    | 2,708         | 74.46        | 929           | 25.54        | 3,637         | 228          | 55.09        | 185          | 44.9        | 413          | 4,050         | 7.84         |
| Operatives                                     | 13,680        | 79.39        | 3,552         | 20.61        | 17,232        | 581          | 58.35        | 415          | 41.7        | 996          | 18,227        | 35.27        |
| Unpaid Workers                                 | 419           | 63.31        | 243           | 36.69        | 662           | 98           | 0.00         | 104          | 0.00        | 202          | 863           | 1.67         |
| Others   | 494           | 54.27        | 416           | 45.73        | 909           | 5            | 0.00         | 0            | 0.00        | 5            | 914           | 1.77         |
| <b>TOTAL</b>                                   | <b>33,032</b> | <b>67.81</b> | <b>15,677</b> | <b>32.19</b> | <b>48,709</b> | <b>1,755</b> | <b>59.15</b> | <b>1,212</b> | <b>40.9</b> | <b>2,967</b> | <b>51,676</b> | <b>100.0</b> |

Table 14 Employees that Exited by Cadre and Gender, Q2 2014

| STAFF<br>CADRE                                 | FULL TIME |      |        |      |        | PART TIME |      |        |      |       | Total All | %    |
|--|-----------|------|--------|------|--------|-----------|------|--------|------|-------|-----------|------|
|  | MALE      |      | FEMALE |      | Total  | MALE      |      | FEMALE |      | Total |           |      |
|  | No.       | %    | No.    | %    |        | No.       | %    | No.    | %    |       |           |      |
| Working Proprietors and active partners        | 1,489     | 68.8 | 677    | 31.2 | 2,165  | 240       | 68.6 | 110    | 31.4 | 351   | 2,516     | 4.9  |
| Managerial, Professional and Technical Workers | 7,029     | 60.9 | 4,508  | 39.1 | 11,537 | 895       | 76.5 | 275    | 23.5 | 1,170 | 12,707    | 24.8 |
| Clerical and Related Office Workers            | 8,591     | 69.9 | 3,695  | 30.1 | 12,286 | 562       | 54.6 | 466    | 45.4 | 1,028 | 13,314    | 26.0 |

| STAFF<br>CADRE    | FULL TIME     |             |               |             |               | PART TIME    |             |              |             |              | Total<br>All  | %            |
|-------------------|---------------|-------------|---------------|-------------|---------------|--------------|-------------|--------------|-------------|--------------|---------------|--------------|
|                   |               |             |               |             |               |              |             |              |             |              |               |              |
| Consultants       | 612           | 48.0        | 663           | 52.0        | 1,275         | 92           | 38.1        | 149          | 61.9        | 241          | 1,517         | 3.0          |
| Apprentices       | 2,352         | 79.2        | 619           | 20.8        | 2,971         | 355          | 68.9        | 160          | 31.1        | 515          | 3,487         | 6.8          |
| Operatives        | 10,787        | 78.0        | 3,034         | 22.0        | 13,821        | 731          | 70.4        | 308          | 29.6        | 1,038        | 14,859        | 29.0         |
| Unpaid<br>Workers | 254           | 88.8        | 32            | 11.2        | 286           | 11           | 0.0         | 6            | 0.0         | 17           | 303           | 0.6          |
| Others            | 958           | 40.3        | 1,419         | 59.7        | 2,378         | 34           | 0.0         | 41           | 0.0         | 76           | 2,453         | 4.8          |
| <b>TOTAL</b>      | <b>32,072</b> | <b>68.6</b> | <b>14,647</b> | <b>31.4</b> | <b>46,719</b> | <b>2,920</b> | <b>65.8</b> | <b>1,516</b> | <b>34.2</b> | <b>4,437</b> | <b>51,156</b> | <b>100.0</b> |

## 3.2 Informal Sector

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, Light Manufacturing and Wholesale and Retail Trade.

### 3.2.1 New Jobs in Informal Sector

Informal jobs where most of the jobs created in agriculture, trade and generally (Micro Small Medium scale enterprises are found) will be found represented 175,786 jobs or 65.97% of the total jobs created. Annual growth in jobs created was greatest in the informal sector, increasing by 63,219 jobs, or 56.16% from the corresponding quarter of 2013. The share of informal jobs expanded by 1.81% points to constitute 67.78% of the total, whilst the portion of formal jobs declined by 1.19% points to 30.37% of the total. The greatest rate of quarterly growth came from the informal sector, which grew by 10.63%, generating an additional 16,892 jobs by quarter two.



## 3.2.2

| TYPE OF ESTABLISHMENT | NUMBER EXPECTED | NUMBER REPORTED | RESPONSE RATE |
|-----------------------|-----------------|-----------------|---------------|
| FEDERAL MINISTRY      | 33              | 13              | 39.39         |
| FEDERAL PARASTATALS   | 220             | 22              | 10.00         |
| STATE MINISTRY        | 924             | 763             | 83.58         |
| STATE PARASTATAL      | 1910            | 1536            | 80.42         |
| LGA                   | 774             | 147             | 18.99         |
| ACADEMIC INSTITUTIONS | 215             | 160             | 74.42         |
| RESEARCH INSTITUTES   | 35              | 11              | 31.43         |
| TOTAL                 | 4111            | 2652            | 64.51         |

## 4 PUBLIC INSTITUTIONS

Table 15 Public Institutions Response Rate, Q1 & 2 2014

### 4.1 Reporting Institutions

A total of 2,652 public institutions responded during the Q1 and Q2 of 2014 Survey. Table 15 presents the distribution of public institutions by type in Nigeria for the first and second quarters of 2014. The table shows that a total of 2,652 institutions were reported on for both quarters, out of the 4111 that were issued questionnaires. State ministries and Parastatals account for the most number of responses, as compared to their total expected returns, with 83.58 and 80.42 % respectively. Only 22 of the 220 federal Parastatals had returned their completed questionnaires as at the time analysis was carried out for this report. In all, state Parastatals account for 57.92 (1,536) % of reported public institutions, while state ministries and local government agencies (LGA) recorded 763 or 28.77 % and 147 or 5.54 % respectively. Federal ministries and research institutes constituted 0.49 % and 0.41 % respectively of the total public institutions reported on.

## 4.2 Total Number of Employees in Ministries and Parastatals (Federal and State) by Gender and Cadre

Table 16 shows the distribution of number of employees in public sector by cadre for the first quarter (January – March) and second quarter (April – June), 2014. Second quarter 2014 recorded a total of 605,290 employees as against 607,248 employees in first quarter 2014, implying a decrease of 1958 employees in the second quarter. Males made up a significant portion of the workforce, with 393,703 males or 64.83 % of total employees and 213,545 or 35.17 % were females in the first quarter. In the second quarter, Nigerian males were 64.42 % of employees, and females were 35.58 % in second quarter 2014. Non-Nigerian employees made up a negligible share of the total workforce in both federal and state ministries and parastatals in the second quarter, while none were recorded in the first quarter of 2014.

Table 16 Distribution of Employees in Ministries and Parastatals (Federal and State) by Cadre and Gender

| STAFF CADRE   | 1ST QUARTER   |               | 2ND QUARTER   |               |              |          |
|---|---------------|---------------|---------------|---------------|--------------|----------|
|   | NIGERIAN      |               | NIGERIAN      |               | NON-NIGERIAN |          |
|   | MALE          | FEMALE        | MALE          | FEMALE        | MALE         | FEMALE   |
| PERM SEC/ DG/<br>EXECUTIVE SECRETARY                    | 1399          | 275           | 1405          | 262           | 1            | 1        |
| DIRECTORATE LEVEL<br>PUBLIC SECTOR                      | 11320         | 4570          | 13999         | 4517          | 2            | .        |
| MANAGEMENT LEVEL<br>PUBLIC SECTOR                       | 43618         | 20882         | 39053         | 23058         | 1            | .        |
| OFFICERS EXCLUDING<br>MANAGEMENT STAFF<br>PUBLIC SECTOR | 154642        | 108377        | 153190        | 108145        | 7            | 1        |
| TECHNICAL WORKERS<br>PUBLIC SECTOR                      | 50189         | 11428         | 49300         | 11033         | .            | 1        |
| CLERICAL AND RELATED<br>OFFICE WORKERS PUBLIC<br>SECTOR | 56991         | 36225         | 57047         | 36298         | .            | .        |
| OPERATIVES(CLEANERS,<br>SECURITIES) PUBLIC<br>SECTOR    | 41264         | 16446         | 41597         | 16511         | 6            | .        |
| OTHER PUBLIC SECTOR<br>(SPECIFY)                        | 34280         | 15342         | 34337         | 15517         | 1            | .        |
| <b>TOTAL</b>  | <b>393703</b> | <b>213545</b> | <b>389928</b> | <b>215341</b> | <b>18</b>    | <b>3</b> |

### 4.3 Total Number of Employees in Local Government Agencies by Cadre

The numbers of employees in local government agencies by cadre for the first and second quarters of 2014 are presented in Table 17. A total number of 155,620 employees were recorded in second quarter 2014 as against 155,724 employees in the first quarter, which indicates a decrease of 104 employees. By cadre, 'officers excluding management staff' had the highest employees in both male and female in both quarters, with a total of 55,022 employees in quarter 1 and 54,913 employees in quarter 2. Males dominate this group, representing 70.90% of total employees in both quarters.

Table 17 Distribution of Employees in Local Government Agencies by Cadre and Gender

| STAFF CADRE                             | 1ST QUARTER |        | 2ND QUARTER |        |
|---|-------------|--------|-------------|--------|
|   | MALE        | FEMALE | MALE        | FEMALE |
| EXECUTIVE CHAIRMAN                      | 128         | 8      | 128         | 8      |
| EXECUTIVE SECRETARY/ COUNCILLORS        | 2686        | 159    | 2707        | 164    |
| DIRECTORATE LEVEL LGA                   | 1022        | 244    | 1007        | 239    |
| MANAGEMENT LEVEL LGA                    | 6333        | 3254   | 6318        | 3294   |
| OFFICERS EXCLUDING MANAGEMENT STAFF LGA | 37236       | 17786  | 37158       | 17755  |
| TECHNICAL WORKERS LGA                   | 11236       | 3387   | 11204       | 3530   |
| CLERICAL AND RELATED OFFICE WORKERS LGA | 34622       | 14327  | 34053       | 14265  |
| OPERATIVES(CLEANERS, SECURITIES) LGA    | 13243       | 3566   | 13242       | 3877   |
| OTHER LGA (SPECIFY)                     | 3901        | 2586   | 4074        | 2597   |
| Total                                   | 110,407     | 45,317 | 109,891     | 45,729 |

### 4.4 Total Number of Employees in Academic Sector (Academic Staff) by Cadre

Table 18 indicates the distribution of employees in academic sector (academic staff) by cadre for the first and second quarter of 2014. Second quarter had 26,448 academic staff, recording a marginal drop of 17 staff from 26,448 in the first quarter. Second quarter recorded a total of 26,448 academic staff compared to 26,465 academic staff in the first quarter. This indicates a decrease of 17 academic staff. In both quarters, Nigerian academic staff recorded 99.49% of the total academic staff. Nigerian males make up most of the academic staff, with 75.60% and 76.13% in quarters 1 and 2 respectively. Non-Nigerians males were 0.41% and 0.22% for quarter 1 and 2 respectively. Non-Nigerian staff dropped by 52.21% between quarter 1 and 2 from a total of 136 to 65.

Table 18 Distribution of Employees in Academic (Academic Staff) Sector by Cadre

| STAFF CADRE                         | 1ST QUARTER |      |              |    | 2ND QUARTER |      |              |   |
|-------------------------------------|-------------|------|--------------|----|-------------|------|--------------|---|
|                                     | NIGERIAN    |      | NON-NIGERIAN |    | NIGERIAN    |      | NON-NIGERIAN |   |
|                                     | M           | F    | M            | F  | M           | F    | M            | F |
| VICE-CHANCELLOR/<br>RECTOR/ PROVOST | 115         | 9    | .            | 1  | 111         | 12   | .            | . |
| PROFESSOR                           | 1187        | 164  | 11           | 2  | 1191        | 165  | 9            | 1 |
| READER/ ASSOCIATE<br>PROFESSOR      | 939         | 256  | 13           | 1  | 934         | 265  | 3            | 1 |
| PRINCIPAL/ SENIOR<br>LECTURER       | 3349        | 913  | 18           | 6  | 3364        | 967  | 14           | . |
| LECTURER I                          | 3719        | 1218 | 10           | 4  | 3758        | 1018 | 7            | . |
| LECTURER II                         | 3116        | 974  | 9            | 8  | 3106        | 981  | 8            | 2 |
| LECTURER III                        | 2184        | 790  | 26           | 4  | 2224        | 827  | 1            | . |
| ASSISTANT LECTURER                  | 3156        | 1233 | 17           | 2  | 3176        | 1255 | 2            | 2 |
| GRADUATE ASSISTANT                  | 957         | 288  | 4            | .  | 972         | 298  | 9            | . |
| OTHER ACADEMIC STAFF<br>(SPECIFY)   | 1286        | 476  | .            | .  | 1299        | 460  | 6            | . |
| Total                               | 20008       | 6321 | 108          | 28 | 20135       | 6248 | 59           | 6 |

#### 4.5 Total Number of Employees in Academic Sector (Non-Academic Staff) by Cadre

Table 19 shows the distribution of employees in academic sector (non-academic staff) by cadre for first and second quarters of 2014. A total number of 46,815 non-academic staff were recorded in the second quarter as against 47,014 in the first quarter, this indicates a decrease of 199 non-academic staff. In both quarters Nigerians make up 99.99% of the total number of employees. Nigerian males make up a significant proportion of all employees, representing 67.50% and 67.29% in quarter 1 and 2 respectively. In cadre distribution, the 'officers excluding management', had the highest number with 8,156 males or 17.34% and 5,621 females or 11.96% in the first quarter, and 8,039 males or 17.17% and 5,589 females 11.94% in the second quarter. Non-Nigerians made up 0.01% of total employees in both quarters.

Table 19 Distribution of Employees in Academic Sector (Non-Academic Staff) by Cadre

| STAFF CADRE  | 1ST QUARTER |       |              |   | 2ND QUARTER |       |              |   |
|--|-------------|-------|--------------|---|-------------|-------|--------------|---|
|  | NIGERIAN    |       | NON-NIGERIAN |   | NIGERIAN    |       | NON-NIGERIAN |   |
|  | M           | F     | M            | F | M           | F     | M            | F |
| REGISTRAR  | 103         | 27    | .            | . | 105         | 23    | .            | . |
| DEPUTY REGISTRAR                                       | 337         | 127   | .            | . | 335         | 126   | .            | . |
| STUDENT AFFAIRS REGISTRAR                              | 264         | 151   | .            | . | 264         | 150   | .            | . |
| DIRECTORATE LEVEL NON ACADEMIC STAFF                   | 470         | 91    | .            | . | 447         | 89    | .            | . |
| MANAGEMENT LEVEL NON ACADEMIC STAFF                    | 1042        | 412   | .            | . | 1024        | 420   | .            | . |
| OFFICERS EXCLUDING MANAGEMENT STAFF NON ACADEMIC STAFF | 8151        | 5621  | 1            | . | 8039        | 5589  | 1            | . |
| TECHNICAL WORKERS NON ACADEMIC STAFF                   | 5140        | 1171  | .            | . | 5184        | 1316  | .            | . |
| CLERICAL AND RELATED OFFICE WORKERS NON ACADEMIC STAFF | 6647        | 3546  | .            | . | 6644        | 3408  | .            | . |
| OPERATIVES(CLEANERS, SECURITIES) NON ACADEMIC STAFF    | 8053        | 2841  | .            | . | 7847        | 2830  | .            | . |
| OTHER NON ACADEMIC STAFF (SPECIFY)                     | 1526        | 1288  | 2            | 3 | 1615        | 1354  | 2            | 3 |
| Total  | 31733       | 15275 | 3            | 3 | 31504       | 15305 | 3            | 3 |

#### 4.6 Employment Gap in Public Sector (Q2, 2014)

With respect to the employment gap in public sector in Nigeria for Second quarter 2014 , a total of 85,996 vacancies was recorded in the second quarter of 2014 in the public sector; 51,986 full-time and 34,010 part-time positions. In terms of occupation group, 'manufacturing, mining, construction, and distribution managers' had the highest vacant positions with 24,013 (27.92 %), followed by 'engineering professionals (excluding electro-technology) with 12,970 (15.08 %) and secondary education teachers 5,198 (6.04 %). For full-time positions there were open positions for secondary education teachers, 10% of the total. Manufacturing, mining, construction and distribution management had the highest share with 58.80% of the total part-time open positions.

#### 4.7 New Jobs in Public Sector by Cadre and Age Group

In the first quarter of 2014, a total of 5,959 new persons were employed into the public sector, see Table 40 in the appendix. Males made up 56.99 % of new employees and females 43.01 %. Table 41 in the appendix shows 4,812 new employees entered the public sector in the second quarter of 2014, indicating a decrease of 19.2 % from the first quarter.

Also, in the first and second quarters, the age group 25-35 had the greatest share of new employees with 71.45 % and 54.86 % respectively. In the first quarter, the next leading group was 36-44, covering 14.36 %. However, in the second quarter the 15-24 group had the second highest share with 22.13 %. The 'Over 60' group had the least share in both quarters with less than 1%.

'Officer (excluding management staff)' constituted the most number of new employees in first and second quarters, taking up 19.73 % and 26.18 % respectively. In the first quarter, 'operatives' followed closely behind with 18.73% of the share and technical workers came in third with 16.66 % of total employees. In second quarter, 'clerical and related office workers' had the second highest share with 10.66 %. See appendix for details.

#### 4.8 New Jobs in Public Sector by Occupation

Table 42 shows number of new employees by occupation and sex for first and second quarters, 2014 for both Nigerians and non-Nigerians. In the first quarter, of the 5,959 new employees 'other clerical support' took the highest share with 13.37 % or 797 positions, followed closely by 'secondary education teachers' with 13.11% or 781. In the second quarter again, 'other clerical support' took the greater share of the 4,812 new employees with 9.6 % (462) and 'administration professionals' had the second highest at 9 % (433).

#### 4.9 Exits in Public Service by Cadre and Reason for Exit

Table 43 4,823 staff exited the public service in the first quarter. Most exits were brought on by retirement, which constituted 2,622 or 54.36% of the total. This was followed by reason of death with 874 cases or 18.1% of the total. Dismissal had the least number of people citing it as a reason for exiting with 48 people or less than 1%. Officers excluding management staff had the highest number of exits with 1029 or 21.34% of the total. Most exits came from males at a total of 3,395 or 70.39 %.

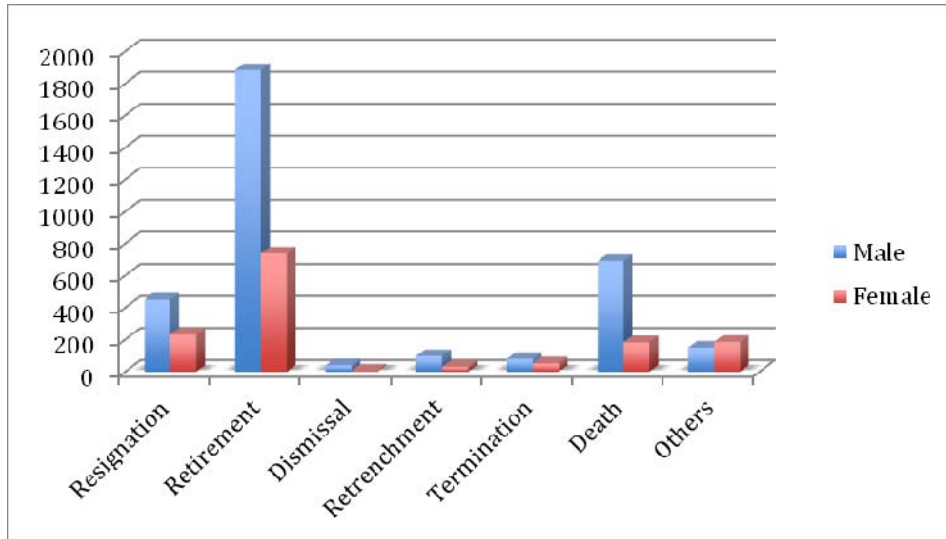


Figure 6 Distribution by Reason for Exit and Gender, Q1 2014

In the second quarter of 2014, males made up 66.32 % of persons who exited. Retirement was the most common reason given for exiting. 1795 (41.87%) males and 864 (20.15%) females retired from the public service in the second quarter. Death was the second highest reason for exiting, with 377 (8.79%) males and 150 (3.50%) females. The total number of persons who exited in the second quarter was 4,287, this is an 11.11% drop from the first quarter.

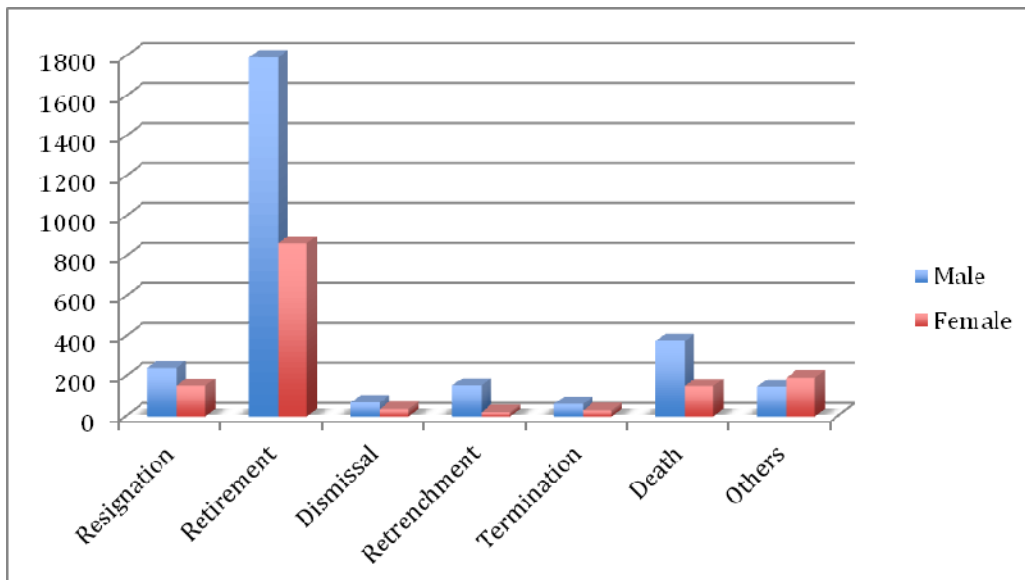


Figure 7 Distribution by Reason for Exiting and Gender, Q2 2014

## ANNEX 1: Formal Sector: Additional Tables

Table 20 Distributions of Establishments by Main Activity and Legal Status

| S/N | MAIN ACTIVITY  | Sole Proprietorship | Partnership | Joint Venture | Private limited Company | Public Limited Liability Company | Cooperative | Faith Base Organization | Others   | Total      |
|-----|--|---------------------|-------------|---------------|-------------------------|----------------------------------|-------------|-------------------------|----------|------------|
| 1   | AGRICULTURE,   |                     |             |               |                         |                                  |             |                         |          |            |
|     | Crop   | 125                 | 7           | 0             | 22                      | 1                                | 7           | 1                       | 1        | 164        |
|     | Livestock  | 123                 | 9           | 2             | 33                      | 0                                | 0           | 1                       | 5        | 173        |
|     | Forestry   | 1                   | 0           | 0             | 1                       | 0                                | 0           | 0                       | 2        | 4          |
|     | Fishing  | 24                  | 0           | 0             | 4                       | 0                                | 2           | 0                       | 0        | 30         |
|     | Total  | <b>273</b>          | <b>16</b>   | <b>2</b>      | <b>60</b>               | <b>1</b>                         | <b>9</b>    | <b>2</b>                | <b>8</b> | <b>371</b> |
| 2   | MINING AND QUARRYING   |                     |             |               |                         |                                  |             |                         |          |            |
|     | Crude Petroleum and Natural Gas                              | 0                   | 0           | 0             | 0                       | 0                                | 0           | 0                       | 0        | 0          |
|     | Coal Mining  | 0                   | 0           | 0             | 0                       | 0                                | 0           | 0                       | 0        | 0          |
|     | Metal Ores   | 3                   | 0           | 0             | 0                       | 0                                | 0           | 0                       | 0        | 3          |
|     | Quarrying and Other Minerals                                 | 24                  | 2           | 1             | 8                       | 0                                | 0           | 0                       | 0        | 35         |
|     | Total  | <b>27</b>           | <b>2</b>    | <b>1</b>      | <b>8</b>                | <b>0</b>                         | <b>0</b>    | <b>0</b>                | <b>0</b> | <b>38</b>  |
| 3   | MANUFACTURING  |                     |             |               |                         |                                  |             |                         |          |            |
|     | Oil Refining   | 0                   | 0           | 0             | 0                       | 0                                | 0           | 0                       | 0        | 0          |
|     | Cement   | 0                   | 0           | 0             | 0                       | 0                                | 0           | 0                       | 0        | 0          |
|     | Food, Beverage and Tobacco                                   | 149                 | 15          | 11            | 60                      | 13                               | 3           | 0                       | 0        | 251        |
|     | Textile, Apparel and Footwear                                | 32                  | 3           | 0             | 21                      | 3                                | 0           | 0                       | 0        | 59         |
|     | Wood and Wood Products                                       | 28                  | 1           | 2             | 2                       | 0                                | 0           | 0                       | 0        | 33         |
|     | Pulp, Paper and Paper Products                               | 35                  | 1           | 1             | 7                       | 4                                | 0           | 0                       | 1        | 49         |
|     | Chemical and Pharmaceutical Products                         | 12                  | 2           | 1             | 20                      | 5                                | 0           | 0                       | 0        | 40         |
|     | Non-Metallic Products  | 81                  | 4           | 0             | 11                      | 0                                | 0           | 0                       | 0        | 96         |
|     | Plastic and Rubber Products                                  | 9                   | 1           | 1             | 14                      | 1                                | 0           | 0                       | 0        | 26         |
|     | Electrical and Electronics                                   | 8                   | 0           | 0             | 2                       | 2                                | 0           | 0                       | 0        | 12         |
|     | Basic Metal, Iron and Steel                                  | 51                  | 3           | 0             | 20                      | 1                                | 0           | 0                       | 0        | 75         |
|     | Motor Vehicles and Assembly                                  | 4                   | 1           | 0             | 5                       | 0                                | 0           | 0                       | 0        | 10         |
|     | Other Manufacturing  | 43                  | 5           | 1             | 9                       | 0                                | 0           | 0                       | 0        | 58         |
|     | Total  | <b>452</b>          | <b>36</b>   | <b>17</b>     | <b>171</b>              | <b>29</b>                        | <b>3</b>    | <b>0</b>                | <b>1</b> | <b>709</b> |
| 4   | Electricity, Gas Steam and Air Conditioning Supply           | 1                   | 0           | 0             | 1                       | 0                                | 0           | 0                       | 0        | 2          |
| 5   | Water Supply, Sewage, Waste Management and Remediation       | 2                   | 0           | 0             | 0                       | 0                                | 0           | 0                       | 0        | 2          |
| 6   | Construction   | 14                  | 1           | 1             | 30                      | 3                                | 0           | 0                       | 0        | 49         |
| 7   | Wholesale and Retail Trade; Repair of Motor Vehicles and Hou | 320                 | 24          | 15            | 137                     | 25                               | 3           | 2                       | 2        | 528        |
| 8   | Accommodation and Food Services                              | 192                 | 11          | 1             | 84                      | 8                                | 0           | 0                       | 5        | 301        |
| 9   | TRANSPORTATION AND STORAGE                                   |                     |             |               |                         |                                  |             |                         |          |            |
|     | Road Transport   | 24                  | 2           | 1             | 15                      | 8                                | 2           | 0                       | 6        | 58         |



| S/N | MAIN ACTIVITY   | Sole Proprietorship | Partnership | Joint Venture | Private limited Company | Public Limited Liability Company | Cooperative | Faith Base Organization | Others    | Total        |
|-----|---|---------------------|-------------|---------------|-------------------------|----------------------------------|-------------|-------------------------|-----------|--------------|
|     | Rail Transport and Pipelines                          | 0                   | 0           | 0             | 0                       | 0                                | 0           | 0                       | 0         | 0            |
|     | Water Transport                                       | 0                   | 0           | 0             | 0                       | 0                                | 0           | 0                       | 0         | 0            |
|     | Air Transport   | 0                   | 0           | 0             | 4                       | 1                                | 0           | 0                       | 0         | 5            |
|     | Transport Services                                    | 1                   | 2           | 0             | 7                       | 0                                | 0           | 0                       | 0         | 10           |
|     | Post and Courier Services                             | 0                   | 0           | 0             | 3                       | 1                                | 0           | 0                       | 0         | 4            |
|     |   | <b>25</b>           | <b>4</b>    | <b>1</b>      | <b>29</b>               | <b>10</b>                        | <b>2</b>    | <b>0</b>                | <b>6</b>  | <b>77</b>    |
| 10  | INFORMATION AND COMMUNICATION                         |                     |             |               |                         |                                  |             |                         |           |              |
|     | Telecommunications and Information Services           | 47                  | 1           | 1             | 18                      | 1                                | 0           | 0                       | 0         | 68           |
|     | Publishing  | 5                   | 1           | 0             | 1                       | 0                                | 0           | 0                       | 0         | 7            |
|     | Motion Pictures, Sound recording and Music Production | 2                   | 0           | 0             | 0                       | 0                                | 0           | 0                       | 0         | 2            |
|     | Broadcasting  | 0                   | 0           | 0             | 0                       | 1                                | 0           | 0                       | 0         | 1            |
|     |   | <b>54</b>           | <b>2</b>    | <b>1</b>      | <b>19</b>               | <b>2</b>                         | <b>0</b>    | <b>0</b>                | <b>0</b>  | <b>78</b>    |
| 11  | Arts, Entertainment and Recreation                    | 10                  | 0           | 0             | 3                       | 0                                | 0           | 0                       | 3         | 16           |
| 12  | FINANCIAL AND INSURANCE                               |                     |             |               |                         |                                  |             |                         |           |              |
|     | Financial Institutions                                | 7                   | 3           | 4             | 167                     | 33                               | 8           | 0                       | 6         | 228          |
|     | Insurance   | 1                   | 0           | 0             | 18                      | 40                               | 1           | 0                       | 0         | 60           |
|     |   | <b>8</b>            | <b>3</b>    | <b>4</b>      | <b>185</b>              | <b>73</b>                        | <b>9</b>    | <b>0</b>                | <b>6</b>  | <b>288</b>   |
| 13  | Real Estate Service Activities                        | 85                  | 24          | 1             | 26                      | 2                                | 2           | 0                       | 1         | 141          |
| 14  | Professional, Scientific and Technical Services       | 163                 | 40          | 2             | 40                      | 3                                | 1           | 0                       | 4         | 253          |
| 15  | Administrative and Support Services                   | 8                   | 0           | 0             | 2                       | 1                                | 0           | 0                       | 0         | 11           |
| 16  | Education   | 314                 | 21          | 4             | 29                      | 2                                | 1           | 47                      | 10        | 428          |
| 17  | Human Health and Social Services                      | 547                 | 25          | 4             | 90                      | 9                                | 0           | 47                      | 19        | 741          |
| 18  | Other Services  | 57                  | 1           | 0             | 3                       | 1                                | 0           | 1                       | 1         | 64           |
|     | <b>TOTAL</b>  | <b>2,552</b>        | <b>210</b>  | <b>54</b>     | <b>917</b>              | <b>169</b>                       | <b>30</b>   | <b>99</b>               | <b>66</b> | <b>4,097</b> |

Table 21 Total Employees by Activity/Sector and Gender, Q2 2014

| SECTOR/ACTIVITY   | Full Time      |               |                | Part Time     |              |               | All Total      | % All Total  |
|---|----------------|---------------|----------------|---------------|--------------|---------------|----------------|--------------|
|   | Male           | Female        | Total          | Male          | Female       | Total         |                |              |
| <b>Agriculture</b>  |                |               |                |               |              |               |                |              |
| Crop  | 6,964          | 11,405        | 18,369         | 4,217         | 1,935        | 6,152         | 24,521         | 0.77         |
| Livestock   | 5,867          | 1,993         | 7,860          | 420           | 95           | 515           | 8,375          | 0.26         |
| Forestry  | 433            | 80            | 512            | 0             | 0            | 0             | 512            | 0.02         |
| Fishing   | 1,586          | 413           | 1,999          | 608           | 31           | 640           | 2,639          | 0.08         |
| <b>TOTAL</b>  | <b>14,850</b>  | <b>13,891</b> | <b>28,741</b>  | <b>5,246</b>  | <b>2,061</b> | <b>7,307</b>  | <b>36,048</b>  | <b>1.14</b>  |
| <b>Metal Ores</b>   | 2,986          | 0             | 2,986          | 0             | 0            | 0             | 2,986          | 0.09         |
| <b>Quarrying and Other Materials</b>                      | 2,781          | 3,838         | 6,619          | 805           | 489          | 1,293         | 7,912          | 0.25         |
| <b>TOTAL</b>  | <b>5,767</b>   | <b>3,838</b>  | <b>9,605</b>   | <b>805</b>    | <b>489</b>   | <b>1,293</b>  | <b>10,898</b>  | <b>0.34</b>  |
| <b>Manufacturing</b>                                      |                |               |                |               |              |               |                |              |
| Food, Beverage and Tobacco                                | 123,510        | 35,298        | 158,808        | 18,691        | 6,176        | 24,867        | 183,675        | 5.80         |
| Textile, Apparel and Footwear                             | 60,643         | 12,373        | 73,016         | 6,951         | 624          | 7,575         | 80,590         | 2.54         |
| Wood and Wood Products                                    | 13,158         | 1,348         | 14,506         | 1,107         | 460          | 1,567         | 16,073         | 0.51         |
| Pulp, Paper and Paper Products                            | 17,118         | 7,436         | 24,554         | 199           | 85           | 284           | 24,838         | 0.78         |
| Chemical and Pharmaceutical Products                      | 23,890         | 7,097         | 30,987         | 337           | 445          | 782           | 31,769         | 1.00         |
| Non-Metallic Products                                     | 44,023         | 2,985         | 47,008         | 9,055         | 141          | 9,196         | 56,204         | 1.77         |
| Plastic and Rubber Products                               | 15,033         | 4,465         | 19,498         | 696           | 345          | 1,041         | 20,539         | 0.65         |
| Electrical and Electronics                                | 4,524          | 714           | 5,238          | 0             | 0            | 0             | 5,238          | 0.17         |
| Basic Metal, Iron and Steel                               | 36,970         | 3,955         | 40,925         | 1,897         | 71           | 1,968         | 42,893         | 1.35         |
| Motor Vehicles and Assembly                               | 6,357          | 1,621         | 7,978          | 639           | 98           | 737           | 8,715          | 0.28         |
| Other Manufacturing                                       | 27,654         | 3,793         | 31,447         | 1,040         | 0            | 1,040         | 32,487         | 1.03         |
| <b>TOTAL</b>  | <b>372,880</b> | <b>81,086</b> | <b>453,965</b> | <b>40,613</b> | <b>8,445</b> | <b>49,058</b> | <b>503,023</b> | <b>15.87</b> |
| <b>Electricity, Gas Steam and Air Conditioning Supply</b> | 624            | 24            | 648            | 0             | 0            | 0             | 648            | 0.02         |
| <b>Water Supply, Sewage, Waste</b>                        | 696            | 24            | 720            | 0             | 0            | 0             | 720            | 0.02         |

| SECTOR/ACTIVITY  | Full Time     |               |                | Part Time    |              |              | All Total      | % All Total |
|--|---------------|---------------|----------------|--------------|--------------|--------------|----------------|-------------|
| <b>Management and Remediation</b>                      |               |               |                |              |              |              |                |             |
| <b>Construction</b>                                    | 84,239        | 5,371         | 89,610         | 811          | 91           | 902          | 90,512         | 2.86        |
| Trade  | 235,357       | 70,919        | 306,276        | 15,332       | 3,773        | 19,105       | 325,382        | 10.27       |
| <b>Accommodation and Food Services</b>                 | 96,660        | 62,548        | 159,208        | 3,345        | 1,149        | 4,494        | 163,703        | 5.17        |
| <b>TRANSPORT AND STORAGE</b>                           |               |               |                |              |              |              |                |             |
| Road Transport   | 15,676        | 2,252         | 17,928         | 694          | 14           | 708          | 18,636         | 0.59        |
| Air Transport  | 1,670         | 443           | 2,113          | 0            | 32           | 32           | 2,145          | 0.07        |
| Post and Courier Services                              | 3,202         | 1,392         | 4,595          | 110          | 22           | 133          | 4,727          | 0.15        |
| <b>TOTAL</b>   | <b>20,548</b> | <b>4,088</b>  | <b>24,636</b>  | <b>804</b>   | <b>69</b>    | <b>873</b>   | <b>25,508</b>  | <b>0.81</b> |
| <b>INFORMATION AND COMMUNICATION</b>                   |               |               |                |              |              |              |                |             |
| Telecommunications and Information Services            | 5,915         | 3,021         | 8,936          | 1,574        | 710          | 2,283        | 11,220         | 0.35        |
| Publishing   | 390           | 204           | 594            | 37           | 0            | 37           | 631            | 0.02        |
| Motion Pictures, Sound recording and Music Production  | 74            | 37            | 111            | 19           | 0            | 19           | 130            | 0.00        |
| Broadcasting   | 74            | 31            | 105            | 0            | 0            | 0            | 105            | 0.00        |
| <b>TOTAL</b>   | <b>6,454</b>  | <b>3,293</b>  | <b>9,747</b>   | <b>1,630</b> | <b>710</b>   | <b>2,339</b> | <b>12,087</b>  | <b>0.38</b> |
| <b>Arts, Entertainment and Recreation</b>              | 2,745         | 1,701         | 4,446          | 33           | 64           | 97           | 4,542          | 0.14        |
| <b>Financial Intermediation</b>                        |               |               |                |              |              |              |                |             |
| Financial Institutions                                 | 55,239        | 37,174        | 92,413         | 1,928        | 955          | 2,883        | 95,295         | 3.01        |
| Insurance  | 8,275         | 6,107         | 14,382         | 738          | 489          | 1,226        | 15,608         | 0.49        |
| <b>TOTAL</b>   | <b>63,514</b> | <b>43,281</b> | <b>106,794</b> | <b>2,666</b> | <b>1,443</b> | <b>4,109</b> | <b>110,903</b> | <b>3.50</b> |
| <b>Real Estate</b>                                     | 7,677         | 4,135         | 11,812         | 533          | 137          | 670          | 12,482         | 0.39        |
| <b>Professional, Scientific and Technical Services</b> | 76,789        | 27,324        | 104,114        | 3,236        | 637          | 3,873        | 107,986        | 3.41        |
| <b>Administrative and Support Services</b>             | 9,863         | 6,423         | 16,286         | 306          | 0            | 306          | 16,592         | 0.52        |
| <b>Education</b>                                       | 774,735       | 749,058       | 1,523,794      | 36,233       | 13,056       | 49,289       | 1,573,082      | 49.64       |
| <b>Human Health and Social Services</b>                | 38,873        | 69,986        | 108,859        | 3,716        | 2,575        | 6,290        | 115,149        | 3.63        |
| <b>Other Services</b>                                  | 41,407        | 15,967        | 57,373         | 880          | 1,158        | 2,038        | 59,411         | 1.87        |

| SECTOR/ACTIVITY | Full Time        |                  |                  | Part Time      |               |                | All Total        | % All Total |
|-----------------|------------------|------------------|------------------|----------------|---------------|----------------|------------------|-------------|
|                 |                  |                  |                  |                |               |                |                  |             |
| <b>TOTAL</b>    | <b>1,853,678</b> | <b>1,162,956</b> | <b>3,016,633</b> | <b>116,187</b> | <b>35,855</b> | <b>152,042</b> | <b>3,168,675</b> | <b>100</b>  |

Table 22 Total Employees by Activity/Sector and Gender

| SECTOR/ACTIVITY   | Full Time      |               |                | Part Time     |              |               | All Total      | All Total %  |
|---|----------------|---------------|----------------|---------------|--------------|---------------|----------------|--------------|
|   | Male           | Female        | Total          | Male          | Female       | Total         |                |              |
| <b>Agriculture</b>  |                |               |                |               |              |               |                |              |
| Crop  | 6,935          | 1,805         | 8,741          | 4,493         | 2,084        | 6,577         | 15,318         | 0.49         |
| Livestock   | 5,664          | 2,012         | 7,676          | 393           | 92           | 485           | 8,161          | 0.26         |
| Forestry  | 281            | 59            | 340            | 0             | 0            | 0             | 340            | 0.01         |
| Fishing   | 1,682          | 434           | 2,116          | 577           | 31           | 608           | 2,725          | 0.09         |
| <b>TOTAL</b>  | <b>14,563</b>  | <b>4,310</b>  | <b>18,873</b>  | <b>5,463</b>  | <b>2,208</b> | <b>7,671</b>  | <b>26,544</b>  | <b>0.84</b>  |
| <b>Quarrying and Other Minerals</b>                       |                |               |                |               |              |               |                |              |
| Metal Ores  | 2,986          | 0             | 2,986          | 0             | 0            | 0             | 2,986          | 0.09         |
| Quarrying and Other Minerals                              | 3,063          | 3,820         | 6,883          | 801           | 460          | 1,261         | 8,143          | 0.26         |
| <b>TOTAL</b>  | <b>6,049</b>   | <b>3,820</b>  | <b>9,869</b>   | <b>801</b>    | <b>460</b>   | <b>1,261</b>  | <b>11,129</b>  | <b>0.35</b>  |
| Food, Beverage and Tobacco                                | 120,402        | 30,649        | 151,051        | 16,121        | 5,994        | 22,115        | 173,166        | 5.49         |
| Textile, Apparel and Footwear                             | 60,702         | 9,022         | 69,724         | 6,431         | 1,055        | 7,485         | 77,209         | 2.45         |
| Wood and Wood Products                                    | 12,441         | 1,462         | 13,903         | 1,401         | 171          | 1,573         | 15,475         | 0.49         |
| Pulp, Paper and Paper Products                            | 16,792         | 7,513         | 24,304         | 237           | 104          | 340           | 24,645         | 0.78         |
| Chemical and Pharmaceutical Products                      | 24,096         | 7,417         | 31,513         | 360           | 261          | 621           | 32,134         | 1.02         |
| Non-Metallic Products                                     | 43,929         | 2,896         | 46,824         | 9,373         | 300          | 9,673         | 56,498         | 1.79         |
| Plastic and Rubber Products                               | 14,190         | 5,590         | 19,780         | 696           | 345          | 1,041         | 20,821         | 0.66         |
| Electrical and Electronics                                | 5,767          | 1,071         | 6,838          | 203           | 57           | 260           | 7,098          | 0.23         |
| Basic Metal, Iron and Steel                               | 36,708         | 3,866         | 40,574         | 1,798         | 9            | 1,807         | 42,380         | 1.34         |
| Motor Vehicles and Assembly                               | 6,084          | 1,449         | 7,533          | 634           | 98           | 733           | 8,266          | 0.26         |
| Other Manufacturing                                       | 27,955         | 2,978         | 30,933         | 1,098         | 0            | 1,098         | 32,031         | 1.02         |
| <b>TOTAL</b>  | <b>369,066</b> | <b>73,912</b> | <b>442,978</b> | <b>38,351</b> | <b>8,394</b> | <b>46,745</b> | <b>489,723</b> | <b>15.54</b> |
| <b>Electricity, Gas Steam and Air Conditioning Supply</b> | <b>624</b>     | <b>24</b>     | <b>648</b>     | <b>0</b>      | <b>0</b>     | <b>0</b>      | <b>648</b>     | <b>0.02</b>  |

| SECTOR/ACTIVITY   | Full Time        |                  |                  | Part Time      |               |                | All Total        | All Total % |
|---|------------------|------------------|------------------|----------------|---------------|----------------|------------------|-------------|
| <b>Water Supply, Sewage, Waste Management and Remediation</b>       | 696              | 24               | 720              | 0              | 0             | 0              | 720              | 0.02        |
| <b>Building and Construction</b>                                    | 85,280           | 5,443            | 90,722           | 823            | 91            | 914            | 91,636           | 2.91        |
| <b>Wholesale and Retail Trade; Repair of Motor Vehicles and Hou</b> | 229,242          | 72,611           | 301,852          | 15,403         | 3,119         | 18,522         | 320,374          | 10.17       |
| <b>Accommodation and Food Services</b>                              | 96,139           | 62,878           | 159,017          | 3,047          | 1,354         | 4,401          | 163,418          | 5.19        |
| <b>Transport and Storage</b>  |                  |                  |                  |                |               |                |                  |             |
| Road Transport  | 15,947           | 2,069            | 18,016           | 748            | 14            | 762            | 18,778           | 0.60        |
| Air Transport   | 1,709            | 474              | 2,182            | 0              | 32            | 32             | 2,215            | 0.07        |
| Transport Services  | 2,530            | 830              | 3,360            | 126            | 38            | 165            | 3,525            | 0.11        |
| Post and Courier Services   | 813              | 404              | 1,217            | 0              | 0             | 0              | 1,217            | 0.04        |
| <b>TOTAL</b>  | <b>20,999</b>    | <b>3,777</b>     | <b>24,776</b>    | <b>874</b>     | <b>85</b>     | <b>959</b>     | <b>25,735</b>    | <b>0.82</b> |
| <b>Information and Communication</b>                                |                  |                  |                  |                |               |                |                  |             |
| Telecommunications and Information Services                         | 5,990            | 3,157            | 9,147            | 1,542          | 759           | 2,301          | 11,448           | 0.36        |
| Publishing  | 390              | 149              | 539              | 31             | 6             | 37             | 576              | 0.02        |
| Motion Pictures, Sound recording and Music Production               | 68               | 37               | 105              | 19             | 0             | 19             | 124              | 0.00        |
| Broadcasting  | 118              | 50               | 167              | 0              | 0             | 0              | 167              | 0.01        |
| <b>TOTAL</b>  | <b>6,565</b>     | <b>3,392</b>     | <b>9,958</b>     | <b>1,592</b>   | <b>765</b>    | <b>2,357</b>   | <b>12,315</b>    | <b>0.39</b> |
| <b>Arts, Entertainment and Recreation</b>                           | 2,712            | 1,782            | 4,494            | 65             | 64            | 129            | 4,623            | 0.15        |
| <b>Financial Intermediation</b>                                     |                  |                  |                  |                |               |                |                  |             |
| Financial Institutions  | 54,552           | 36,745           | 91,297           | 2,065          | 1,124         | 3,189          | 94,486           | 3.00        |
| Insurance   | 8,462            | 6,364            | 14,825           | 875            | 501           | 1,377          | 16,202           | 0.51        |
| <b>TOTAL</b>  | <b>63,013</b>    | <b>43,109</b>    | <b>106,122</b>   | <b>2,941</b>   | <b>1,625</b>  | <b>4,566</b>   | <b>110,688</b>   | <b>3.51</b> |
| <b>Real Estate</b>  | 7,623            | 4,310            | 11,933           | 540            | 178           | 718            | 12,651           | 0.40        |
| <b>Professional, Scientific and Technical Services</b>              | 36,032           | 16,857           | 52,888           | 1,335          | 474           | 1,809          | 54,697           | 1.74        |
| <b>Administrative and Support Services</b>                          | 52,858           | 17,088           | 69,946           | 2,969          | 229           | 3,198          | 73,145           | 2.32        |
| <b>Education</b>  | 788,742          | 743,354          | 1,532,096        | 35,515         | 12,243        | 47,758         | 1,579,854        | 50.13       |
| <b>Human Health and Social Services</b>                             | 38,693           | 70,288           | 108,981          | 3,435          | 2,684         | 6,120          | 115,100          | 3.65        |
| <b>Other Services</b>   | 40,797           | 15,877           | 56,674           | 695            | 1,204         | 1,899          | 58,573           | 1.86        |
| <b>TOTAL</b>  | <b>1,859,693</b> | <b>1,142,855</b> | <b>3,002,548</b> | <b>113,848</b> | <b>35,177</b> | <b>149,025</b> | <b>3,151,573</b> | <b>100</b>  |

Table 23 New Employees by Activity/Sector and Gender, Q1, 2014

| SECTOR/ACTIVITY   | Full Time    |              |              | Part Time    |            |              | All Total     | Percentage   |
|---|--------------|--------------|--------------|--------------|------------|--------------|---------------|--------------|
|   | Male         | Female       | Total        | Male         | Female     | Total        |               |              |
| <b>Agriculture</b>  |              |              |              |              |            |              |               |              |
| Crop  | 176          | 47           | 223          | 265          | 34         | 299          | 522           | 0.69         |
| Livestock   | 105          | 42           | 147          | 2            | 2          | 4            | 151           | 0.20         |
| Forestry  | 14           | 11           | 25           | 0            | 0          | 0            | 25            | 0.03         |
| <b>TOTAL</b>  | <b>295</b>   | <b>100</b>   | <b>395</b>   | <b>267</b>   | <b>36</b>  | <b>303</b>   | <b>698</b>    | <b>0.92</b>  |
| <b>Quarrying and Other Minerals</b>                           | 43           | 7            | 50           | 0            | 0          | 0            | 50            | 0.07         |
| <b>Manufacturing</b>  |              |              |              |              |            |              |               |              |
| Food, Beverage and Tobacco                                    | 2,364        | 559          | 2,923        | 867          | 474        | 1,342        | 4,265         | 5.61         |
| Textile, Apparel and Footwear                                 | 1,407        | 212          | 1,620        | 86           | 0          | 86           | 1,706         | 2.24         |
| Wood and Wood Products  | 57           | 0            | 57           | 57           | 0          | 57           | 115           | 0.15         |
| Pulp, Paper and Paper Products                                | 305          | 309          | 614          | 18           | 23         | 41           | 655           | 0.86         |
| Chemical and Pharmaceutical Products                          | 344          | 106          | 450          | 0            | 0          | 0            | 450           | 0.59         |
| Non-Metallic Products   | 1,013        | 29           | 1,042        | 115          | 0          | 115          | 1,157         | 1.52         |
| Plastic and Rubber Products                                   | 258          | 57           | 315          | 0            | 0          | 0            | 315           | 0.41         |
| Electrical and Electronics                                    | 249          | 49           | 297          | 0            | 0          | 0            | 297           | 0.39         |
| Basic Metal, Iron and Steel                                   | 1,142        | 76           | 1,218        | 191          | 0          | 191          | 1,409         | 1.85         |
| Motor Vehicles and Assembly                                   | 57           | 0            | 57           | 0            | 0          | 0            | 57            | 0.08         |
| Other Manufacturing   | 661          | 0            | 661          | 0            | 0          | 0            | 661           | 0.87         |
| <b>TOTAL</b>  | <b>7,858</b> | <b>1,397</b> | <b>9,255</b> | <b>1,335</b> | <b>497</b> | <b>1,833</b> | <b>11,088</b> | <b>14.59</b> |
| <b>Electricity, Gas Steam and Air Conditioning Supply</b>     | 12           | 0            | 12           | 0            | 0          | 0            | 12            | 0.02         |
| <b>Water Supply, Sewage, Waste Management and Remediation</b> | 12           | 0            | 12           | 0            | 0          | 0            | 12            | 0.02         |
| <b>Construction</b>   | 3,716        | 350          | 4,067        | 228          | 0          | 228          | 4,294         | 5.65         |
| <b>Trade</b>  | 4,943        | 2,248        | 7,191        | 298          | 95         | 393          | 7,584         | 9.98         |
| <b>Accommodation and Food Services</b>                        | 4,326        | 2,556        | 6,882        | 413          | 61         | 474          | 7,356         | 9.68         |
| <b>Transport and Storage</b>                                  |              |              |              |              |            |              |               |              |

| SECTOR/ACTIVITY  | Full Time     |               |               | Part Time    |              |              | All Total     | Percentage  |
|--|---------------|---------------|---------------|--------------|--------------|--------------|---------------|-------------|
|  |               |               |               |              |              |              |               |             |
| Road Transport   | 159           | 92            | 251           | 16           | 0            | 16           | 267           | 0.35        |
| Air Transport  | 31            | 2             | 33            | 0            | 0            | 0            | 33            | 0.04        |
| Transport Services                                     | 64            | 16            | 80            | 0            | 0            | 0            | 80            | 0.11        |
| <b>TOTAL</b>   | <b>254</b>    | <b>111</b>    | <b>365</b>    | <b>16</b>    | <b>0</b>     | <b>16</b>    | <b>381</b>    | <b>0.50</b> |
| <b>Telecommunications and Information Services</b>     |               |               |               |              |              |              |               |             |
|  | 206           | 90            | 296           | 39           | 16           | 54           | 350           | 0.46        |
| <b>Arts, Entertainment and Recreation</b>              |               |               |               |              |              |              |               |             |
|  | 65            | 16            | 81            | 0            | 0            | 0            | 81            | 0.11        |
| <b>Financial Intermediation</b>                        |               |               |               |              |              |              |               |             |
|  |               |               |               |              |              |              |               |             |
| Financial Institutions                                 | 689           | 872           | 1,561         | 93           | 94           | 187          | 1,748         | 2.30        |
| Insurance  | 322           | 254           | 576           | 0            | 0            | 0            | 576           | 0.76        |
| <b>TOTAL</b>   | <b>1,010</b>  | <b>1,126</b>  | <b>2,137</b>  | <b>93</b>    | <b>94</b>    | <b>187</b>   | <b>2,324</b>  | <b>3.06</b> |
| <b>Real Estate</b>                                     |               |               |               |              |              |              |               |             |
|  | 81            | 84            | 166           | 76           | 0            | 76           | 242           | 0.32        |
| <b>Professional, Scientific and Technical Services</b> |               |               |               |              |              |              |               |             |
|  | 1,097         | 1,159         | 2,257         | 55           | 14           | 69           | 2,326         | 3.06        |
| <b>Administrative and Support Services</b>             |               |               |               |              |              |              |               |             |
|  | 9,901         | 470           | 10,370        | 76           | 228          | 304          | 10,674        | 14.04       |
| <b>Education</b>                                       |               |               |               |              |              |              |               |             |
|  | 10,516        | 10,624        | 21,140        | 1,538        | 965          | 2,504        | 23,643        | 31.10       |
| <b>Human Health and Social Services</b>                |               |               |               |              |              |              |               |             |
|  | 772           | 2,077         | 2,848         | 29           | 43           | 72           | 2,920         | 3.84        |
| <b>Other Services</b>                                  |               |               |               |              |              |              |               |             |
|  | 1,453         | 527           | 1,980         | 0            | 0            | 0            | 1,980         | 2.61        |
| <b>TOTAL</b>   | <b>46,561</b> | <b>22,943</b> | <b>69,504</b> | <b>4,464</b> | <b>2,050</b> | <b>6,513</b> | <b>76,018</b> | <b>100</b>  |

Table 24 New Employees by Sector/Activity and by Gender, Q2 2014

| SECTOR/ACTIVITY  | Full Time    |              |              | Part Time    |            |              | All Total     | Percentage   |
|--|--------------|--------------|--------------|--------------|------------|--------------|---------------|--------------|
|  | Male         | Female       | Total        | Male         | Female     | Total        |               |              |
| <b>Agriculture</b>                                     |              |              |              |              |            |              |               |              |
| Crop   | 407          | 97           | 504          | 518          | 137        | 655          | 1,159         | 1.47         |
| Livestock  | 107          | 53           | 160          | 15           | 4          | 19           | 179           | 0.23         |
| Forestry   | 96           | 65           | 161          | 0            | 0          | 0            | 161           | 0.20         |
| <b>TOTAL</b>   | <b>610</b>   | <b>215</b>   | <b>825</b>   | <b>533</b>   | <b>141</b> | <b>674</b>   | <b>1,499</b>  | <b>1.90</b>  |
| <b>Quarrying and Other Minerals</b>                    | <b>52</b>    | <b>25</b>    | <b>77</b>    | <b>25</b>    | <b>0</b>   | <b>25</b>    | <b>102</b>    | <b>0.13</b>  |
| <b>Manufacturing</b>                                   |              |              |              |              |            |              |               |              |
| Food, Beverage and Tobacco                             | 3,159        | 1,376        | 4,535        | 1,333        | 204        | 1,537        | 6,072         | 7.71         |
| Textile, Apparel and Footwear                          | 536          | 112          | 649          | 86           | 0          | 86           | 735           | 0.93         |
| Wood and Wood Products                                 | 95           | 0            | 95           | 33           | 0          | 33           | 129           | 0.16         |
| Pulp, Paper and Paper Products                         | 270          | 104          | 374          | 67           | 18         | 85           | 459           | 0.58         |
| Chemical and Pharmaceutical Products                   | 428          | 126          | 554          | 102          | 83         | 185          | 739           | 0.94         |
| Non-Metallic Products                                  | 526          | 0            | 526          | 423          | 15         | 438          | 965           | 1.22         |
| Plastic and Rubber Products                            | 262          | 67           | 329          | 0            | 0          | 0            | 329           | 0.42         |
| Electrical and Electronics                             | 23           | 36           | 59           | 0            | 0          | 0            | 59            | 0.07         |
| Basic Metal, Iron and Steel                            | 558          | 23           | 581          | 421          | 0          | 421          | 1,002         | 1.27         |
| Motor Vehicles and Assembly                            | 29           | 29           | 57           | 0            | 0          | 0            | 57            | 0.07         |
| Other Manufacturing                                    | 546          | 18           | 564          | 29           | 0          | 29           | 593           | 0.75         |
| <b>TOTAL</b>   | <b>6,432</b> | <b>1,891</b> | <b>8,323</b> | <b>2,495</b> | <b>320</b> | <b>2,815</b> | <b>11,138</b> | <b>14.14</b> |
| Electricity, Gas Steam and Air Conditioning Supply     | 4,027        | 846          | 4,873        | 52           | 0          | 52           | 4,925         | 6.25         |
| Water Supply, Sewage, Waste Management and Remediation | 5,898        | 2,913        | 8,811        | 572          | 105        | 676          | 9,487         | 12.05        |
| <b>Construction</b>                                    | <b>3,995</b> | <b>3,834</b> | <b>7,829</b> | <b>144</b>   | <b>201</b> | <b>345</b>   | <b>8,174</b>  | <b>10.38</b> |
| <b>Trade</b>   | <b>114</b>   | <b>49</b>    | <b>163</b>   | <b>54</b>    | <b>0</b>   | <b>54</b>    | <b>217</b>    | <b>0.28</b>  |
| <b>Accommodation and Food Services</b>                 | <b>36</b>    | <b>21</b>    | <b>57</b>    | <b>0</b>     | <b>0</b>   | <b>0</b>     | <b>57</b>     | <b>0.07</b>  |



| SECTOR/ACTIVITY  | Full Time     |               |               | Part Time    |              |              | All Total     | Percentage  |
|--|---------------|---------------|---------------|--------------|--------------|--------------|---------------|-------------|
|  |               |               |               |              |              |              |               |             |
| <b>Transport and Storage</b>                           |               |               |               |              |              |              |               |             |
| Road Transport   | 109           | 18            | 127           | 0            | 0            | 0            | 127           | 0.16        |
| Air Transport  | 16            | 0             | 16            | 0            | 0            | 0            | 16            | 0.02        |
| Transport Services                                     | 373           | 149           | 521           | 74           | 36           | 110          | 631           | 0.80        |
| <b>TOTAL</b>   | <b>498</b>    | <b>167</b>    | <b>665</b>    | <b>74</b>    | <b>36</b>    | <b>110</b>   | <b>775</b>    | <b>0.98</b> |
| <b>Telecommunications and Information Services</b>     |               |               |               |              |              |              |               |             |
| Telecommunications and Information Services            | 0             | 0             | 0             | 6            | 6            | 12           | 12            | 0.02        |
| <b>Arts, Entertainment and Recreation</b>              |               |               |               |              |              |              |               |             |
| Arts, Entertainment and Recreation                     | 16            | 81            | 98            | 33           | 0            | 33           | 130           | 0.17        |
| <b>Financial Intermediation</b>                        |               |               |               |              |              |              |               |             |
| Financial Institutions                                 | 885           | 809           | 1,693         | 268          | 282          | 550          | 2,243         | 2.85        |
| Insurance  | 194           | 161           | 354           | 100          | 50           | 150          | 504           | 0.64        |
| <b>TOTAL</b>   | <b>1,078</b>  | <b>969</b>    | <b>2,048</b>  | <b>368</b>   | <b>332</b>   | <b>700</b>   | <b>2,748</b>  | <b>3.49</b> |
| <b>Real Estate</b>                                     |               |               |               |              |              |              |               |             |
| Real Estate  | 118           | 103           | 221           | 78           | 2            | 81           | 301           | 0.38        |
| <b>Professional, Scientific and Technical Services</b> |               |               |               |              |              |              |               |             |
| Professional, Scientific and Technical Services        | 676           | 637           | 1,314         | 150          | 41           | 191          | 1,505         | 1.91        |
| <b>Administrative and Support Services</b>             |               |               |               |              |              |              |               |             |
| Administrative and Support Services                    | 2,944         | 573           | 3,517         | 10           | 31           | 41           | 3,559         | 4.52        |
| <b>Education</b>                                       |               |               |               |              |              |              |               |             |
| Education  | 12,498        | 14,978        | 27,475        | 1,019        | 566          | 1,585        | 29,060        | 36.90       |
| <b>Human Health and Social Services</b>                |               |               |               |              |              |              |               |             |
| Human Health and Social Services                       | 914           | 1,939         | 2,853         | 61           | 165          | 227          | 3,079         | 3.91        |
| <b>Other Services</b>                                  |               |               |               |              |              |              |               |             |
| Other Services   | 1,104         | 605           | 1,709         | 46           | 232          | 278          | 1,987         | 2.52        |
| <b>Total</b>   | <b>41,011</b> | <b>29,846</b> | <b>70,857</b> | <b>5,719</b> | <b>2,179</b> | <b>7,898</b> | <b>78,755</b> | <b>100</b>  |

Table 25 New Employees by Occupation and Gender, Q1 2014

| ISCO   | Full Time |        |        |        | Part Time |        |       |       | Total  | Percentage |
|--|-----------|--------|--------|--------|-----------|--------|-------|-------|--------|------------|
|  | Male      | Female | Total  | %      | Male      | Female | Total | %     |        |            |
| Non-Commissioned armed forces officers                       | 490       | 3      | 493    | 100.00 | 0         | 0      | 0     | 0.00  | 493    | 0.65       |
| Commissioned armed forces officers                           | 0         | 8      | 8      | 100.00 | 0         | 0      | 0     | 0.00  | 8      | 0.01       |
| Chief Executive, Senior Officials and Legislators            | 41        | 15     | 55     | 100.00 | 0         | 0      | 0     | 0.00  | 55     | 0.07       |
| Administrative and Commercial Managers                       | 353       | 176    | 528    | 0.00   | 0         | 0      | 0     | 0.00  | 528    | 0.69       |
| Production and Specialized Services Managers                 | 96        | 25     | 121    | 93.53  | 8         | 0      | 8     | 6.47  | 130    | 0.17       |
| Hospitality, retail and other services managers              | 247       | 89     | 336    | 86.26  | 54        | 0      | 54    | 13.74 | 390    | 0.51       |
| Science and engineering professionals                        | 125       | 46     | 171    | 63.08  | 100       | 0      | 100   | 36.92 | 272    | 0.36       |
| Health professionals   | 225       | 41,197 | 41,422 | 99.89  | 19        | 26     | 45    | 0.11  | 41,466 | 54.55      |
| Teaching Professionals                                       | 3,489     | 3,900  | 7,389  | 83.02  | 948       | 563    | 1,511 | 16.98 | 8,900  | 11.71      |
| Business and Administration professionals                    | 475       | 314    | 789    | 95.42  | 19        | 19     | 38    | 4.58  | 827    | 1.09       |
| Information and communications technology                    | 133       | 142    | 276    | 0.00   | 0         | 68     | 68    | 0.00  | 344    | 0.45       |
| Legal, social and cultural professionals                     | 151       | 180    | 331    | 0.00   | 49        | 7      | 57    | 0.00  | 387    | 0.51       |
| Science and engineering associate professionals              | 162       | 10     | 172    | 100.00 | 0         | 0      | 0     | 0.00  | 172    | 0.23       |
| Health associate professionals                               | 16        | 99     | 116    | 0.00   | 631       | 645    | 1,276 | 0.00  | 1,392  | 1.83       |
| Business and administration associate professionals          | 52        | 129    | 181    | 70.86  | 28        | 47     | 75    | 29.14 | 256    | 0.34       |
| Legal, social, cultural and related associate professionals  | 20        | 3      | 22     | 35.93  | 27        | 13     | 40    | 64.07 | 62     | 0.08       |
| Information and communications technicians                   | 9         | 44     | 53     | 23.88  | 168       | 0      | 168   | 76.12 | 220    | 0.29       |
| General and keyboard clerks                                  | 987       | 1,062  | 2,049  | 0.00   | 216       | 227    | 442   | 0.00  | 2,491  | 3.28       |
| Numerical and materials recording clerks                     | 222       | 161    | 383    | 70.31  | 150       | 12     | 162   | 29.69 | 545    | 0.72       |
| Numerical and material recording clerks                      | 89        | 52     | 141    | 84.05  | 0         | 27     | 27    | 15.95 | 168    | 0.22       |
| Other clerical support workers                               | 154       | 108    | 262    | 100.00 | 0         | 0      | 0     | 0.00  | 262    | 0.34       |
| Personal service workers                                     | 969       | 789    | 1,758  | 0.00   | 346       | 994    | 1,340 | 0.00  | 3,098  | 4.08       |
| Sales workers  | 1,037     | 571    | 1,609  | 85.86  | 159       | 106    | 265   | 14.14 | 1,874  | 2.46       |
| Personal care workers  | 2         | 67     | 69     | 39.16  | 0         | 107    | 107   | 60.84 | 176    | 0.23       |
| Protective services workers                                  | 1,084     | 94     | 1,178  | 95.65  | 54        | 0      | 54    | 4.35  | 1,231  | 1.62       |
| Market oriented skilled agricultural workers                 | 42        | 13     | 56     | 55.12  | 42        | 3      | 45    | 44.88 | 101    | 0.13       |
| Market oriented skilled forestry, fishery and hunting worker | 4         | 3      | 6      | 100.00 | 0         | 0      | 0     | 0.00  | 6      | 0.01       |
| Subsistence farmers, fishers, hunters and gatherers          | 19        | 15     | 34     | 24.24  | 92        | 15     | 107   | 75.76 | 142    | 0.19       |
| Building and related trades worker, excluding electricians   | 937       | 73     | 1,011  | 82.60  | 205       | 8      | 213   | 17.40 | 1,224  | 1.61       |
| Metal, machinery and related trades workers                  | 513       | 50     | 563    | 80.79  | 134       | 0      | 134   | 19.21 | 697    | 0.92       |
| Handicraft and printing workers                              | 103       | 46     | 149    | 94.54  | 4         | 4      | 9     | 5.46  | 157    | 0.21       |
| Electrical and electronic trades workers                     | 179       | 0      | 179    | 100.00 | 0         | 0      | 0     | 0.00  | 179    | 0.24       |
| Food processing, wood working, garment and other craft and   | 361       | 39     | 400    | 40.53  | 557       | 30     | 587   | 59.47 | 987    | 1.30       |

| ISCO   | Full Time     |               |               |              | Part Time    |              |              |              | Total         | Percentage |
|--|---------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|---------------|------------|
|  |               |               |               |              |              |              |              |              |               |            |
| Stationary plant and machine operators                         | 910           | 56            | 966           | 0.00         | 221          | 215          | 436          | 0.00         | 1,401         | 1.84       |
| Assemblers   | 24            | 0             | 24            | 100.00       | 0            | 0            | 0            | 0.00         | 24            | 0.03       |
| Drivers and mobile plant operators                             | 907           | 15            | 922           | 95.74        | 41           | 0            | 41           | 4.26         | 963           | 1.27       |
| Cleaners and helpers   | 653           | 653           | 1,306         | 81.71        | 216          | 76           | 292          | 18.29        | 1,598         | 2.10       |
| Agricultural, forestry and fishery labourers                   | 9             | 7             | 17            | 0.00         | 98           | 22           | 120          | 0.00         | 136           | 0.18       |
| Labourers in mining, construction, manufacturing and transport | 688           | 10            | 698           | 76.34        | 189          | 27           | 216          | 23.66        | 914           | 1.20       |
| Food preparation assistants                                    | 55            | 49            | 103           | 100.00       | 0            | 0            | 0            | 0.00         | 103           | 0.14       |
| Street and related sales and service workers                   | 17            | 0             | 17            | 100.00       | 0            | 0            | 0            | 0.00         | 17            | 0.02       |
| Refuse workers and other elementary workers                    | 809           | 366           | 1,175         | 0.00         | 334          | 112          | 446          | 0.00         | 1,621         | 2.13       |
| <b>TOTAL</b>   | <b>16,857</b> | <b>50,679</b> | <b>67,536</b> | <b>88.84</b> | <b>5,109</b> | <b>3,372</b> | <b>8,482</b> | <b>11.16</b> | <b>76,018</b> |            |

Table 26 New Employees by Occupation and Gender, Q2 2014

| ISCO   | Full Time |        |        |        | Part Time |        |       |        | Total  | Percentage |
|--|-----------|--------|--------|--------|-----------|--------|-------|--------|--------|------------|
|  | Male      | Female | Total  | %      | Male      | Female | Total | %      |        |            |
| Non-Commissioned armed forces officers                       | 859       | 95     | 954    | 100.00 | 0         | 0      | 0     | 0.00   | 954    | 1.21       |
| Commissioned armed forces officers                           | 0         | 0      | 0      | 0.00   | 0         | 0      | 0     | 0.00   | 0      | 0.00       |
| Chief Executive, Senior Officials and Legislators            | 101       | 113    | 214    | 99.15  | 2         | 0      | 2     | 0.85   | 216    | 0.27       |
| Administrative and Commercial Managers                       | 702       | 511    | 1,213  | 0.00   | 0         | 29     | 29    | 0.00   | 1,242  | 1.58       |
| Production and Specialized Services Managers                 | 129       | 7      | 136    | 33.14  | 269       | 5      | 274   | 66.86  | 410    | 0.52       |
| Hospitality, retail and other services managers              | 571       | 329    | 900    | 95.54  | 42        | 0      | 42    | 4.46   | 942    | 1.20       |
| Science and engineering professionals                        | 1,167     | 132    | 1,299  | 90.23  | 136       | 5      | 141   | 9.77   | 1,440  | 1.83       |
| Health professionals   | 368       | 1,202  | 1,569  | 86.79  | 93        | 146    | 239   | 13.21  | 1,808  | 2.30       |
| Teaching Professionals                                       | 8,192     | 11,078 | 19,270 | 91.75  | 1,004     | 730    | 1,734 | 8.25   | 21,003 | 26.67      |
| Business and Administration professionals                    | 934       | 858    | 1,793  | 96.05  | 61        | 13     | 74    | 3.95   | 1,867  | 2.37       |
| Information and communications technology                    | 306       | 230    | 535    | 0.00   | 63        | 17     | 80    | 0.00   | 615    | 0.78       |
| Legal, social and cultural professionals                     | 433       | 256    | 689    | 0.00   | 14        | 28     | 42    | 0.00   | 732    | 0.93       |
| Science and engineering associate professionals              | 244       | 323    | 568    | 61.66  | 353       | 0      | 353   | 38.34  | 921    | 1.17       |
| Health associate professionals                               | 450       | 430    | 880    | 0.00   | 10        | 59     | 68    | 0.00   | 949    | 1.20       |
| Business and administration associate professionals          | 277       | 152    | 429    | 92.27  | 5         | 31     | 36    | 7.73   | 465    | 0.59       |
| Legal, social, cultural and related associate professionals  | 0         | 0      | 0      | 0.00   | 14        | 0      | 14    | 100.00 | 14     | 0.02       |
| Information and communications technicians                   | 592       | 101    | 693    | 98.21  | 6         | 6      | 13    | 1.79   | 706    | 0.90       |
| General and keyboard clerks                                  | 2,792     | 1,696  | 4,488  | 0.00   | 433       | 342    | 774   | 0.00   | 5,262  | 6.68       |
| Numerical and materials recording clerks                     | 401       | 608    | 1,008  | 88.55  | 110       | 21     | 130   | 11.45  | 1,139  | 1.45       |
| Numerical and material recording clerks                      | 760       | 209    | 969    | 100.00 | 0         | 0      | 0     | 0.00   | 969    | 1.23       |
| Other clerical support workers                               | 150       | 396    | 546    | 87.23  | 80        | 0      | 80    | 12.77  | 626    | 0.79       |
| Personal service workers                                     | 2,747     | 2,186  | 4,933  | 0.00   | 170       | 365    | 535   | 0.00   | 5,468  | 6.94       |
| Sales workers  | 1,893     | 1,711  | 3,604  | 77.52  | 905       | 140    | 1,045 | 22.48  | 4,649  | 5.90       |
| Personal care workers  | 170       | 380    | 550    | 99.54  | 0         | 3      | 3     | 0.46   | 553    | 0.70       |
| Protective services workers                                  | 3,107     | 342    | 3,449  | 96.51  | 34        | 91     | 125   | 3.49   | 3,574  | 4.54       |
| Market oriented skilled agricultural workers                 | 99        | 24     | 123    | 66.48  | 56        | 6      | 62    | 33.52  | 185    | 0.24       |
| Market oriented skilled forestry, fishery and hunting worker | 26        | 18     | 44     | 100.00 | 0         | 0      | 0     | 0.00   | 44     | 0.06       |
| Subsistence farmers, fishers, hunters and gatherers          | 245       | 182    | 426    | 62.94  | 161       | 90     | 251   | 37.06  | 677    | 0.86       |
| Building and related traders worker, excluding electricians  | 2,399     | 124    | 2,522  | 86.72  | 378       | 9      | 386   | 13.28  | 2,909  | 3.69       |
| Metal, machinery and related trades workers                  | 666       | 0      | 666    | 53.60  | 577       | 0      | 577   | 46.40  | 1,243  | 1.58       |

| ISCO   | Full Time     |               |               |              | Part Time    |              |              |              | Total         | Percentage |
|--|---------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|---------------|------------|
|  |               |               |               |              |              |              |              |              |               |            |
| Handicraft and printing workers                                | 437           | 72            | 509           | 98.19        | 5            | 5            | 9            | 1.81         | 519           | 0.66       |
| Electrical and electronic trades workers                       | 368           | 0             | 368           | 74.13        | 64           | 64           | 129          | 25.87        | 497           | 0.63       |
| Food processing, wood working, garment and other craft and     | 618           | 332           | 949           | 97.59        | 23           | 0            | 23           | 2.41         | 973           | 1.24       |
| Stationary plant and machine operators                         | 1,652         | 571           | 2,224         | 0.00         | 319          | 32           | 351          | 0.00         | 2,575         | 3.27       |
| Assemblers   | 110           | 0             | 110           | 100.00       | 0            | 0            | 0            | 0.00         | 110           | 0.14       |
| Drivers and mobile plant operators                             | 3,420         | 210           | 3,631         | 98.35        | 61           | 0            | 61           | 1.65         | 3,692         | 4.69       |
| Cleaners and helpers   | 639           | 1,856         | 2,495         | 97.94        | 24           | 28           | 52           | 2.06         | 2,548         | 3.23       |
| Agricultural, forestry and fishery labourers                   | 169           | 11            | 180           | 0.00         | 92           | 18           | 110          | 0.00         | 290           | 0.37       |
| Labourers in mining, construction, manufacturing and transport | 1,500         | 275           | 1,775         | 87.38        | 254          | 2            | 256          | 12.62        | 2,031         | 2.58       |
| Food preparation assistants                                    | 191           | 314           | 505           | 98.57        | 7            | 0            | 7            | 1.43         | 513           | 0.65       |
| Street and related sales and service workers                   | 0             | 67            | 67            | 53.34        | 0            | 58           | 58           | 46.66        | 125           | 0.16       |
| Refuse workers and other elementary workers                    | 2,198         | 527           | 2,725         | 0.00         | 362          | 214          | 577          | 0.00         | 3,301         | 4.19       |
| <b>TOTAL</b>   | <b>42,085</b> | <b>27,927</b> | <b>70,012</b> | <b>88.90</b> | <b>6,187</b> | <b>2,556</b> | <b>8,743</b> | <b>11.10</b> | <b>78,755</b> |            |

Table 27 Unoccupied Positions by Sector

| <b>SECTOR</b>   | <b>Full Time</b> | <b>Part Time</b> | <b>All Total</b> | <b>% Total</b> |
|---|------------------|------------------|------------------|----------------|
| <b>Agriculture</b>  |                  |                  |                  |                |
| Crop  | 86               | 40               | 126              | 0.16           |
| Livestock   | 172              | 4                | 176              | 0.23           |
| Fishing   | 23               | 5                | 29               | 0.04           |
| <b>TOTAL</b>  | <b>282</b>       | <b>49</b>        | <b>331</b>       | <b>0.43</b>    |
| <b>Quarrying and Other Minerals</b>                           | <b>22</b>        | <b>0</b>         | <b>22</b>        | <b>0.03</b>    |
| <b>Manufacturing</b>  |                  |                  |                  |                |
| Food, Beverage and Tobacco                                    | 26,690           | 9,021            | 35,711           | 45.88          |
| Textile, Apparel and Footwear                                 | 650              | 29               | 679              | 0.87           |
| Wood and Wood Products  | 891              | 259              | 1,149            | 1.48           |
| Pulp, Paper and Paper Products                                | 709              | 57               | 766              | 0.98           |
| Chemical and Pharmaceutical Products                          | 1,301            | 0                | 1,301            | 1.67           |
| Non-Metallic Products   | 661              | 345              | 1,006            | 1.29           |
| Plastic and Rubber Products                                   | 18               | 33               | 52               | 0.07           |
| Basic Metal, Iron and Steel                                   | 575              | 57               | 632              | 0.81           |
| Other Manufacturing   | 144              | 0                | 144              | 0.18           |
| <b>TOTAL</b>  | <b>31,637</b>    | <b>9,802</b>     | <b>41,439</b>    | <b>53.24</b>   |
| <b>Water Supply, Sewage, Waste Management and Remediation</b> | <b>528</b>       | <b>0</b>         | <b>528</b>       | <b>0.68</b>    |
| <b>Construction</b>   | <b>768</b>       | <b>0</b>         | <b>768</b>       | <b>0.99</b>    |
| <b>Trade</b>  | <b>4,802</b>     | <b>252</b>       | <b>5,054</b>     | <b>6.49</b>    |
| <b>Accommodation and Food Services</b>                        | <b>2,325</b>     | <b>115</b>       | <b>2,440</b>     | <b>3.13</b>    |
| <b>Transport and Storage</b>                                  |                  |                  |                  |                |

| <b>SECTOR</b>  | <b>Full Time</b> | <b>Part Time</b> | <b>All Total</b> | <b>% Total</b> |
|--|------------------|------------------|------------------|----------------|
| Road Transport   | 178              | 4                | 183              | 0.23           |
| Transport Services                                     | 64               | 0                | 64               | 0.08           |
| Post and Courier Services                              | 15               | 0                | 15               | 0.02           |
| <b>TOTAL</b>   | <b>258</b>       | <b>4</b>         | <b>262</b>       | <b>0.34</b>    |
| <b>Information and Communication</b>                   |                  |                  |                  |                |
| Telecommunications and Information Services            | 173              | 50               | 223              | 0.29           |
| Publishing   | 43               | 0                | 43               | 0.06           |
| <b>TOTAL</b>   | <b>217</b>       | <b>50</b>        | <b>266</b>       | <b>0.34</b>    |
| <b>Arts, Entertainment and Recreation</b>              |                  |                  |                  |                |
| <b>Arts, Entertainment and Recreation</b>              | <b>33</b>        | <b>0</b>         | <b>33</b>        | <b>0.04</b>    |
| <b>Financial Intermediation</b>                        |                  |                  |                  |                |
| Financial Institutions                                 | 1,742            | 96               | 1,838            | 2.36           |
| Insurance  | 957              | 0                | 957              | 1.23           |
| <b>TOTAL</b>   | <b>2,699</b>     | <b>96</b>        | <b>2,795</b>     | <b>3.59</b>    |
| <b>Real Estate</b>                                     |                  |                  |                  |                |
| <b>Real Estate</b>                                     | <b>479</b>       | <b>74</b>        | <b>553</b>       | <b>0.71</b>    |
| <b>Professional, Scientific and Technical Services</b> |                  |                  |                  |                |
| <b>Professional, Scientific and Technical Services</b> | <b>1,969</b>     | <b>161</b>       | <b>2,130</b>     | <b>2.74</b>    |
| <b>Administrative and Support Services</b>             |                  |                  |                  |                |
| <b>Administrative and Support Services</b>             | <b>2,002</b>     | <b>0</b>         | <b>2,002</b>     | <b>2.57</b>    |
| <b>Education</b>                                       |                  |                  |                  |                |
| <b>Education</b>                                       | <b>12,455</b>    | <b>2,705</b>     | <b>15,160</b>    | <b>19.48</b>   |
| <b>Human Health and Social Services</b>                |                  |                  |                  |                |
| <b>Human Health and Social Services</b>                | <b>2,310</b>     | <b>126</b>       | <b>2,436</b>     | <b>3.13</b>    |
| <b>Other Services</b>                                  |                  |                  |                  |                |
| <b>Other Services</b>                                  | <b>1,436</b>     | <b>185</b>       | <b>1,621</b>     | <b>2.08</b>    |
| <b>TOTAL</b>   | <b>64,221</b>    | <b>13,620</b>    | <b>77,841</b>    | <b>100</b>     |

Table 28 Physically Challenged Persons by Activity and Gender, Q1 and Q2 2014

| SECTOR/ACTIVITY  | FIRST QTR 2014 |    |       | SECOND QTR 2014 |    |       | Total both Male and Female |      |    |      | All Total | % of Total |
|--|----------------|----|-------|-----------------|----|-------|----------------------------|------|----|------|-----------|------------|
|  | M              | F  | Total | M               | F  | Total | M                          | %    | F  | %    |           |            |
| Crop   | 38             | 10 | 48    | 39              | 10 | 49    | 77                         | 79.4 | 20 | 20.6 | 97        | 10.0       |
| Livestock  | 10             | 5  | 15    | 10              | 4  | 14    | 20                         | 69.0 | 9  | 0.0  | 29        | 3.0        |
| Fishing  | 7              | 1  | 8     | 7               | 1  | 8     | 14                         | 87.5 | 2  | 1.0  | 16        | 1.6        |
| Quarrying and Other Minerals                                 | 0              | 0  | 0     | 0               | 0  | 0     | 0                          | 0.0  | 0  | 0    | 0         | 0.0        |
| Food, Beverage and Tobacco                                   | 94             | 11 | 105   | 83              | 12 | 95    | 177                        | 88.5 | 23 | 11.5 | 200       | 20.5       |
| Textile, Apparel and Footwear                                | 14             | 3  | 17    | 13              | 3  | 16    | 27                         | 81.8 | 6  | 3.0  | 33        | 3.4        |
| Pulp, Paper and Paper Products                               | 1              | 0  | 1     | 1               | 0  | 1     | 2                          | 100  | 0  | 4.0  | 2         | 0.2        |
| Chemical and Pharmaceutical Products                         | 8              | 4  | 12    | 8               | 4  | 12    | 16                         | 66.7 | 8  | 33.3 | 24        | 2.5        |
| Non-Metallic Products  | 16             | 0  | 16    | 15              | 0  | 15    | 31                         | 100  | 0  | 5.0  | 31        | 3.2        |
| Plastic and Rubber Products                                  | 8              | 3  | 11    | 8               | 2  | 10    | 16                         | 76.2 | 5  | 23.8 | 21        | 2.2        |
| Electrical and Electronics                                   | 1              | 0  | 1     | 1               | 0  | 1     | 2                          | 100  | 0  | 6.0  | 2         | 0.2        |
| Basic Metal, Iron and Steel                                  | 4              | 0  | 4     | 5               | 0  | 5     | 9                          | 100  | 0  | 0.0  | 9         | 0.9        |
| Motor Vehicles and Assembly                                  | 0              | 0  | 0     | 0               | 0  | 0     | 0                          | 0.0  | 0  | 0    | 0         | 0.0        |
| Other Manufacturing  | 4              | 0  | 4     | 3               | 0  | 3     | 7                          | 100  | 0  | 0.0  | 7         | 0.7        |
| Electricity, Gas Steam and Air Conditioning Supply           | 0              | 0  | 0     | 0               | 0  | 0     | 0                          | 0.0  | 0  | 0    | 0         | 0.0        |
| Building and Construction                                    | 1              | 0  | 1     | 1               | 0  | 1     | 2                          | 100  | 0  | 9.0  | 2         | 0.2        |
| Wholesale and Retail Trade; Repair of Motor Vehicles and Hou | 46             | 12 | 58    | 39              | 34 | 73    | 85                         | 64.9 | 46 | 35.1 | 131       | 13.4       |
| Accommodation and Food Services                              | 9              | 8  | 17    | 9               | 9  | 18    | 18                         | 51.4 | 17 | 10.0 | 35        | 3.6        |
| Rail Transport and Pipelines                                 | 9              | 0  | 9     | 8               | 0  | 8     | 17                         | 100  | 0  | 0.0  | 17        | 1.7        |
| Air Transport  | 1              | 0  | 1     | 1               | 0  | 1     | 2                          | 100  | 0  | 11.0 | 2         | 0.2        |
| Post and Courier Services                                    | 0              | 0  | 0     | 0               | 0  | 0     | 0                          | 0.0  | 0  | 0    | 0         | 0.0        |
| Telecommunications and Information Services                  | 2              | 1  | 3     | 3               | 0  | 3     | 5                          | 83.3 | 1  | 16.7 | 6         | 0.6        |



| SECTOR/ACTIVITY                                 | FIRST QTR 2014 |            |            | SECOND QTR 2014 |            |            | Total both Male and Female |             |            |             | All Total  | % of Total   |
|---|----------------|------------|------------|-----------------|------------|------------|----------------------------|-------------|------------|-------------|------------|--------------|
|   |                |            |            |                 |            |            |                            |             |            |             |            |              |
| Publishing                                      | 0              | 0          | 0          | 0               | 0          | 0          | 0                          | 0.0         | 0          | 0           | 0          | 0.0          |
| Broadcasting                                    | 0              | 1          | 1          | 0               | 1          | 1          | 0                          | 0.0         | 2          | 14.0        | 2          | 0.2          |
| Arts, Entertainment and Recreation              | 1              | 0          | 1          | 1               | 0          | 1          | 2                          | 100         | 0          | 0.0         | 2          | 0.2          |
| Financial Institutions                          | 19             | 4          | 23         | 19              | 3          | 22         | 38                         | 84.4        | 7          | 15.0        | 45         | 4.6          |
| Insurance                                       | 2              | 0          | 2          | 2               | 0          | 2          | 4                          | 100         | 0          | 0.0         | 4          | 0.4          |
| Real Estate                                     | 13             | 2          | 15         | 8               | 2          | 10         | 21                         | 84.0        | 4          | 16.0        | 25         | 2.6          |
| Professional, Scientific and Technical Services | 0              | 0          | 0          | 0               | 9          | 9          | 0                          | 0.0         | 9          | 100         | 9          | 0.9          |
| Administrative and Support Services             | 3              | 0          | 3          | 3               | 0          | 3          | 6                          | 100         | 0          | 17.0        | 6          | 0.6          |
| Education                                       | 19             | 18         | 37         | 19              | 18         | 37         | 38                         | 51.4        | 36         | 48.6        | 74         | 7.6          |
| Human Health and Social Services                | 37             | 32         | 69         | 29              | 33         | 62         | 66                         | 50.4        | 65         | 18.0        | 131        | 13.4         |
| Other Services                                  | 4              | 2          | 6          | 4               | 2          | 6          | 8                          | 66.7        | 4          | 33.3        | 12         | 1.2          |
| <b>TOTAL</b>                                    | <b>371</b>     | <b>117</b> | <b>488</b> | <b>339</b>      | <b>147</b> | <b>486</b> | <b>710</b>                 | <b>72.9</b> | <b>264</b> | <b>19.0</b> | <b>974</b> | <b>100.0</b> |

Table 29 Exits by Sector and Gender, Q1 2014

| SECTOR                                       | FULL TIME    |              |              |              |              | PART TIME  |             |            |             |            | Total All    | % Total      |
|--|--------------|--------------|--------------|--------------|--------------|------------|-------------|------------|-------------|------------|--------------|--------------|
|  | MALE         |              | FEMALE       |              | Total        | MALE       |             | FEMALE     |             | Total      |              |              |
|  | Number       | %            | Number       | %            |              | Number     | %           | Number     | %           |            |              |              |
| <b>Agriculture</b>                           |              |              |              |              |              |            |             |            |             |            |              |              |
| Crop   | 40           | 75.86        | 13           | 24.14        | 52           | 11         | 0.00        | 0          | 0.00        | 11         | 63           | 0.12         |
| Livestock                                    | 137          | 70.65        | 57           | 29.35        | 193          | 4          | 0.00        | 4          | 0.00        | 8          | 202          | 0.39         |
| Forestry                                     | 6            | 100.00       | 0            | 0.00         | 6            | 0          | 0.00        | 0          | 0.00        | 0          | 6            | 0.01         |
| Fishing                                      | 3            | 50.00        | 3            | 50.00        | 5            | 0          | 0.00        | 0          | 0.00        | 0          | 5            | 0.01         |
| <b>TOTAL</b>                                 | <b>184</b>   | <b>71.94</b> | <b>72</b>    | <b>28.06</b> | <b>256</b>   | <b>15</b>  | <b>0.00</b> | <b>4</b>   | <b>0.00</b> | <b>19</b>  | <b>275</b>   | <b>0.53</b>  |
| <b>Quarrying and Other Minerals</b>          | <b>14</b>    | <b>66.67</b> | <b>7</b>     | <b>33.33</b> | <b>22</b>    | <b>0</b>   | <b>0.00</b> | <b>0</b>   | <b>0.00</b> | <b>0</b>   | <b>22</b>    | <b>0.04</b>  |
| <b>Manufacturing</b>                         |              |              |              |              |              |            |             |            |             |            |              |              |
| Food, Beverage and Tobacco                   | 2,608        | 78.13        | 730          | 21.87        | 3,338        | 158        | 0.00        | 290        | 0.00        | 448        | 3,786        | 7.33         |
| Textile, Apparel and Footwear                | 1,141        | 91.60        | 105          | 8.40         | 1,246        | 57         | 0.00        | 0          | 0.00        | 57         | 1,303        | 2.52         |
| Wood and Wood Products                       | 575          | 100.00       | 0            | 0.00         | 575          | 0          | 0.00        | 0          | 0.00        | 0          | 575          | 1.11         |
| Pulp, Paper and Paper Products               | 177          | 97.46        | 5            | 2.54         | 182          | 0          | 0.00        | 0          | 0.00        | 0          | 182          | 0.35         |
| Chemical and Pharmaceutical Products         | 716          | 75.42        | 233          | 24.58        | 949          | 0          | 0.00        | 0          | 0.00        | 0          | 949          | 1.84         |
| Non-Metallic Products                        | 695          | 80.14        | 172          | 19.86        | 868          | 57         | 0.00        | 0          | 0.00        | 57         | 925          | 1.79         |
| Plastic and Rubber Products                  | 348          | 66.31        | 177          | 33.69        | 525          | 0          | 0.00        | 0          | 0.00        | 0          | 525          | 1.02         |
| Electrical and Electronics                   | 115          | 82.98        | 24           | 17.02        | 139          | 0          | 0.00        | 0          | 0.00        | 0          | 139          | 0.27         |
| Basic Metal, Iron and Steel                  | 841          | 100.00       | 0            | 0.00         | 841          | 0          | 0.00        | 0          | 0.00        | 0          | 841          | 1.63         |
| Motor Vehicles and Assembly                  | 43           | 19.80        | 172          | 80.20        | 215          | 5          | 0.00        | 0          | 0.00        | 5          | 220          | 0.42         |
| Other Manufacturing                          | 0            | 0.00         | 0            | 0.00         | 0            | 0          | 0.00        | 0          | 0.00        | 0          | 0            | 0.00         |
| <b>TOTAL</b>                                 | <b>7,259</b> | <b>81.77</b> | <b>1,618</b> | <b>18.23</b> | <b>8,877</b> | <b>277</b> | <b>0.00</b> | <b>290</b> | <b>0.00</b> | <b>567</b> | <b>9,444</b> | <b>18.28</b> |
| <b>Building and Construction</b>             | <b>2,446</b> | <b>93.29</b> | <b>176</b>   | <b>6.71</b>  | <b>2,622</b> | <b>160</b> | <b>0.00</b> | <b>20</b>  | <b>0.00</b> | <b>180</b> | <b>2,802</b> | <b>5.42</b>  |
| <b>Wholesale and Retail Trade; Repair of</b> | <b>6,349</b> | <b>75.62</b> | <b>2,047</b> | <b>24.38</b> | <b>8,396</b> | <b>63</b>  | <b>0.00</b> | <b>168</b> | <b>0.00</b> | <b>231</b> | <b>8,626</b> | <b>16.69</b> |

| SECTOR   | FULL TIME     |              |               |               |               | PART TIME    |              |              |               |              | Total All     | % Total      |
|--|---------------|--------------|---------------|---------------|---------------|--------------|--------------|--------------|---------------|--------------|---------------|--------------|
|  |               |              |               |               |               |              |              |              |               |              |               |              |
| <b>Motor Vehicles and Hou</b>                          |               |              |               |               |               |              |              |              |               |              |               |              |
| <b>Accommodation and Food Services</b>                 | <b>3,037</b>  | <b>50.71</b> | <b>2,952</b>  | <b>49.29</b>  | <b>5,988</b>  | <b>230</b>   | <b>0.00</b>  | <b>108</b>   | <b>0.00</b>   | <b>338</b>   | <b>6,326</b>  | <b>12.24</b> |
| <b>Transport Services</b>                              |               |              |               |               |               |              |              |              |               |              |               |              |
| Road Transport   | 156           | 67.75        | 74            | 32.25         | 230           | 0            | 0.00         | 0            | 0.00          | 0            | 230           | 0.45         |
| Air Transport  | 279           | 74.61        | 95            | 25.39         | 374           | 0            | 0.00         | 0            | 0.00          | 0            | 374           | 0.72         |
| Transport Services                                     | 64            | 50.00        | 64            | 50.00         | 129           | 0            | 0.00         | 0            | 0.00          | 0            | 129           | 0.25         |
| Post and Courier Services                              | 0             | 0.00         | 0             | 0.00          | 0             | 0            | 0.00         | 0            | 0.00          | 0            | 0             | 0.00         |
| <b>TOTAL</b>   | <b>499</b>    | <b>68.13</b> | <b>234</b>    | <b>31.87</b>  | <b>733</b>    | <b>0</b>     | <b>0.00</b>  | <b>0</b>     | <b>0.00</b>   | <b>0</b>     | <b>733</b>    | <b>1.42</b>  |
| <b>Information and Communication</b>                   |               |              |               |               |               |              |              |              |               |              |               |              |
| Telecommunications and Information Services            | 281           | 85.02        | 50            | 14.98         | 331           | 45           | 0.00         | 31           | 0.00          | 76           | 406           | 0.79         |
| Publishing   | 0             | 0.00         | 0             | 0.00          | 0             | 0            | 0.00         | 0            | 0.00          | 0            | 0             | 0.00         |
| Broadcasting   | 0             | 0.00         | 0             | 0.00          | 0             | 0            | 0.00         | 0            | 0.00          | 0            | 0             | 0.00         |
| <b>TOTAL</b>   | <b>281</b>    | <b>0.00</b>  | <b>50</b>     | <b>0.00</b>   | <b>331</b>    | <b>45</b>    | <b>0.00</b>  | <b>31</b>    | <b>0.00</b>   | <b>76</b>    | <b>406</b>    | <b>0.79</b>  |
| <b>Arts, Entertainment and Recreation</b>              | <b>0</b>      | <b>0.00</b>  | <b>16</b>     | <b>100.00</b> | <b>16</b>     | <b>0</b>     | <b>0.00</b>  | <b>0</b>     | <b>0.00</b>   | <b>0</b>     | <b>16</b>     | <b>0.03</b>  |
| <b>Financial Intermediation</b>                        |               |              |               |               |               |              |              |              |               |              |               |              |
| Financial Institutions                                 | 936           | 73.42        | 339           | 26.58         | 1,275         | 13           | 0            | 13           | 0             | 25           | 1,300         | 2.52         |
| Insurance  | 185           | 50.89        | 178           | 49.11         | 363           | 296          | 67.65        | 142          | 32.35         | 438          | 801           | 1.55         |
| <b>TOTAL</b>   | <b>1,121</b>  | <b>68.43</b> | <b>517</b>    | <b>31.57</b>  | <b>1,638</b>  | <b>309</b>   | <b>67.65</b> | <b>154</b>   | <b>32.35</b>  | <b>463</b>   | <b>2,101</b>  | <b>4.07</b>  |
| <b>Real Estate</b>                                     | <b>186</b>    | <b>59.95</b> | <b>125</b>    | <b>40.05</b>  | <b>311</b>    | <b>0</b>     | <b>0.00</b>  | <b>0</b>     | <b>0.00</b>   | <b>0</b>     | <b>311</b>    | <b>0.60</b>  |
| <b>Professional, Scientific and Technical Services</b> | <b>874</b>    | <b>58.20</b> | <b>628</b>    | <b>41.80</b>  | <b>1,502</b>  | <b>122</b>   | <b>0.00</b>  | <b>108</b>   | <b>0.00</b>   | <b>230</b>   | <b>1,732</b>  | <b>3.35</b>  |
| <b>Administrative and Support Services</b>             | <b>2,641</b>  | <b>87.35</b> | <b>382</b>    | <b>12.65</b>  | <b>3,023</b>  | <b>0</b>     | <b>0.00</b>  | <b>76</b>    | <b>100.00</b> | <b>76</b>    | <b>3,100</b>  | <b>6.00</b>  |
| <b>Education</b>                                       | <b>6,452</b>  | <b>56.04</b> | <b>5,062</b>  | <b>43.96</b>  | <b>11,515</b> | <b>524</b>   | <b>69.04</b> | <b>235</b>   | <b>30.96</b>  | <b>759</b>   | <b>12,274</b> | <b>23.75</b> |
| <b>Human Health and Social Services</b>                | <b>761</b>    | <b>39.01</b> | <b>1,190</b>  | <b>60.99</b>  | <b>1,952</b>  | <b>10</b>    | <b>36.43</b> | <b>17</b>    | <b>63.57</b>  | <b>27</b>    | <b>1,979</b>  | <b>3.83</b>  |
| <b>Other Services</b>                                  | <b>926</b>    | <b>60.61</b> | <b>602</b>    | <b>39.39</b>  | <b>1,528</b>  | <b>0</b>     | <b>0.00</b>  | <b>0</b>     | <b>0.00</b>   | <b>0</b>     | <b>1,528</b>  | <b>2.96</b>  |
| <b>TOTAL</b>   | <b>33,032</b> | <b>67.81</b> | <b>15,677</b> | <b>32.19</b>  | <b>48,709</b> | <b>1,755</b> | <b>173</b>   | <b>1,212</b> | <b>227</b>    | <b>2,967</b> | <b>51,676</b> | <b>100</b>   |

Table 30 Exits by Activity/Sector and Gender, Q2 2014

| SECTOR                               | FULL TIME    |              |              |              |              | PART TIME  |             |            |             |            | Total All    | % Total      |
|--------------------------------------|--------------|--------------|--------------|--------------|--------------|------------|-------------|------------|-------------|------------|--------------|--------------|
|                                      | MALE         |              | FEMALE       |              | Total        | MALE       |             | FEMALE     |             | Total      |              |              |
|                                      | No.          | %            | No.          | %            |              | No.        | %           | No.        | %           |            |              |              |
| <b>Agriculture</b>                   |              |              |              |              |              |            |             |            |             |            |              |              |
| Crop                                 | 76           | 84.00        | 14           | 16.00        | 90           | 2          | 0.00        | 0          | 0.00        | 2          | 92           | 0.18         |
| Livestock                            | 128          | 71.76        | 50           | 28.24        | 179          | 0          | 0.00        | 6          | 0.00        | 6          | 185          | 0.36         |
| Forestry                             | 36           | 100.00       | 0            | 0.00         | 36           | 115        | 0.00        | 20         | 0.00        | 134        | 171          | 0.33         |
| Fishing                              | 21           | 42.11        | 29           | 57.89        | 49           | 3          | 0.00        | 0          | 0.00        | 3          | 52           | 0.10         |
| <b>TOTAL</b>                         | <b>261</b>   | <b>73.64</b> | <b>93</b>    | <b>26.36</b> | <b>354</b>   | <b>119</b> | <b>0.00</b> | <b>26</b>  | <b>0.00</b> | <b>145</b> | <b>499</b>   | <b>0.98</b>  |
| Quarrying and Other Minerals         | 43           | 100.00       | 0            | 0.00         | 43           | 0          | 0.00        | 0          | 0.00        | 0          | 43           | 0.08         |
| <b>Manufacturing</b>                 |              |              |              |              |              |            |             |            |             |            |              |              |
| Food, Beverage and Tobacco           | 2,120        | 66.55        | 1,066        | 33.45        | 3,186        | 274        | 0.00        | 63         | 0.00        | 337        | 3,523        | 6.89         |
| Textile, Apparel and Footwear        | 470          | 70.20        | 200          | 29.80        | 670          | 5          | 0.00        | 0          | 0.00        | 5          | 675          | 1.32         |
| Wood and Wood Products               | 804          | 71.79        | 316          | 28.21        | 1,120        | 29         | 0.00        | 0          | 0.00        | 29         | 1,149        | 2.25         |
| Pulp, Paper and Paper Products       | 297          | 76.56        | 91           | 23.44        | 387          | 0          | 0.00        | 5          | 0.00        | 5          | 392          | 0.77         |
| Chemical and Pharmaceutical Products | 440          | 70.27        | 186          | 29.73        | 626          | 0          | 0.00        | 97         | 0.00        | 97         | 722          | 1.41         |
| Non-Metallic Products                | 411          | 100.00       | 0            | 0.00         | 411          | 144        | 0.00        | 0          | 0.00        | 144        | 555          | 1.08         |
| Plastic and Rubber Products          | 71           | 57.93        | 52           | 42.07        | 123          | 0          | 0.00        | 0          | 0.00        | 0          | 123          | 0.24         |
| Electrical and Electornics           | 198          | 91.26        | 19           | 8.74         | 217          | 0          | 0.00        | 0          | 0.00        | 0          | 217          | 0.42         |
| Basic Metal, Iron and Steel          | 348          | 91.26        | 33           | 8.74         | 382          | 86         | 0.00        | 0          | 0.00        | 86         | 468          | 0.91         |
| Motor Vehicles and Assembly          | 14           | 19.40        | 57           | 80.60        | 71           | 5          | 0.00        | 0          | 0.00        | 5          | 76           | 0.15         |
| Other Manufacturing                  | 38           | 100.00       | 0            | 0.00         | 38           | 0          | 0.00        | 0          | 0.00        | 0          | 38           | 0.07         |
| <b>TOTAL</b>                         | <b>5,212</b> | <b>72.07</b> | <b>2,020</b> | <b>27.93</b> | <b>7,231</b> | <b>542</b> | <b>0.00</b> | <b>165</b> | <b>0.00</b> | <b>707</b> | <b>7,938</b> | <b>15.52</b> |
| <b>Construction</b>                  | <b>4,782</b> | <b>96.89</b> | <b>153</b>   | <b>3.11</b>  | <b>4,936</b> | <b>320</b> | <b>0.00</b> | <b>0</b>   | <b>0.00</b> | <b>320</b> | <b>5,255</b> | <b>10.27</b> |
| <b>Trade</b>                         | <b>3,476</b> | <b>74.75</b> | <b>1,174</b> | <b>25.25</b> | <b>4,651</b> | <b>314</b> | <b>0.00</b> | <b>95</b>  | <b>0.00</b> | <b>408</b> | <b>5,059</b> | <b>9.89</b>  |

| SECTOR   | FULL TIME     |              |               |              |               | PART TIME    |              |              |              |              | Total All     | % Total      |
|--|---------------|--------------|---------------|--------------|---------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|
|  |               |              |               |              |               |              |              |              |              |              |               |              |
| <b>Accommodation and Food Services</b>                 | <b>2,691</b>  | <b>61.68</b> | <b>1,672</b>  | <b>38.32</b> | <b>4,363</b>  | <b>381</b>   | <b>0.00</b>  | <b>0</b>     | <b>0.00</b>  | <b>381</b>   | <b>4,744</b>  | <b>9.27</b>  |
| <b>Transport and Storage</b>                           |               |              |               |              |               |              |              |              |              |              |               |              |
| Road Transport   | 33            | 94.26        | 2             | 5.74         | 35            | 16           | 0.00         | 0            | 0.00         | 16           | 51            | 0.10         |
| Air Transport  | 6             | 66.67        | 3             | 33.33        | 9             | 9            | 0.00         | 1            | 0.00         | 10           | 19            | 0.04         |
| Transport Services                                     | 83            | 71.95        | 32            | 28.05        | 115           | 0            | 0.00         | 0            | 0.00         | 0            | 115           | 0.22         |
| Post and Courier Services                              | 163           | 52.96        | 145           | 47.04        | 308           | 0            | 0.00         | 0            | 0.00         | 0            | 308           | 0.60         |
| <b>TOTAL</b>   | <b>284</b>    | <b>60.99</b> | <b>182</b>    | <b>39.01</b> | <b>466</b>    | <b>25</b>    | <b>0.00</b>  | <b>1</b>     | <b>0.00</b>  | <b>26</b>    | <b>493</b>    | <b>0.96</b>  |
| <b>Information and Communication</b>                   |               |              |               |              |               |              |              |              |              |              |               |              |
| Telecommunications and Information Services            | 89            | 60.84        | 57            | 39.16        | 146           | 19           | 0.00         | 12           | 0.00         | 31           | 177           | 0.35         |
| Publishing   | 0             | 0.00         | 12            | 0.00         | 12            | 0            | 0.00         | 0            | 0.00         | 0            | 12            | 0.02         |
| Broadcasting   | 0             | 0.00         | 6             | 0.00         | 6             | 0            | 0.00         | 0            | 0.00         | 0            | 6             | 0.01         |
| <b>TOTAL</b>   | <b>89</b>     | <b>0.00</b>  | <b>76</b>     | <b>0.00</b>  | <b>165</b>    | <b>19</b>    | <b>0.00</b>  | <b>12</b>    | <b>0.00</b>  | <b>31</b>    | <b>196</b>    | <b>0.38</b>  |
| <b>Arts, Entertainment and Recreation</b>              | <b>0</b>      | <b>0.00</b>  | <b>0</b>      | <b>0.00</b>  | <b>0</b>      | <b>0</b>     | <b>0.00</b>  | <b>0</b>     | <b>0.00</b>  | <b>0</b>     | <b>0</b>      | <b>0.00</b>  |
| <b>Financial Intermediation</b>                        |               |              |               |              |               |              |              |              |              |              |               |              |
| Financial Institutions                                 | 814           | 58.73        | 572           | 41.27        | 1,386         | 38           | 0            | 138          | 0            | 175          | 1,561         | 3.05         |
| Insurance  | 222           | 59.17        | 153           | 40.83        | 375           | 10           | 50.00        | 10           | 50.00        | 19           | 394           | 0.77         |
| <b>TOTAL</b>   | <b>1,035</b>  | <b>58.82</b> | <b>725</b>    | <b>41.18</b> | <b>1,760</b>  | <b>47</b>    | <b>50.00</b> | <b>147</b>   | <b>50.00</b> | <b>194</b>   | <b>1,955</b>  | <b>3.82</b>  |
| <b>Real Estate</b>                                     | <b>54</b>     | <b>85.59</b> | <b>9</b>      | <b>14.41</b> | <b>63</b>     | <b>14</b>    | <b>0.00</b>  | <b>0</b>     | <b>0.00</b>  | <b>14</b>    | <b>77</b>     | <b>0.15</b>  |
| <b>Professional, Scientific and Technical Services</b> | <b>584</b>    | <b>55.70</b> | <b>465</b>    | <b>44.30</b> | <b>1,049</b>  | <b>106</b>   | <b>0.00</b>  | <b>14</b>    | <b>0.00</b>  | <b>120</b>   | <b>1,168</b>  | <b>2.28</b>  |
| <b>Administrative and Support Services</b>             | <b>2,341</b>  | <b>85.29</b> | <b>404</b>    | <b>14.71</b> | <b>2,745</b>  | <b>0</b>     | <b>0.00</b>  | <b>0</b>     | <b>0.00</b>  | <b>0</b>     | <b>2,745</b>  | <b>5.37</b>  |
| <b>Education</b>                                       | <b>10,107</b> | <b>61.54</b> | <b>6,318</b>  | <b>38.46</b> | <b>16,425</b> | <b>844</b>   | <b>45.56</b> | <b>1,008</b> | <b>54.44</b> | <b>1,852</b> | <b>18,277</b> | <b>35.73</b> |
| <b>Human Health and Social Services</b>                | <b>630</b>    | <b>34.99</b> | <b>1,171</b>  | <b>65.01</b> | <b>1,801</b>  | <b>190</b>   | <b>79.83</b> | <b>48</b>    | <b>20.17</b> | <b>238</b>   | <b>2,040</b>  | <b>3.99</b>  |
| <b>Other Services</b>                                  | <b>481</b>    | <b>72.19</b> | <b>185</b>    | <b>27.81</b> | <b>666</b>    | <b>0</b>     | <b>0.00</b>  | <b>0</b>     | <b>0.00</b>  | <b>0</b>     | <b>666</b>    | <b>1.30</b>  |
| <b>TOTAL</b>   | <b>32,072</b> | <b>68.65</b> | <b>14,647</b> | <b>31.35</b> | <b>46,719</b> | <b>2,920</b> | <b>65.82</b> | <b>1,516</b> | <b>125</b>   | <b>4,437</b> | <b>51,156</b> | <b>100</b>   |



## ANNEX 2: Public Institutions: Additional Tables

Table 31 Employment Gap in Public Sector, June 2014

| OCCUPATIONAL GROUP   | FULL TIME | PART TIME |
|--|-----------|-----------|
| Commissioned armed forces officers                             | 3         | .         |
| Non-commissioned armed forces officer                          | 3         | 1         |
| Legislators and Senior Officials                               | 43        | .         |
| Managing Directors and Chief Executive                         | 153       | .         |
| Business Services and Administration Managers                  | 310       | 5         |
| Sales, Marketing and Developing Managers                       | 48        | .         |
| Production Managers in agriculture, forestry and fisheries     | 33        | .         |
| Manufacturing, mining, construction, and distribution managers | 4,015     | 19,998    |
| Information and communications technology service manager      | 26        | .         |
| Professional Services Managers                                 | 406       | .         |
| Hotel and Restaurant Managers                                  | 9         | .         |
| Other Services Managers  | 33        | 1         |
| Physical and earth science professionals                       | 177       | 1         |
| Mathematics, actuaries and statisticians                       | 3,215     | 21        |
| Life science professionals                                     | 58        | 13        |
| Engineering professionals (excluding electro-technology)       | 2,921     | 10,049    |
| Electro-technology Engineers                                   | 203       | 2         |
| Architects, planners, surveyors and designers                  | 750       | 27        |
| Medical Doctors  | 256       | 33        |
| Nursing and midwifery professionals                            | 984       | 2,554     |
| Traditional and complementary medicine professional            | 63        | 18        |
| Paramedical practitioners                                      | 43        | .         |
| Other health professionals                                     | 1,967     | 3         |
| University and higher education teachers                       | 278       | 32        |
| Vocation education teachers                                    | 696       | 214       |
| Secondary education teachers                                   | 5,198     | .         |
| Primary School and early childhood teachers                    | 176       | 120       |
| Other teaching professionals                                   | 711       | 39        |
| Finance professionals  | 1,527     | 59        |

| <b>OCCUPATIONAL GROUP</b>                                     | <b>FULL TIME</b> | <b>PART TIME</b> |
|---|------------------|------------------|
| Administration professionals                                  | 820              | 10               |
| Sales, marketing and public relations professionals           | 355              | 1                |
| Software and applications developers and analysis             | 188              | 10               |
| Database and network professionals                            | 246              | 4                |
| Legal professionals   | 222              | .                |
| Librarian, archivists and curators                            | 391              | .                |
| Social and religious professionals                            | 211              | 10               |
| Authors, journalists and linguists                            | 3,082            | 15               |
| Creative, and performing artists                              | 24               | .                |
| Physical and engineering science technicians                  | 566              | 28               |
| Mining, manufacturing and construction supervisors            | 75               | .                |
| Process control technicians                                   | 226              | .                |
| Life science technicians and related associate professionals  | 45               | .                |
| Medical and pharmaceutical technicians                        | 1,902            | 11               |
| Nursing and midwifery associate professionals                 | 83               | 1                |
| Traditional and complementary medicine associate professional | 127              | 40               |
| Veterinary technicians and assistants                         | 71               | 28               |
| Other health associate professionals                          | 745              | 21               |
| Financial and mathematical associate professionals            | 143              | 2                |
| Sales and purchasing agents and brokers                       | 131              | .                |
| Administrative and specialized secretaries                    | 1,074            | .                |
| Regulatory government associate professionals                 | 81               | .                |
| Legal, social and religious associate professionals           | 140              | .                |
| Sports and fitness workers                                    | 237              | 30               |
| Artistic, cultural and culinary associate professionals       | 118              | .                |
| Information and Communication Technology operations and user  | 394              | 17               |
| Telecommunications and broadcasting technicians               | 54               | .                |
| General Office clerks   | 1,378            | 25               |
| Secretaries (general)   | 327              | 38               |
| Keyboard operators  | 334              | .                |



| <b>OCCUPATIONAL GROUP</b>  | <b>FULL TIME</b> | <b>PART TIME</b> |
|--|------------------|------------------|
| Tellers, money collectors and related clerks 96                  | 35               | .                |
| Client information workers                                       | 2                | .                |
| Numerical Clerks   | 84               | .                |
| Material recording and transport clerks                          | 104              | 2                |
| Other clerical support workers                                   | 2,449            | 37               |
| Waiters and bartenders   | 1                | .                |
| Building and housekeeping supervisors                            | 5                | .                |
| Other personal services workers                                  | 69               | 6                |
| Other sales workers  | 19               | 12               |
| Child care workers and teachers aides                            | 44               | .                |
| Protective services workers                                      | 864              | .                |
| Market gardeners and crop growers                                | 720              | .                |
| Animal producers   | 206              | 40               |
| Mixed crop and animal producers                                  | 665              | 14               |
| Forestry and related workers                                     | 487              | .                |
| Fishery workers, hunters and trappers                            | 116              | .                |
| Subsistence crop farmers   | 2                | .                |
| Subsistence livestock farmers                                    | 19               | .                |
| Subsistence mixed crop and livestock farmers                     | 5                | .                |
| Subsistence fisheries, hunters, trappers and gatherers           | 290              | .                |
| Building frame and related trades workers                        | 1,989            | .                |
| Building finishers and related trades workers                    | 29               | .                |
| Painters, building structure cleaners and related trades workers | 51               | 10               |
| Sheet and structural metal workers, molders and welders and      | 14               | .                |
| Machinery mechanics and repairers                                | 26               | .                |
| Handicraft workers   | 37               | .                |
| Printing trades workers  | 19               | 5                |
| Electrical equipment installers and repairers                    | 68               | 4                |
| Electronics and telecommunications installers and repairers      | 27               | .                |
| Food processing and related trades workers                       | 11               | .                |
| Wood treaters, cabinet-makers and related trades workers         | 4                | .                |
| Garment and related trades workers                               | 5                | .                |
| Other craft and related workers                                  | 17               | .                |
| Mining and mineral processing plant operators                    | 5                | .                |
| Metal processing and finishing plant operators                   | 29               | .                |

| <b>OCCUPATIONAL GROUP</b>                                      | <b>FULL TIME</b> | <b>PART TIME</b> |
|--|------------------|------------------|
| Chemical and photographic products plant and machine operators | 3                | .                |
| Rubber, plastic and paper products machine operators           | 2                | .                |
| Other stationary plant and machine operators                   | 129              | .                |
| Assemblers   | 6                | .                |
| Locomotive engine drivers and related workers                  | 57               | .                |
| Car, van and motorcycle drivers                                | 410              | 42               |
| Heavy truck and bus drivers                                    | 50               | 147              |
| Mobile plant operators   | 74               | .                |
| Domestic, hotel and office cleaners and helpers                | 1,090            | 132              |
| Vehicle, window, laundry and other hand cleaning workers       | 81               | .                |
| Agricultural, forestry and fishery labourers                   | 2,296            | 30               |
| Mining and construction labourers                              | 12               | .                |
| Transport and storage labourers                                | 16               | .                |
| Food preparation assistants                                    | 161              | 1                |
| Street and related service workers                             | 17               | 12               |
| Refuse workers   | 96               | 14               |
| Other elementary workers                                       | 874              | 21               |
| <b>Total</b>   | <b>51,986</b>    | <b>34,010</b>    |

Table 32 New Employees in Federal and State Ministries and Parastatals by Cadre and Age Group, Q1 2014

| STAFF CADRE   | AGE GROUP  |            |             |             |            |            |           |           |          |          |
|---|------------|------------|-------------|-------------|------------|------------|-----------|-----------|----------|----------|
|   | 15 - 24    |            | 25 - 35     |             | 36 - 44    |            | 45 - 59   |           | 60+      |          |
|   | M          | F          | M           | F           | M          | F          | M         | F         | M        | F        |
| PERM SEC/ DG/<br>EXECUTIVE<br>SECRETARY                       | .          | .          | 8           | 4           | 16         | 4          | 2         | 2         | .        | .        |
| DIRECTORATE<br>LEVEL PUBLIC<br>SECTOR                         | .          | .          | 32          | 23          | 57         | 19         | 36        | 18        | .        | .        |
| MANAGEMENT<br>LEVEL PUBLIC<br>SECTOR                          | 51         | 66         | 66          | 114         | 18         | 32         | 11        | 37        | 1        | 3        |
| OFFICERS<br>EXCLUDING<br>MANAGEMENT<br>STAFF PUBLIC<br>SECTOR | 107        | 84         | 420         | 357         | 124        | 59         | 15        | 10        | .        | .        |
| TECHNICAL<br>WORKERS PUBLIC<br>SECTOR                         | 22         | 4          | 386         | 489         | 63         | 24         | 4         | 1         | .        | .        |
| CLERICAL AND<br>RELATED OFFICE<br>WORKERS PUBLIC<br>SECTOR    | 38         | 23         | 119         | 250         | 37         | 10         | 7         | 4         | .        | .        |
| OPERATIVES(CLEA<br>NERS,<br>SECURITIES)<br>PUBLIC SECTOR      | 15         | 12         | 610         | 415         | 34         | 28         | 1         | 1         | .        | .        |
| OTHER PUBLIC<br>SECTOR (SPECIFY)                              | 75         | 5          | 46          | 11          | 2          | 6          | 5         | .         | .        | .        |
| <b>Total</b>  | <b>308</b> | <b>194</b> | <b>1687</b> | <b>1663</b> | <b>351</b> | <b>182</b> | <b>81</b> | <b>73</b> | <b>1</b> | <b>3</b> |

Table 33 New Employees in Local Government Agencies by Cadre and Age Group, Q1 2014

| STAFF CADRE                         | AGE GROUP |   |         |   |         |   |         |   |     |   |
|-------------------------------------|-----------|---|---------|---|---------|---|---------|---|-----|---|
|                                     | 15 - 24   |   | 25 - 35 |   | 36 - 44 |   | 45 - 59 |   | 60+ |   |
|                                     | M         | F | M       | F | M       | F | M       | F | M   | F |
| EXECUTIVE CHAIRMAN                  | .         | . | 1       | 3 | 3       | . | 3       | . | 1   | . |
| EXECUTIVE SECRETARY/<br>COUNCILLORS | .         | 5 | 17      | 2 | 53      | 2 | 5       | . | .   | . |

| STAFF CADRE                                | AGE GROUP |           |            |            |            |           |           |   |          |   |
|--|-----------|-----------|------------|------------|------------|-----------|-----------|---|----------|---|
|  |           |           |            |            |            |           |           |   |          |   |
| DIRECTORATE LEVEL LGA                      | .         | .         | .          | .          | .          | .         | .         | . | .        | . |
| MANAGEMENT LEVEL LGA                       | .         | .         | 4          | 5          | .          | .         | .         | . | .        | . |
| OFFICERS EXCLUDING<br>MANAGEMENT STAFF LGA | .         | .         | 10         | 24         | 27         | 7         | 2         | . | .        | . |
| TECHNICAL WORKERS LGA                      | 4         | 4         | 11         | 8          | 1          | .         | .         | . | .        | . |
| CLERICAL AND RELATED<br>OFFICE WORKERS LGA | 2         | 1         | 33         | 53         | 11         | 5         | .         | . | .        | . |
| OPERATIVES(CLEANERS,<br>SECURITIES) LGA    | 7         | 13        | 49         | 19         | 2          | 1         | .         | . | .        | . |
| OTHER LGA                                  | .         | .         | 2          | 1          | 8          | .         | .         | . | .        | . |
| <b>Total</b>                               | <b>13</b> | <b>23</b> | <b>127</b> | <b>115</b> | <b>105</b> | <b>15</b> | <b>10</b> | . | <b>1</b> | . |

Table 34 New Employees in Academic (Academic Staff) Sector by Cadre and Age Group, Q1 2014

| STAFF CADRE                         | AGE GROUP |          |            |            |            |           |           |          |           |   |
|-------------------------------------|-----------|----------|------------|------------|------------|-----------|-----------|----------|-----------|---|
|                                     | 15 - 24   |          | 25 - 35    |            | 36 - 44    |           | 45 - 59   |          | 60+       |   |
|                                     | M         | F        | M          | F          | M          | F         | M         | F        | M         | F |
| VICE-CHANCELLOR/<br>RECTOR/ PROVOST | .         | .        | .          | .          | .          | .         | .         | .        | .         | . |
| PROFESSOR                           | .         | .        | 5          | .          | 3          | 1         | 10        | 1        | 10        | . |
| READER/ ASSOCIATE<br>PROFESSOR      | .         | .        | .          | .          | .          | .         | 2         | .        | 1         | . |
| PRINCIPAL/ SENIOR<br>LECTURER       | 6         | .        | 30         | 19         | 4          | 1         | 9         | 2        | 1         | . |
| LECTURER I                          | .         | 2        | 101        | 25         | 68         | 12        | 6         | 1        | .         | . |
| LECTURER II                         | 15        | 5        | 7          | 2          | 8          | 5         | .         | 1        | .         | . |
| LECTURER III                        | .         | .        | 22         | 4          | 8          | 2         | 2         | .        | .         | . |
| ASSISTANT LECTURER                  | .         | .        | 64         | 30         | 19         | 12        | 1         | 2        | .         | . |
| GRADUATE ASSISTANT                  | .         | 1        | 23         | 10         | 4          | 1         | .         | .        | .         | . |
| OTHER ACADEMIC STAFF                | .         | .        | 31         | 13         | 1          | 1         | 5         | .        | .         | . |
| <b>Total</b>                        | <b>21</b> | <b>8</b> | <b>283</b> | <b>103</b> | <b>115</b> | <b>35</b> | <b>35</b> | <b>7</b> | <b>12</b> | . |

Table 35 New Employees Academic (non-Academic staff) Sector by Cadre and Gender, Q1 2014

| STAFF CADRE      | AGE GROUP |   |         |   |         |   |         |   |     |   |
|------------------|-----------|---|---------|---|---------|---|---------|---|-----|---|
|                  | 15 - 24   |   | 25 - 35 |   | 36 - 44 |   | 45 - 59 |   | 60+ |   |
|                  | M         | F | M       | F | M       | F | M       | F | M   | F |
| REGISTRAR        | .         | . | 18      | 3 | .       | . | .       | 1 | .   | . |
| DEPUTY REGISTRAR | .         | . | .       | . | .       | . | .       | . | .   | . |
| STUDENT AFFAIRS  | .         | . | .       | 2 | 6       | 1 | 7       | 2 | .   | . |

| STAFF CADRE  | AGE GROUP |           |            |           |           |           |           |           |          |   |
|--|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|---|
|  |           |           |            |           |           |           |           |           |          |   |
| REGISTRAR  |           |           |            |           |           |           |           |           |          |   |
| DIRECTORATE LEVEL NON ACADEMIC STAFF                   | .         | .         | 1          | .         | .         | .         | 1         | 2         | .        | . |
| MANAGEMENT LEVEL NON ACADEMIC STAFF                    | .         | .         | 7          | 5         | 5         | 1         | 2         | 3         | .        | . |
| OFFICERS EXCLUDING MANAGEMENT STAFF NON ACADEMIC STAFF | .         | 1         | 78         | 41        | 18        | 12        | 1         | 1         | .        | . |
| TECHNICAL WORKERS NON ACADEMIC STAFF                   | 2         | 14        | 29         | 11        | 5         | .         | .         | .         | .        | . |
| CLERICAL AND RELATED OFFICE WORKERS NON ACADEMIC STAFF | .         | .         | 16         | 6         | 1         | .         | 2         | .         | .        | . |
| OPERATIVES(CLEANERS, SECURITIES) NON ACADEMIC STAFF    | 5         | 5         | 35         | 26        | 2         | 1         | 1         | 1         | 1        | . |
| OTHER NON ACADEMIC STAFF (SPECIFY)                     | 1         | 2         | 2          | .         | .         | 1         | .         | .         | .        | . |
| <b>Total</b>   | <b>8</b>  | <b>22</b> | <b>186</b> | <b>94</b> | <b>37</b> | <b>16</b> | <b>14</b> | <b>10</b> | <b>1</b> | . |

Table 36 New Employees in Federal and State Ministries and Parastatals by Cadre and Age Group, Q2 2014

| STAFF CADRE                                       | AGE GROUP  |            |            |            |            |            |           |           |     |          |
|---|------------|------------|------------|------------|------------|------------|-----------|-----------|-----|----------|
|   | 15 - 24    |            | 25 - 35    |            | 36 - 44    |            | 45 - 59   |           | 60+ |          |
|   | M          | F          | M          | F          | M          | F          | M         | F         | M   | F        |
| PERM SEC/ DG/ EXECUTIVE SECRETARY                 | .          | .          | 2          | 2          | 6          | 1          | 1         | .         | .   | 1        |
| DIRECTORATE LEVEL PUBLIC SECTOR                   | .          | .          | 12         | 8          | 21         | 15         | 22        | 12        | .   | .        |
| MANAGEMENT LEVEL PUBLIC SECTOR                    | 62         | 9          | 70         | 48         | 47         | 26         | 2         | .         | .   | .        |
| OFFICERS EXCLUDING MANAGEMENT STAFF PUBLIC SECTOR | 133        | 121        | 356        | 434        | 138        | 72         | 5         | .         | .   | 1        |
| TECHNICAL WORKERS PUBLIC SECTOR                   | 55         | 51         | 121        | 158        | 66         | 23         | 1         | .         | .   | .        |
| CLERICAL AND RELATED OFFICE WORKERS PUBLIC SECTOR | 53         | 106        | 131        | 170        | 26         | 26         | 1         | .         | .   | .        |
| OPERATIVES(CLEANERS, SECURITIES) PUBLIC SECTOR    | 55         | 10         | 68         | 21         | 68         | 83         | 9         | 2         | .   | .        |
| OTHER PUBLIC SECTOR (SPECIFY)                     | 69         | 37         | 132        | 89         | 39         | 10         | 18        | 3         | .   | .        |
| <b>Total</b>                                      | <b>427</b> | <b>334</b> | <b>892</b> | <b>930</b> | <b>411</b> | <b>256</b> | <b>59</b> | <b>17</b> | .   | <b>2</b> |

Table 37 New Employees in Local Government Agencies by Staff Cadre and Age-Group, Q2 2014

| STAFF CADRE                             | AGE GROUP  |            |            |            |           |           |          |   |
|---|------------|------------|------------|------------|-----------|-----------|----------|---|
|   | 15 - 24    |            | 25 - 35    |            | 36 - 44   |           | 45 - 59  |   |
|   | M          | F          | M          | F          | M         | F         | M        | F |
| EXECUTIVE CHAIRMAN                      | .          | .          | .          | .          | 2         | .         | 1        | . |
| EXECUTIVE SECRETARY/ COUNCILLORS        | .          | .          | .          | 2          | 2         | .         | .        | . |
| DIRECTORATE LEVEL LGA                   | .          | .          | .          | .          | .         | .         | .        | . |
| MANAGEMENT LEVEL LGA                    | 10         | 5          | 10         | 4          | 5         | .         | .        | . |
| OFFICERS EXCLUDING MANAGEMENT STAFF LGA | .          | .          | 25         | 316        | 5         | 2         | .        | . |
| TECHNICAL WORKERS LGA                   | 6          | 13         | 5          | 12         | .         | .         | .        | . |
| CLERICAL AND RELATED OFFICE WORKERS LGA | 120        | 76         | 52         | 43         | 6         | 12        | .        | . |
| OPERATIVES(CLEANERS, SECURITIES) LGA    | 11         | 6          | 28         | 25         | 6         | 3         | .        | . |
| OTHER LGA                               | 2          | .          | 4          | 5          | 3         | .         | .        | . |
| <b>Total</b>                            | <b>149</b> | <b>100</b> | <b>124</b> | <b>407</b> | <b>29</b> | <b>17</b> | <b>1</b> | . |

Table 38 New Employees in Academic Sector (Academic Staff) by Cadre and Age-Group, Q2 2014

| STAFF CADRE                      | AGE GROUP |          |           |           |           |           |           |          |          |   |
|----------------------------------|-----------|----------|-----------|-----------|-----------|-----------|-----------|----------|----------|---|
|                                  | 15 - 24   |          | 25 - 35   |           | 36 - 44   |           | 45 - 59   |          | 60+      |   |
|                                  | M         | F        | M         | F         | M         | F         | M         | F        | M        | F |
| VICE-CHANCELLOR/ RECTOR/ PROVOST | .         | .        | .         | .         | .         | .         | .         | .        | .        | . |
| PROFESSOR                        | .         | .        | .         | .         | .         | .         | 6         | 1        | .        | . |
| READER/ ASSOCIATE PROFESSOR      | .         | .        | .         | .         | 1         | .         | 1         | 2        | 1        | . |
| PRINCIPAL/ SENIOR LECTURER       | 2         | 3        | 19        | 9         | 9         | 8         | 17        | 2        | 1        | . |
| LECTURER I                       | .         | .        | 3         | 2         | 9         | 1         | 2         | 1        | 1        | . |
| LECTURER II                      | .         | .        | 5         | 1         | 2         | .         | .         | .        | 1        | . |
| LECTURER III                     | 1         | 2        | 7         | 6         | 5         | 6         | 1         | .        | .        | . |
| ASSISTANT LECTURER               | 6         | .        | 10        | .         | 5         | .         | 1         | .        | .        | . |
| GRADUATE ASSISTANT               | .         | .        | 27        | 6         | .         | .         | .         | .        | .        | . |
| OTHER ACADEMIC STAFF             | .         | 1        | 6         | 6         | 2         | .         | .         | .        | .        | . |
| <b>Total</b>                     | <b>9</b>  | <b>6</b> | <b>77</b> | <b>30</b> | <b>33</b> | <b>15</b> | <b>28</b> | <b>6</b> | <b>4</b> | . |

Table 39 New Employees in Academic Sector (Non-Academic staff) by Cadre and Age-Group, Q2 2014

| STAFF CADRE   | AGE GROUP |           |            |           |           |            |           |          |
|---|-----------|-----------|------------|-----------|-----------|------------|-----------|----------|
|   | 15 - 24   |           | 25 - 35    |           | 36 - 44   |            | 45 - 59   |          |
|   | M         | F         | M          | F         | M         | F          | M         | F        |
| REGISTRAR   | .         | .         | 1          | 1         | .         | .          | .         | .        |
| DEPUTY REGISTRAR  | .         | .         | .          | .         | .         | .          | 3         | .        |
| STUDENT AFFAIRS REGISTRAR                                 | .         | .         | .          | .         | .         | .          | .         | .        |
| DIRECTORATE LEVEL NON ACADEMIC STAFF                      | .         | .         | 3          | 1         | .         | .          | .         | .        |
| MANAGEMENT LEVEL NON ACADEMIC STAFF                       | 16        | 2         | 23         | 17        | 15        | 1          | 6         | 1        |
| OFFICERS EXCLUDING MANAGEMENT STAFF<br>NON ACADEMIC STAFF | .         | 2         | 39         | 10        | 3         | 2          | 1         | .        |
| TECHNICAL WORKERS NON ACADEMIC STAFF                      | .         | .         | 28         | 16        | .         | 1          | .         | 1        |
| CLERICAL AND RELATED OFFICE WORKERS NON<br>ACADEMIC STAFF | 6         | 3         | 13         | 11        | .         | .          | 5         | .        |
| OPERATIVES(CLEANERS, SECURITIES) NON<br>ACADEMIC STAFF    | 5         | 6         | 9          | 4         | .         | .          | .         | .        |
| OTHER NON ACADEMIC STAFF (SPECIFY)                        | .         | .         | 1          | 3         | .         | 106        | 83        | 1        |
| <b>Total</b>  | <b>27</b> | <b>13</b> | <b>117</b> | <b>63</b> | <b>18</b> | <b>110</b> | <b>98</b> | <b>3</b> |

Table 40 Distribution of New Employees in Public Sector by Cadre and Sex, Q1 2014

| STAFF CADRE                                       | AGE GROUP |    |         |     |         |    |         |    |     |   | TOTAL |
|---|-----------|----|---------|-----|---------|----|---------|----|-----|---|-------|
|   | 15 - 24   |    | 25 - 35 |     | 36 - 44 |    | 45 - 69 |    | 60+ |   |       |
|   | M         | F  | M       | F   | M       | F  | M       | F  | M   | F |       |
| PERM SEC/ DG/ EXECUTIVE SECRETARY                 | .         | .  | 8       | 4   | 16      | 4  | 2       | 2  | .   | . | 36    |
| DIRECTORATE LEVEL PUBLIC SECTOR                   | .         | .  | 32      | 23  | 57      | 19 | 36      | 18 | .   | . | 185   |
| MANAGEMENT LEVEL PUBLIC SECTOR                    | 51        | 66 | 66      | 114 | 18      | 32 | 11      | 37 | 1   | 3 | 399   |
| OFFICERS EXCLUDING MANAGEMENT STAFF PUBLIC SECTOR | 107       | 84 | 420     | 357 | 124     | 59 | 15      | 10 | .   | . | 1176  |
| TECHNICAL WORKERS PUBLIC SECTOR                   | 22        | 4  | 386     | 489 | 63      | 24 | 4       | 1  | .   | . | 993   |
| CLERICAL AND RELATED OFFICE WORKERS PUBLIC SECTOR | 38        | 23 | 119     | 250 | 37      | 10 | 7       | 4  | .   | . | 488   |
| OPERATIVES(CLEANERS, SECURITIES) PUBLIC SECTOR    | 15        | 12 | 610     | 415 | 34      | 28 | 1       | 1  | .   | . | 1116  |
| OTHER PUBLIC SECTOR (SPECIFY)                     | 75        | 5  | 46      | 11  | 2       | 6  | 5       | .  | .   | . | 150   |
| EXECUTIVE CHAIRMAN                                | .         | .  | 1       | 3   | 3       | .  | 3       | .  | 1   | . | 11    |
| EXECUTIVE SECRETARY/ COUNCILLORS                  | .         | 5  | 17      | 2   | 53      | 2  | 5       | .  | .   | . | 84    |
| MANAGEMENT LEVEL LGA                              | .         | .  | 4       | 5   | .       | .  | .       | .  | .   | . | 9     |
| OFFICERS EXCLUDING MANAGEMENT STAFF LGA           | .         | .  | 10      | 24  | 27      | 7  | 2       | .  | .   | . | 70    |
| TECHNICAL WORKERS LGA                             | 4         | 4  | 11      | 8   | 1       | .  | .       | .  | .   | . | 28    |
| CLERICAL AND RELATED OFFICE WORKERS LGA           | 2         | 1  | 33      | 53  | 11      | 5  | .       | .  | .   | . | 105   |
| OPERATIVES (CLEANERS, SECURITIES) LGA             | 7         | 13 | 49      | 19  | 2       | 1  | .       | .  | .   | . | 91    |
| OTHER LGA   | .         | .  | 2       | 1   | 8       | .  | .       | .  | .   | . | 11    |
| PROFESSOR   | .         | .  | 5       | .   | 3       | 1  | 10      | 1  | 10  | . | 30    |
| READER/ ASSOCIATE PROFESSOR                       | .         | .  | .       | .   | .       | .  | 2       | .  | 1   | . | 3     |
| PRINCIPAL/ SENIOR LECTURER                        | 6         | .  | 30      | 19  | 4       | 1  | 9       | 2  | 1   | . | 72    |



| STAFF CADRE   | AGE GROUP  |            |             |             |            |            |            |           |           |          |             |
|---|------------|------------|-------------|-------------|------------|------------|------------|-----------|-----------|----------|-------------|
|   |            |            |             |             |            |            |            |           |           |          |             |
| LECTURER I  | .          | 2          | 101         | 25          | 68         | 12         | 6          | 1         | .         | .        | 215         |
| LECTURER II   | 15         | 5          | 7           | 2           | 8          | 5          | .          | 1         | .         | .        | 43          |
| LECTURER III  | .          | .          | 22          | 4           | 8          | 2          | 2          | .         | .         | .        | 38          |
| ASSISTANT LECTURER  | .          | .          | 64          | 30          | 19         | 12         | 1          | 2         | .         | .        | 128         |
| GRADUATE ASSISTANT  | .          | 1          | 23          | 10          | 4          | 1          | .          | .         | .         | .        | 39          |
| OTHER ACADEMIC STAFF                                      | .          | .          | 31          | 13          | 1          | 1          | 5          | .         | .         | .        | 51          |
| REGISTRAR   | .          | .          | 18          | 3           | .          | .          | .          | 1         | .         | .        | 22          |
| STUDENT AFFAIRS REGISTRAR                                 | .          | .          | .           | 2           | 6          | 1          | 7          | 2         | .         | .        | 18          |
| DIRECTORATE LEVEL NON ACADEMIC STAFF                      | .          | .          | 1           | .           | .          | .          | 1          | 2         | .         | .        | 4           |
| MANAGEMENT LEVEL NON ACADEMIC STAFF                       | .          | .          | 7           | 5           | 5          | 1          | 2          | 3         | .         | .        | 23          |
| OFFICERS EXCLUDING MANAGEMENT STAFF<br>NON ACADEMIC STAFF | .          | 1          | 78          | 41          | 18         | 12         | 1          | 1         | .         | .        | 152         |
| TECHNICAL WORKERS NON ACADEMIC STAFF                      | 2          | 14         | 29          | 11          | 5          | .          | .          | .         | .         | .        | 61          |
| CLERICAL AND RELATED OFFICE WORKERS<br>NON ACADEMIC STAFF | .          | .          | 16          | 6           | 1          | .          | 2          | .         | .         | .        | 25          |
| OPERATIVES(CLEANERS, SECURITIES) NON<br>ACADEMIC STAFF    | 5          | 5          | 35          | 26          | 2          | 1          | 1          | 1         | 1         | .        | 77          |
| OTHER NON ACADEMIC STAFF (SPECIFY)                        | 1          | 2          | 2           | .           | .          | 1          | .          | .         | .         | .        | 6           |
| <b>Total</b>  | <b>350</b> | <b>247</b> | <b>2283</b> | <b>1975</b> | <b>608</b> | <b>248</b> | <b>140</b> | <b>90</b> | <b>15</b> | <b>3</b> | <b>5959</b> |

Table 41 Distribution of New Employees by Cadre and Sex, Q2 2014

| STAFF CADRE                                       | AGE GROUP |     |         |     |         |    |         |    |     |   | TOTAL |
|---|-----------|-----|---------|-----|---------|----|---------|----|-----|---|-------|
|   | 15 - 24   |     | 25 - 35 |     | 36 - 44 |    | 45 - 69 |    | 60+ |   |       |
|   | M         | F   | M       | F   | M       | F  | M       | F  | M   | F |       |
| PERM SEC/ DG/ EXECUTIVE SECRETARY                 | .         | .   | 2       | 2   | 6       | 1  | 1       | .  | .   | 1 | 13    |
| DIRECTORATE LEVEL PUBLIC SECTOR                   | .         | .   | 12      | 8   | 21      | 15 | 22      | 12 | .   | . | 90    |
| MANAGEMENT LEVEL PUBLIC SECTOR                    | 62        | 9   | 70      | 48  | 47      | 26 | 2       | .  | .   | . | 264   |
| OFFICERS EXCLUDING MANAGEMENT STAFF PUBLIC SECTOR | 133       | 121 | 356     | 434 | 138     | 72 | 5       | .  | .   | 1 | 1260  |
| TECHNICAL WORKERS PUBLIC SECTOR                   | 55        | 51  | 121     | 158 | 66      | 23 | 1       | .  | .   | . | 475   |
| CLERICAL AND RELATED OFFICE WORKERS PUBLIC SECTOR | 53        | 106 | 131     | 170 | 26      | 26 | 1       | .  | .   | . | 513   |
| OPERATIVES(CLEANERS, SECURITIES) PUBLIC SECTOR    | 55        | 10  | 68      | 21  | 68      | 83 | 9       | 2  | .   | . | 316   |
| OTHER PUBLIC SECTOR (SPECIFY)                     | 69        | 37  | 132     | 89  | 39      | 10 | 18      | 3  | .   | . | 397   |
| EXECUTIVE CHAIRMAN                                | .         | .   | .       | .   | 2       | .  | 1       | .  | .   | . | 3     |
| EXECUTIVE SECRETARY/ COUNCILLORS                  | .         | .   | .       | 2   | 2       | .  | .       | .  | .   | . | 4     |
| DIRECTORATE LEVEL LGA                             | .         | .   | .       | .   | .       | .  | .       | .  | .   | . | 0     |
| MANAGEMENT LEVEL LGA                              | 10        | 5   | 10      | 4   | 5       | .  | .       | .  | .   | . | 34    |
| OFFICERS EXCLUDING MANAGEMENT STAFF LGA           | .         | .   | 25      | 316 | 5       | 2  | .       | .  | .   | . | 348   |
| TECHNICAL WORKERS LGA                             | 6         | 13  | 5       | 12  | .       | .  | .       | .  | .   | . | 36    |
| CLERICAL AND RELATED OFFICE WORKERS LGA           | 120       | 76  | 52      | 43  | 6       | 12 | .       | .  | .   | . | 309   |
| OPERATIVES(CLEANERS, SECURITIES) LGA              | 11        | 6   | 28      | 25  | 6       | 3  | .       | .  | .   | . | 79    |
| OTHER LGA   | 2         | .   | 4       | 5   | 3       | .  | .       | .  | .   | . | 14    |
| VICE-CHANCELLOR/ RECTOR/ PROVOST                  | .         | .   | .       | .   | .       | .  | .       | .  | .   | . | 0     |

| STAFF CADRE  | AGE GROUP |     |      |      |     |     |     |    |   |   |      |
|--|-----------|-----|------|------|-----|-----|-----|----|---|---|------|
| PROFESSOR  | .         | .   | .    | .    | .   | .   | 6   | 1  | . | . | 7    |
| READER/ ASSOCIATE PROFESSOR                            | .         | .   | .    | .    | 1   | .   | 1   | 2  | 1 | . | 5    |
| PRINCIPAL/ SENIOR LECTURER                             | 2         | 3   | 19   | 9    | 9   | 8   | 17  | 2  | 1 | . | 70   |
| LECTURER I   | .         | .   | 3    | 2    | 9   | 1   | 2   | 1  | 1 | . | 19   |
| LECTURER II  | .         | .   | 5    | 1    | 2   | .   | .   | .  | 1 | . | 9    |
| LECTURER III   | 1         | 2   | 7    | 6    | 5   | 6   | 1   | .  | . | . | 28   |
| ASSISTANT LECTURER                                     | 6         | .   | 10   | .    | 5   | .   | 1   | .  | . | . | 22   |
| GRADUATE ASSISTANT                                     | .         | .   | 27   | 6    | .   | .   | .   | .  | . | . | 33   |
| OTHER ACADEMIC STAFF                                   | .         | 1   | 6    | 6    | 2   | .   | .   | .  | . | . | 15   |
| REGISTRAR  | .         | .   | 1    | 1    | .   | .   | .   | .  | . | . | 2    |
| DEPUTY REGISTRAR                                       | .         | .   | .    | .    | .   | .   | 3   | .  | . | . | 3    |
| STUDENT AFFAIRS REGISTRAR                              | .         | .   | .    | .    | .   | .   | .   | .  | . | . | 0    |
| DIRECTORATE LEVEL NON ACADEMIC STAFF                   | .         | .   | 3    | 1    | .   | .   | .   | .  | . | . | 4    |
| MANAGEMENT LEVEL NON ACADEMIC STAFF                    | 16        | 2   | 23   | 17   | 15  | 1   | 6   | 1  | . | . | 81   |
| OFFICERS EXCLUDING MANAGEMENT STAFF NON ACADEMIC STAFF | .         | 2   | 39   | 10   | 3   | 2   | 1   | .  | . | . | 57   |
| TECHNICAL WORKERS NON ACADEMIC STAFF                   | .         | .   | 28   | 16   | .   | 1   | .   | 1  | . | . | 46   |
| CLERICAL AND RELATED OFFICE WORKERS NON ACADEMIC STAFF | 6         | 3   | 13   | 11   | .   | .   | 5   | .  | . | . | 38   |
| OPERATIVES(CLEANERS, SECURITIES) NON ACADEMIC STAFF    | 5         | 6   | 9    | 4    | .   | .   | .   | .  | . | . | 24   |
| OTHER NON ACADEMIC STAFF (SPECIFY)                     | .         | .   | 1    | 3    | .   | 106 | 83  | 1  | . | . | 194  |
| Total  | 612       | 453 | 1210 | 1430 | 491 | 398 | 186 | 26 | 4 | 2 | 4812 |

Table 42 Distribution of New Employees by Occupation and Sex, Q1 and Q2 2014

| OCCUPATION   | 1ST QUARTER |     |              |   | 2ND QUARTER |     |             |   |
|--|-------------|-----|--------------|---|-------------|-----|-------------|---|
|  | NIGERIAN    |     | NON-NIGERIAN |   | NIGERIAN    |     | NON-NIGERIA |   |
|  | M           | F   | M            | F | M           | F   | M           | F |
| Commissioned armed forces officers                             | 322         | 29  | .            | . | .           | .   | .           | . |
| Legislators and Senior Officials                               | 58          | 7   | .            | . | 75          | 12  | .           | . |
| Managing Directors and Chief Executive                         | 22          | 12  | .            | . | 130         | 63  | .           | . |
| Business Services and Administration Managers                  | 17          | 16  | .            | 1 | 68          | 21  | .           | . |
| Sales, Marketing and Developing Managers                       | 38          | 13  | .            | . | .           | .   | .           | . |
| Production Managers in agriculture, forestry and fisheries     | 3           | .   | .            | . | 14          | 9   | .           | . |
| Manufacturing, mining, construction, and distribution managers | .           | .   | .            | . | 1           | .   | .           | . |
| Professional Services Managers                                 | .           | .   | .            | . | 18          | .   | .           | . |
| Other Services Managers  | 4           | 7   | .            | . | 13          | 6   | .           | . |
| Physical and earth science professionals                       | 34          | 5   | .            | . | 8           | 7   | .           | . |
| Mathematics, actuaries and statisticians                       | 45          | 18  | .            | . | 15          | 13  | .           | . |
| Engineering professionals (excluding electro-technology)       | 47          | 8   | .            | . | 25          | 5   | .           | . |
| Electro-technology Engineers                                   | 5           | .   | .            | . | .           | .   | .           | . |
| Architects, planners, surveyors and designers                  | 55          | 24  | .            | . | 16          | 22  | .           | . |
| Medical Doctors  | 10          | 4   | .            | . | 26          | 14  | .           | . |
| Nursing and midwifery professionals                            | 1           | 6   | .            | . | 10          | 28  | .           | . |
| Traditional and complementary medicine professional            | .           | 2   | .            | . | 15          | 6   | .           | . |
| Paramedical practitioners                                      | .           | .   | .            | . | .           | .   | .           | . |
| Other health professionals                                     | 33          | 31  | .            | . | 9           | 29  | .           | . |
| University and higher education teachers                       | 359         | 160 | .            | 1 | 182         | 115 | .           | . |

| OCCUPATION   | 1ST QUARTER |     |   |   | 2ND QUARTER |     |   |   |
|--|-------------|-----|---|---|-------------|-----|---|---|
| Vocation education teachers                                  | 3           | 2   | . | . | 2           | .   | . | . |
| Secondary education teachers                                 | 328         | 453 | . | . | 209         | 188 | . | . |
| Other teaching professionals                                 | 35          | 51  | 2 | . | 17          | 16  | . | . |
| Finance professionals  | 64          | 100 | . | . | 76          | 22  | . | 1 |
| Administration professionals                                 | 223         | 147 | . | . | 227         | 204 | 1 | 1 |
| Sales, marketing and public relations professionals          | 1           | 4   | . | . | 4           | 5   | . | . |
| Software and applications developers and analysis            | 7           | 2   | . | . | 5           | 6   | . | . |
| Database and network professionals                           | 9           | 3   | . | . | .           | .   | . | . |
| Legal professionals  | 11          | 9   | . | . | .           | .   | . | . |
| Librarian, archivists and curators                           | 13          | 4   | . | . | 4           | 7   | . | . |
| Social and religious professionals                           | 11          | 9   | 1 | . | 18          | 89  | . | . |
| Authors, journalists and linguists                           | 4           | 5   | . | . | 8           | 76  | . | . |
| Physical and engineering science technicians                 | 23          | 7   | . | . | 18          | 4   | . | . |
| Mining, manufacturing and construction supervisors           | .           | 1   | . | . | .           | .   | . | . |
| Process control technicians                                  | 8           | 2   | . | . | .           | .   | . | . |
| Life science technicians and related associate professionals | 23          | .   | . | . | 5           | 3   | . | . |
| Medical and pharmaceutical technicians                       | 69          | 106 | . | . | 4           | 9   | . | . |
| Nursing and midwifery associate professionals                | 104         | 194 | . | . | 122         | 40  | . | . |
| Veterinary technicians and assistants                        | 3           | 4   | . | . | 6           | 3   | . | . |
| Other health associate professionals                         | 361         | 297 | . | . | 128         | 188 | . | . |
| Financial and mathematical associate professionals           | 13          | 7   | . | . | 16          | 25  | . | . |
| Administrative and specialized secretaries                   | 16          | 9   | . | . | 41          | 57  | . | . |
| Regulatory government associate professionals                | 3           | 6   | . | . | 18          | 3   | . | . |
| Legal, social and religious associate professionals          | 7           | 5   | . | . | 10          | 27  | 3 | . |
| Sports and fitness workers                                   | .           | .   | . | . | 7           | 1   | . | . |
| Artistic, cultural and culinary associate professionals      | 1           | 5   | . | . | .           | .   | . | . |

| OCCUPATION   | 1ST QUARTER |     |   |   | 2ND QUARTER |     |   |   |
|--|-------------|-----|---|---|-------------|-----|---|---|
| Information and Communication Technology operations              | 14          | 7   | . | . | 18          | 6   | . | . |
| Telecommunications and broadcasting technicians                  | .           | .   | . | . | .           | .   | . | . |
| General Office clerks  | 82          | 118 | . | 1 | 106         | 119 | . | . |
| Secretaries (general)  | 122         | 168 | . | . | 43          | 107 | . | . |
| Keyboard operators   | 4           | 13  | . | . | 5           | 8   | . | . |
| Tellers, money collectors and related clerks                     | .           | .   | . | . | 100         | 1   | . | . |
| Client information workers                                       | .           | .   | . | . | .           | .   | . | . |
| Numerical Clerks   | .           | .   | . | 1 | 17          | 1   | . | . |
| Material recording and transport clerks                          | .           | .   | . | . | 5           | 4   | . | . |
| Other clerical support workers                                   | 436         | 361 | . | . | 196         | 266 | . | . |
| Hairdressers, beauticians and related workers                    | 1           | 4   | . | . | 1           | .   | . | . |
| Other personal services workers                                  | 3           | 3   | . | . | 112         | 87  | . | . |
| Cashiers and ticket clerks                                       | 17          | 15  | . | . | .           | .   | . | . |
| Personal care workers in health services                         | .           | .   | . | . | 1           | 5   | . | . |
| Protective services workers                                      | 19          | .   | . | . | 30          | .   | . | . |
| Animal producers   | .           | .   | . | . | 7           | 2   | . | . |
| Mixed crop and animal producers                                  | 28          | 15  | . | . | 11          | .   | . | . |
| Forestry and related workers                                     | .           | 1   | . | . | 12          | 3   | . | . |
| Subsistence crop farmers   | 13          | 5   | . | . | .           | .   | . | . |
| Subsistence mixed crop and livestock farmers                     | .           | .   | . | . | 22          | 2   | . | . |
| Building frame and related trades workers                        | 2           | .   | . | . | .           | 5   | . | . |
| Painters, building structure cleaners and related trades workers | .           | .   | . | . | 3           | 6   | . | . |
| Machinery mechanics and repairers                                | .           | .   | . | . | 3           | 2   | . | . |
| Handicraft workers   | 57          | .   | . | . | 1           | .   | . | . |
| Printing trades workers  | 4           | 2   | . | . | .           | .   | . | . |
| Electrical equipment installers and repairers                    | 1           | .   | . | . | 7           | 1   | . | . |
| Electronics and telecommunications installers and repairers      | .           | .   | . | . | 8           | 2   | . | . |

| OCCUPATION   | 1ST QUARTER |             |          |          | 2ND QUARTER |             |          |          |
|--|-------------|-------------|----------|----------|-------------|-------------|----------|----------|
| Food processing and related trades workers               | 24          | .           | .        | .        | .           | .           | .        | .        |
| Other stationary plant and machine operators             | .           | .           | .        | .        | .           | 1           | .        | .        |
| Locomotive engine drivers and related workers            | 8           | .           | .        | .        | 1           | .           | .        | .        |
| Car, van and motorcycle drivers                          | 26          | 3           | .        | .        | 49          | .           | .        | .        |
| Heavy truck and bus drivers                              | .           | .           | .        | .        | .           | .           | .        | .        |
| Mobile plant operators                                   | 2           | 1           | .        | .        | .           | 1           | .        | .        |
| Ships' deck crews and related workers                    | 3           | .           | .        | .        | 2           | 2           | .        | .        |
| Domestic, hotel and office cleaners and helpers          | 87          | 64          | .        | .        | 80          | 44          | .        | .        |
| Vehicle, window, laundry and other hand cleaning workers | .           | .           | .        | .        | 33          | 296         | .        | .        |
| Agricultural, forestry and fishery labourers             | 2           | .           | .        | .        | 24          | 7           | .        | .        |
| Transport and storage labourers                          | 2           | .           | .        | .        | 6           | 2           | .        | .        |
| Refuse workers   | 3           | .           | .        | .        | .           | .           | .        | .        |
| Other elementary workers                                 | 40          | 5           | .        | .        | 26          | 4           | .        | .        |
| <b>Total</b>   | <b>3393</b> | <b>2559</b> | <b>3</b> | <b>4</b> | <b>2499</b> | <b>2307</b> | <b>4</b> | <b>2</b> |

Table 43 Distribution of Staff that Exited Public Service by Reason for Exiting, Cadre and Sex, Q1 2014

| STAFF CADRE                                       | RESIGNATION |    | RETIREMENT |     | DISMISSAL |   | RETRAINMENT |   | TERMINATION |    | DEPARTURE |
|---|-------------|----|------------|-----|-----------|---|-------------|---|-------------|----|-----------|
|   | M           | F  | M          | F   | M         | F | M           | F | M           | F  |           |
| PERM SEC/ DG/ EXECUTIVE SECRETARY                 | 11          | 3  | 116        | 25  | .         | . | 3           | . | 1           | .  | 29        |
| DIRECTORATE LEVEL PUBLIC SECTOR                   | 24          | 44 | 128        | 56  | 1         | . | 1           | 1 | 2           | .  | 21        |
| MANAGEMENT LEVEL PUBLIC SECTOR                    | 27          | 17 | 304        | 117 | 1         | . | 15          | 2 | .           | 1  | 38        |
| OFFICERS EXCLUDING MANAGEMENT STAFF PUBLIC SECTOR | 162         | 88 | 313        | 234 | 4         | 1 | 25          | 5 | 13          | 7  | 76        |
| TECHNICAL WORKERS PUBLIC SECTOR                   | 97          | 19 | 247        | 45  | 1         | 2 | .           | 2 | 43          | 35 | 51        |
| CLERICAL AND RELATED OFFICE WORKERS PUBLIC SECTOR | 46          | 25 | 164        | 78  | 2         | 1 | 2           | 2 | 9           | 2  | 48        |
| OPERATIVES(CLEANERS, SECURITIES) PUBLIC SECTOR    | 16          | 9  | 250        | 81  | 5         | . | 11          | 8 | 6           | 1  | 97        |
| OTHER PUBLIC SECTOR (SPECIFY)                     | 3           | 4  | 100        | 7   | .         | . | 1           | . | 1           | .  | 26        |
| EXECUTIVE   | 2           | 1  | 9          | 1   | 2         | . | 9           | . | .           | .  | 17        |



| STAFF CADRE                                      | RESIGNATION |   | RETIREMENT |    | DISMISSAL |   | RETIREMENT |   | TERMINATION |   | DE  |
|--|-------------|---|------------|----|-----------|---|------------|---|-------------|---|-----|
| CHAIRMAN   |             |   |            |    |           |   |            |   |             |   |     |
| EXECUTIVE SECRETARY/<br>COUNCILLORS              | .           | . | 4          | .  | .         | . | .          | . | .           | . | .   |
| DIRECTORATE<br>LEVEL LGA                         | .           | . | 7          | 3  | .         | . | .          | . | .           | . | .   |
| MANAGEMENT<br>LEVEL LGA                          | .           | . | 8          | 3  | 1         | . | 1          | 2 | .           | . | 2   |
| OFFICERS<br>EXCLUDING<br>MANAGEMENT<br>STAFF LGA | .           | . | 19         | 8  | 3         | . | 20         | 6 | .           | . | 9   |
| TECHNICAL<br>WORKERS LGA                         | 1           | . | 8          | 4  | .         | . | .          | 1 | .           | . | 5   |
| CLERICAL AND<br>RELATED<br>OFFICE<br>WORKERS LGA | .           | 1 | 28         | 14 | 1         | 1 | 4          | . | .           | . | 4   |
| OPERATIVES(C<br>LEANERS,<br>SECURITIES)<br>LGA   | 6           | 1 | 7          | .  | .         | . | 5          | 1 | .           | . | 218 |
| OTHER LGA  | .           | . | 11         | 4  | .         | . | 1          | 1 | .           | . | 3   |
| VICE-<br>CHANCELLOR/<br>RECTOR/<br>PROVOST       | .           | . | 1          | .  | .         | . | .          | . | .           | . | .   |
| PROFESSOR  | 1           | . | 2          | 1  | .         | . | .          | . | .           | . | 3   |
| READER/<br>ASSOCIATE<br>PROFESSOR                | 8           | . | 2          | 2  | .         | . | .          | . | .           | . | .   |
| PRINCIPAL/<br>SENIOR<br>LECTURER                 | 4           | 2 | 6          | 3  | .         | . | .          | . | .           | 1 | 5   |
| LECTURER I                                       | 7           | 3 | 25         | 2  | 13        | 2 | .          | . | .           | . | 7   |
| LECTURER II                                      | .           | 5 | .          | .  | .         | . | .          | . | .           | . | .   |
| LECTURER III                                     | 3           | 1 | 1          | .  | .         | . | .          | . | 1           | . | 2   |
| ASSISTANT<br>LECTURER                            | 4           | 3 | .          | 1  | .         | . | .          | . | .           | . | .   |

| STAFF CADRE  | RESIGNATION |   | RETIREMENT |    | DISMISSAL |   | RETIREMENT |   | TERMINATION |   | DE |
|--|-------------|---|------------|----|-----------|---|------------|---|-------------|---|----|
| OTHER ACADEMIC STAFF                                   | 3           | . | 3          | .  | .         | . | .          | . | .           | . | 2  |
| REGISTRAR  | 1           | . | .          | .  | .         | . | .          | . | .           | . | .  |
| DEPUTY REGISTRAR                                       | 2           | . | .          | 1  | .         | . | .          | . | .           | . | 2  |
| DIRECTORATE LEVEL NON ACADEMIC STAFF                   | .           | . | 1          | 1  | .         | . | .          | . | .           | . | .  |
| MANAGEMENT LEVEL NON ACADEMIC STAFF                    | 3           | . | 61         | 28 | 6         | . | .          | . | 1           | . | 4  |
| OFFICERS EXCLUDING MANAGEMENT STAFF NON ACADEMIC STAFF | 9           | 3 | 36         | 11 | .         | . | .          | . | 1           | 5 | 8  |
| TECHNICAL WORKERS NON ACADEMIC STAFF                   | 4           | 2 | 5          | 1  | .         | . | .          | . | .           | . | .  |
| CLERICAL AND RELATED OFFICE WORKERS NON ACADEMIC STAFF | .           | . | 5          | 2  | .         | . | .          | . | .           | . | 6  |
| OPERATIVES (CLEANERS, SECURITIES) NON ACADEMIC STAFF   | 6           | . | 12         | 5  | 1         | . | .          | . | 3           | . | 7  |
| OTHER NON ACADEMIC STAFF (SPECIFY)                     | .           | . | 1          | .  | .         | . | .          | . | .           | . | 1  |

---

| STAFF CADRE | RESIGNATION |     | RETIREMENT |     | DISMISSAL |   | RETRACEMENT |    | TERMINATION |    | DEPARTURE |
|-------------|-------------|-----|------------|-----|-----------|---|-------------|----|-------------|----|-----------|
| TOTAL       | 450         | 231 | 1884       | 738 | 41        | 7 | 98          | 31 | 81          | 52 | 691       |