

# 3rd 2014 QUARTER JOB CREATION SURVEY REPORT



NATIONAL BUREAU OF  
STATISTICS  
JANUARY 2015

# 1 INTRODUCTION

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## 1.1 Preamble

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The National Bureau of Statistics (NBS), 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 routine National Job Creation Survey covering the 3<sup>rd</sup> Quarter of 2014. The survey was conducted from October to November 2014 with selected tables of the findings already published on the NBS website. 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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Unemployment continues to be a source of concern for many countries around the world. This, it has been argued, is as a result of an increase in population as well as a challenging economic environment the world over. In Nigeria, this issue is compounded by the expanding number of students/ candidates gaining admission into tertiary institutions in recent years. In turn, this has led to a large turnout of graduates without the corresponding number of available jobs. The fact that these new graduates are competing for relatively fewer jobs in the formal sector (together with the accumulated pool of unemployed over previous administrations) as opposed to the informal sector, where more jobs can be created, has compounded the problem. This has been a major challenge for successive administrations since the 1990's. To address this challenge, each administration has come up with its own policy to curtail the challenge. The results have varied across the years with recorded cases of little progress. As with previous governments, the present administration 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.

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)), Job List Nigeria ([www.joblistnigeria.com](http://www.joblistnigeria.com)) and others publishing several thousands of vacancies every week. It is however, important to track the jobs supplied, to compare with

demands as well as to track the degree of success or otherwise of the various job creation initiatives of government. It is only if these jobs being created are larger than the jobs being supplied that we can force down the unemployment rate. Accordingly, adequate and timely information on jobs is necessary. This is what specifically informed the quarterly tracking of jobs by the NBS. It is important to note here that NBS employs the internationally accepted definition of a job which is a task or piece of work (legally done) that is done especially to be paid. It therefore does not consider wages and or job satisfaction, which is in line with international convention. The above concerns are covered under another series of indicators such as poverty or living standards. These issues should therefore not be mixed up when analysing jobs data. It is also important to note that jobs created in this report means **NET JOBS CREATED**

### 1.3 Objectives

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

## 2 FINDINGS

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### 2.1 Summary of Jobs Created

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The findings are categorized 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. The Informal jobs are those generated by individuals or 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.

In quarter three of 2014, a total of 349,343 jobs were created across all sectors of the Nigerian economy. Of these, 5,735 or 1.64% were recorded in the public sector, 145,464 or 41.6% were in the formal sector and 198,144 or 56.72% in the informal sector. This represented growth of public sector jobs of 923 jobs or 19.18% from the 4,812 recorded in the preceding quarter. From the 78,755 new formal jobs that were created in Q2, this was a rise of 66,710 jobs or 84.71%, and an increase of 22,358 jobs or 12.72% in the informal sector from the second quarter estimates. For public sector, the Cadre that created the most jobs

in Q3 of 2014 was Officers Excluding Management Staff, with 1,177 jobs or 20.52% of the total. The cadre of Operatives however saw the greatest increase, rising from 24,536 employees in Q2 to 49,246 in Q3 of 2014, indicating a growth of 24,710 employees or 100.01%.

Table 1

Q3 2014 Jobs Created	
Formal Jobs	145,464
Informal Jobs	198,144
Public Sector Jobs	5,735
<b>Total</b>	<b>349,343</b>

## 2.2 Public Sector Institutions

### 2.2.1 Public Institution Response Rate

Public institutions are those that are created by and/or funded by the Government of Nigeria either at federal, state or local government level. The seven different types of institution that were contacted for the purpose of this survey are listed in the table below. A total of 4,111 institutions were issued questionnaires, yet 2,594 or 63.10% responded. **Kindly note that public institutions are covered on a census basis and not a sample of the total number public institutions; hence the estimates given here are estimates from only the public institutions that sent in returns**

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

Table 2 shows the distribution of employees in the Public Sector for the third quarter 2014 by Cadre. Of the public institutions that reported, a total of 592,452 employees in the third quarter of 2014 as against 1,180,116 employees in second quarter, which implies a decrease of 49.8% or 587,664 employees in the third quarter 2014 as reported. Disaggregated by gender, Nigerian males recorded 65.03% of employees, whilst the Nigerian females constituted 34.96%. By staff cadre, Officers excluding management staff public sector has the highest number of employees for both males and females in quarter three, with 146,003 and 92,312 employees respectively, while the cadre, Perm .Sec/DG/Executive Sec. has the least number of both male and female employees, with 1,356 and 299 employees respectively.

Table 2: Total Number of Employees in Ministries and Parastatals (Federal and States)

STAFF CADRE	3RD QUARTER			
	NIGERIAN		NON-NIGERIAN	
	MALE	FEMALE	MALE	FEMALE

PERM SEC/ DG/ EXECUTIVE SECRETARY	1,356	229	-	-
DIRECTORATE LEVEL PUBLIC SECTOR	15,719	7,913	7	1
MANAGEMENT LEVEL PUBLIC SECTOR	51,342	30,362	24	4
OFFICERS EXCLUDING MANAGEMENT STAFF PUBLIC SECTOR	145,982	92,308	21	4
TECHNICAL WORKERS PUBLIC SECTOR	41,907	11,706	-	-
CLERICAL AND RELATED OFFICE WORKERS PUBLIC SECTOR	64,726	34,610	-	-
OPERATIVES(CLEANERS, SECURITIES) PUBLIC SECTOR	40,711	12,339	-	-
OTHER PUBLIC SECTOR (SPECIFY)	23,545	17,636	-	-
<b>TOTAL</b>	<b>385,288</b>	<b>207,103</b>	<b>52</b>	<b>9</b>

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

The numbers of employees in local government areas in Nigeria by cadre third quarters 2014 are presented in table 3. A total number of 392,317 employees were recorded in the local government areas in third quarter. The Cadre of Officers Excluding Management Staff LGA has the highest number of employees for both males and females in the third quarter of 2014, with 94,474 and 43,763 employees respectively. The clerical and related office workers LGA cadre is the second greatest, with 78,600 male employees and 35,755 female employees in the 3<sup>rd</sup> quarter of 2014. On the whole, in third quarter 2014, males hold 71.37 % of total employment, whilst females hold the remaining 28.63 %. There was no employment at the LGA level for non-Nigerians both male and female in the third quarter 2014.

**Table 3: Total Number of Employees in the Local Government Agencies by Cadre**

STAFF CADRE	NIGERIAN		NON NIGERIAN	
	MALE	FEMALE	MALE	FEMALE
EXECUTIVE CHAIRMAN	344	17	-	-
EXECUTIVE SECRETARY/ COUNCILLORS	6,857	446	-	-
DIRECTORATE LEVEL LGA	2,583	705	-	-
MANAGEMENT LEVEL LGA	21,403	6,731	-	-
OFFICERS EXCLUDING MANAGEMENT STAFF LGA	94,474	43,763	-	-
TECHNICAL WORKERS LGA	28,341	9,141	-	-
CLERICAL AND RELATED OFFICE WORKERS LGA	78,600	35,755	-	-
OPERATIVES(CLEANERS, SECURITIES) LGA	32,450	8,169	-	-
OTHER LGA (SPECIFY)	14,937	7,601	-	-
Total	279,989	112,328	-	-

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

Table 4 indicates the distribution of employees in the academic sector (academic staff only) by cadre for the third quarter 2014. There is a total of 33,241 academic staff employed in the third quarter of 2014, as against 35,712 academic staff in quarter two of the same year, which indicates a decrease of 6.92% or 2,471 academic staff. In the third quarter 2014, the Nigerian academic staff accounted for 97.79% of the total, as against the non-Nigerians with 2.21%. Nigerian male academic staff constitutes 77.43% of the employees in the academic sector while Nigerian females have 20.36%.

STAFF CADRE	3RD QUARTER			
	NIGERIAN		NON-NIGERIAN	
	MALE	FEMAL E	MALE	FEMAL E
VICE-CHANCELLOR/ RECTOR/ PROVOST	101	10	1	-
PROFESSOR	1,164	249	97	32
READER/ ASSOCIATE PROFESSOR	880	256	36	11
PRINCIPAL/ SENIOR LECTURER	8,929	1,077	117	14
LECTURER I	3,714	990	124	43
LECTURER II	3,011	1,058	97	27
LECTURER III	2,293	887	2	-
ASSISTANT LECTURER	3,380	1,388	74	23
GRADUATE ASSISTANT	1,098	403	8	6
OTHER ACADEMIC STAFF (SPECIFY)	1,168	451	7	15
Total	25,738	6,769	563	171

Table 4: Distribution of Employees in Academic (Academic Staff) Sector by Cadre

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

Table 5 shows the distribution of employees in academic sector (non-academic staff only) by cadre for third quarter 2014. A total number of 46,892 non-academic staff was recorded in the third quarter of

2014, as against 65,065 non-academic staff recorded in second quarter 2014, which indicates a decrease of 27.93% or 18,173 non-academic staff. Nigerian non-academic staff account for 98.58% of the total number of non-academic staff compared to non-Nigerians. The portion of Nigerian employees that are male in the quarter of review is 62.69%, while the remaining 35.88% are female. By cadre, the Officers Excluding Management, non-academic staff, has the highest number of male employees, of 8,850 and of female employees, at 6,554 in the quarter. Nigerian male employees are higher than the female employees across all cadres.

**Table 5 Distribution of Employees in Academic Sector (Non-Academic Staff) by Cadre**

STAFF CADRE	3RD QUARTER			
	NIGERIAN		NON-NIGERIAN	
	MALE	FEMALE	MALE	FEMALE
REGISTRAR	94	17	1	-
DEPUTY REGISTRAR	331	146	7	4
BURSAR	99	13	1	-
LIBRARIAN	92	45	-	-
STUDENT AFFAIRS REGISTRAR	148	73	-	-
DIRECTORATE LEVEL NON ACADEMIC STAFF	539	132	-	-
MANAGEMENT LEVEL NON ACADEMIC STAFF	1,769	697	-	-
OFFICERS EXCLUDING MANAGEMENT STAFF NON ACADEMIC STAFF	8,806	6,497	44	57
TECHNICAL WORKERS NON ACADEMIC STAFF	4,322	1,352	81	53
CLERICAL AND RELATED OFFICE WORKERS NON ACADEMIC STAFF	5,137	3,556	18	109
OPERATIVES(CLEANERS, SECURITIES) NON ACADEMIC STAFF	6,075	2,514	144	65
OTHER NON ACADEMIC STAFF (SPECIFY)	1,985	1,785	54	30
Total	29,397	16,827	350	318

#### 2.2.6 Total Number of Employees in Research Institutes by Cadre and Gender

The distribution of employees in research institutes by cadre and sex shows that Research officer/Research assistant cadre has the highest employees with 1,084 in number or 39.90% of the total,

followed by clerical and related office workers with 813 employees or 29.92% of the total. Other research employees were the fewest, with 20 employees or 0.74% of the total. The Professor/Senior researcher cadre with 126 employees is comprised of both Nigerians (male and female) and Non-Nigerian (male) employees, with 121 Nigerian and 5 non-Nigerian employees respectively. The Research officer/Research assistant cadre has the greatest number of female employees with 477 or 17.56 % of the total, followed by the clerical and related office workers cadre with 343 female employees or 12.6 2% of the total. The overall ratio of male to female in the research institute sector is 1:5.

### 2.2.7 Employment Gap in Public Sector (Q3, 2014)

The public sector employment gap, defined as the number of unoccupied jobs, shows a total gap of 70,398 jobs in the public sector in the 3rd quarter 2014 (see table 41 in appendix). Of this, 65,655 jobs or 93.33% of the total are for full time jobs, whilst the remaining 4,743 jobs or 6.74% of the employment gap total is for those whom are part time. By occupational group, the occupation with the greatest employment gap is Other teaching professionals, with 16,977 unfilled jobs or 24.12% of the total. This is followed by secondary education teachers with 11,262 jobs or 16.00% of the total gap and physical and engineering science technicians, with 6,694 jobs or 9.51% of the total employment gap. Food and related products machine operators recorded the same figure as Hairdressers, beauticians and related workers of an employment gap of 2, while wood processing and papermaking plant operators occupied the least, with a gap of just 1.

### 2.2.8 New Jobs in the Public Sector

In the third quarter, 2014, a total of 5,735 new employees were recorded as against 4,812 in the preceding quarter. This implies a 923 or 19.18% increase in public sector employment generation in the third quarter, 2014, yet a decline of 224 jobs or 3.76% from the 5,959 new employees recorded in the first quarter, 2014. Disaggregated by gender, males made up 3,647 employees or 63.59% of total new employees, whilst females took 2,088 new jobs or 36.41% of the total.

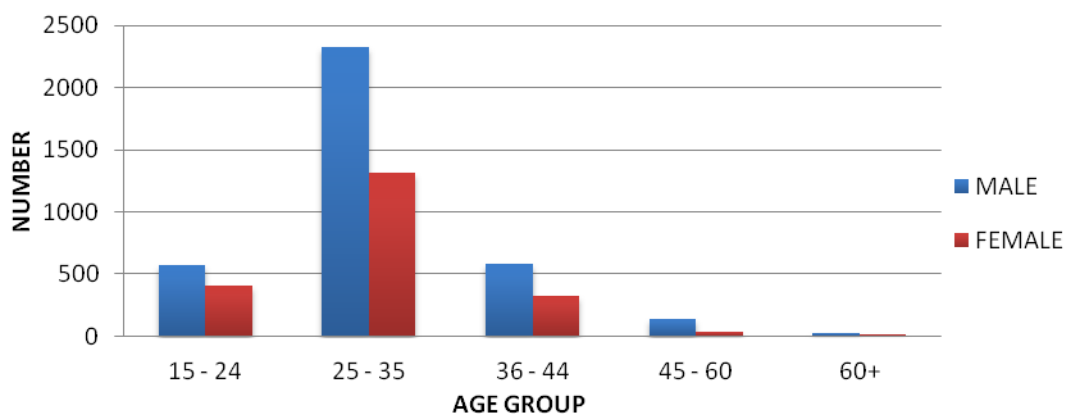
### 2.2.9 New Jobs in Public Sector by Age Group and Sex

The age group (25-35) filled the majority of new jobs, with 3,641 employees or 63.49% of the total, followed by the age group (15-24) with 971 new employees or 16.93% of the total. The age group (60+) has 33 new employees, representing just 0.58% of the total of the newly employees, making it the age group with the fewest new employees. Males took the majority of new jobs, with 3,647 new jobs or 63.59% of all new jobs going to this sex, whilst females filled the remaining 2,088 jobs, making up 36.41% of the total.



Figure 1

**FIGURE 1: DISTRIBUTION OF NEW EMPLOYEES IN PUBLIC SECTOR BY AGE GROUP AND SEX - Q3, 2014**



#### 2.2.10 New Jobs in Public Sector by Cadre and Sex

The Cadre that created the most jobs in Q3 of 2014 was Officers Excluding Management Staff, with 1,177 jobs or 20.52% of the total. Of these, 680 jobs or 57.77% went to males, whilst 497 jobs or 42.23% went to females, making it more gender equal than the average cadre. The cadre of Lecturer II created the second highest number of jobs, with 703 jobs or 12.26% of the total, followed by Technical Workers with 584 new jobs or 10.18% of all new jobs. Of these, Lecturer II was also more gender equal than average, with 398 new jobs or 56.61% going to males and 305 jobs or 43.39% to females, whilst the Technical workers cadre was more male dominated, with 376 jobs or 64.38% of the total taken by males and 208 jobs or 35.62% for females.

#### 1.1.1 New Jobs in Public Sector by State and Gender

New jobs classified by state showed that in quarter three of 2014 Kano state recorded the highest number of new employees with 824 employees or 14.37% of the total (See Table 43 in appendix). This is followed by Gombe state with 479 new employees while Kogi and Zamfara state recorded least with zero. By geopolitical Zone, Gombe state recorded the highest number of new employees in the north east, with 479 whilst Adamawa state recorded the least with 3. In the North West, Kano state recorded the highest number of new employees with 824, whilst Zamfara state recorded the least with 0. In the north central geopolitical zone, FCT recorded the highest number of new employees with 306 whilst Kogi state recorded the least with 0. In the South South, Delta state recorded the highest number of new employees with 218 and Bayelsa state recorded the least with 9. In South East, Enugu state recorded the highest number of new employees with 105 and Ebonyi state recorded the least with 29, whilst in South West,

Osun state recorded the highest number of new employee with 298 and Ondo state recorded the least with 65.

### 1.1.2 New Jobs in Public Sector by Occupation and Nationality

Table 6 shows number of new employment by occupation and sex for third quarter, 2014 for both Nigerian and non-Nigerian. Out of the total of 5,735 new employees recorded in quarter three of 2014, the occupation of Other teaching professionals had the greatest number, with 751 new employees or 13.93% of the total Nigerian new employees. The general office clerks occupation follows with 498 new employees or 9.24% of the total. The six occupations of Non –commissioned armed forces officer, subsistence crop farmer, client information workers, material recording and transport clerks, handicraft workers and manufacturing, mining, construction and distribution managers, have 1 new employee and less than 1% of the total. Classified by Nigerian and non-Nigerian employees, new employment is more gender equal among Nigerians, with 3,393 new male Nigerian employees, representing 62.94% of the Nigerian total and 1,998 new female employees, representing 37.06% of the Nigerian total, whilst non-Nigerian new employees in the third quarter, 2014 were made up of 254 males representing 73.84% of the total and 90 females, representing 26.16% of non-Nigerian new employees.

**Table 6: DISTRIBUTION OF NEW EMPLOYEES IN PUBLIC SECTOR BY OCCUPATION AND SEX, QUARTER 3, 2014**

<b>DISTRIBUTION OF NEW EMPLOYEES IN PUBLIC SECTOR BY OCCUPATION AND SEX, QUARTER 3, 2014</b>					
<b>OCCUPATION</b>	<b>NIGERIAN</b>		<b>NON-NIGERIAN</b>		<b>TOTAL</b>
	<b>MALE</b>	<b>FAMALE</b>	<b>MALE</b>	<b>FEMALE</b>	
Commissioned armed forces officers	6	4	.	.	10
Non-commissioned armed forces officer	1	.	.	.	1
Armed forces occupations, other ranks	7	5	.	.	12
Legislators and Senior Officials	14	10	.	.	24
Managing Directors and Chief Executive	31	28	2	2	63
Business Services and Administration Managers	9	15	.	.	24
Sales, Marketing and Developing Managers	2	1	.	.	3
Production Managers in agriculture, forestry and fisheries	56	18	.	.	74
Manufacturing, Mining, construction, and distribution managers	.	1	.	.	1
Information and communications technology service manager	1	3	.	.	4
Professional Services Managers	.	.	.	.	-
Hotel and Restaurant Managers	.	.	.	.	-

Retail and Wholesale Trade	.	.	.	.	-
Other Services Managers	28	13	.	.	41
Physical and earth science professionals	2	.	.	.	2
Mathematics, actuaries and statisticians	9	7	.	1	17
Life science professionals	.	.	.	.	-
Engineering professionals (excluding electro technology)	49	9	.	.	58
Electro technology Engineers	2	.	30	.	32
Architects, planners, surveyors and designers	42	39	.	.	81
Medical Doctors	69	61	.	.	130
Nursing and midwifery professionals	72	86	.	.	158
Traditional and complementary medicine professional	.	.	.	.	-
Paramedical practitioners	6	1	.	.	7
Veterinarians	10	18	.	.	28
Other health professionals	153	146	4	1	304
University and higher education teachers	63	49	2	.	114
Vocation education teachers	17	6	.	.	23
Secondary education teachers	173	60	25	30	288
Primary School and early childhood teachers	5	1	.	.	6
Other teaching professionals	381	370	.	.	751
Finance professionals	38	7	3	.	48
Administration professionals	125	103	7	1	236
Sales, marketing and public relations professionals	10	15	1	.	26
Software and applications developers and analysis	19	3	.	.	22
Database and network professionals	26	8	.	.	34
Legal professionals	12	13	1	.	26
Librarians, archivists and curators	7	4	2	1	14
Social and religious professionals	3	6	.	.	9
Authors, journalists and linguists	4	2	.	.	6
Creative, and performing artists	.	.	.	.	-

Physical and engineering science technicians	53	16	.	.	69
Mining, manufacturing and construction supervisors	8	3	.	.	11
Process control technicians	13	1	2	.	16
Life science technicians and related associate professionals	4	1	.	.	5
Shift and aircraft controllers and technicians	.	.	.	.	-
Medical and pharmaceutical technicians	.	.	.	.	-
Nursing and midwifery associate professionals	.	2	1	2	5
Traditional and complementary medicine associate professionals	2	.	.	.	2
Veterinary technicians and assistants	9	.	.	.	9
Other health associate professionals	19	23	4	8	54
Financial and mathematical associate professionals	8	3	13	30	54
Sales and purchasing agents and brokers	.	.	.	.	-
Business services agents	15	.	.	.	15
Administrative and specialized secretaries	9	10	3	2	24
Regulatory government associate professionals	49	34	.	.	83
Legal, social and religious associate professionals	39	19	.	.	58
Sports and fitness workers	.	.	.	.	-
Artistic, cultural and culinary associate professionals	.	.	.	.	-
Information and Communication Technology operations and users	21	10	3	3	37
Telecommunications and broadcasting technicians	82	45	.	.	127
General Office clerks	270	228	6	4	508
Secretaries (general)	66	64	.	.	130
Keyboard operators	3	10	.	.	13
Tellers, money collectors and related clerks 96	9	4	.	.	13
Client information workers	1	.	.	.	1
Numerical Clerks	1	5	1	.	7
Material recording and transport clerks	1	.	.	.	1
Other clerical support workers	135	107	2	.	244
Travel attendants, conductors and guides	10	2	.	.	12
Cooks	.	.	.	.	-

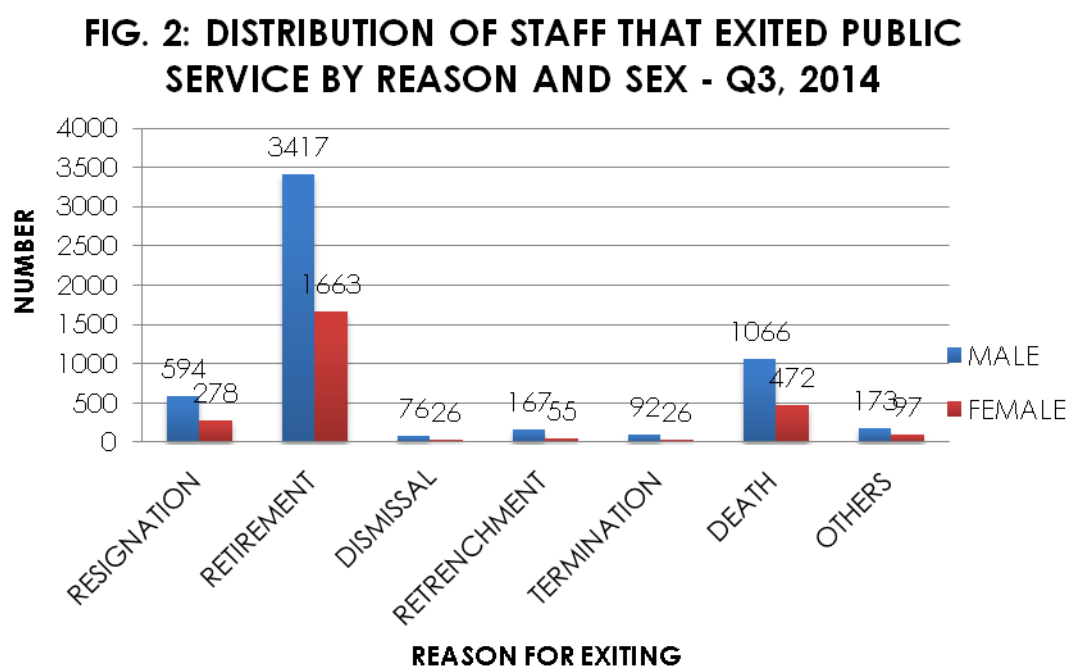
Waiters and bartenders	.	.	.	.	-
Hairdressers, beauticians and related workers	.	.	.	.	-
Building and housekeeping supervisors	5	.	.	.	5
Other personal services workers	.	.	.	.	-
Street and market sales persons	.	.	.	.	-
Shop salespersons	.	.	.	.	-
Cashiers and ticket clerks	.	.	.	.	-
Other sales workers	.	.	.	.	-
Child care workers and teachers' aides	.	.	.	.	-
Personal care workers in health services	.	.	.	.	-
Protective services workers	108	116	.	.	224
Market gardeners and crop growers	3	.	.	.	3
Animal producers	.	.	.	.	-
Mixed crop and animal producers	.	.	.	.	-
Forestry and related workers	45	3	.	.	48
Fishery workers, hunters and trappers	.	.	.	.	-
Subsistence crop farmers	1	.	.	.	1
Subsistence livestock farmers	3	.	.	.	3
Subsistence mixed crop and livestock farmers	.	.	.	.	-
Subsistence fisheries, hunters, trappers and gatherers	.	.	.	.	-
Building frame and related trades workers	45	4	.	.	49
Building finishers and related trades workers	.	.	.	.	-
Painters, building structure cleaners and related trades workers	40	20	.	.	60
Sheet and structural metal workers, moulders and welders and	.	.	.	.	-
Blacksmiths, toolmakers and related trades workers	.	.	.	.	-
Machinery mechanics and repairers	34	5	.	.	39
Handicraft workers	1	.	.	.	1
Printing trades workers	.	.	.	.	-
Electrical equipment installers and repairers	16	.	.	.	16
Electronics and telecommunications installers and repairers	16	.	.	.	16
Food processing and related trades workers	.	1	25	1	27
Wood teeters, cabinet-makers and related trades workers	.	.	.	.	-
Garment and related trades workers	.	.	.	.	-
Other craft and related workers	51	56	.	.	107
Mining and mineral processing plant operators	.	.	.	.	-
Metal processing and finishing plant operators	.	.	.	.	-

Chemical and photographic products plant and machine operators	.	.	.	.	-
Rubber, plastic and paper products machine operators	.	.	.	.	-
Textile, fur and leather products machine operators	10	.	.	.	10
Food and related products machine operators	.	.	.	.	-
Wood processing and papermaking plant operators	.	.	.	.	-
Other stationary plant and machine operators	49	4	.	.	53
Assemblers	.	.	6	.	6
Locomotive engine drivers and related workers	65	.	.	.	65
Car, van and motorcycle drivers	36	.	5	.	41
Heavy truck and bus drivers	3	4	.	.	7
Mobile plant operators	1	.	1	.	2
Ships' deck crews and related workers	.	.	.	.	-
Domestic, hotel and office cleaners and helpers	75	36	54	2	167
Vehicle, window, laundry and other hand cleaning workers	2	6	.	.	8
Agricultural, forestry and fishery labourers	11	4	.	.	15
Mining and construction labourers	.	.	.	.	-
Manufacturing labourers	.	.	.	.	-
Transport and storage labourers	.	.	.	.	-
Food preparation assistants	3	18	2	2	25
Street and related service workers	.	.	.	.	-
Street vendors (excluding food)	.	.	.	.	-
Refuse workers	24	6	.	.	30
Other elementary workers	467	16	49	.	532
<b>Total</b>	<b>3,393</b>	<b>1,998</b>	<b>254</b>	<b>90</b>	<b>5,735</b>

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

In the third quarter of 2014, 8,202 staff exited public service, which indicates a 91.31% increase from second quarter, 2014. Of those that exited, the majority of 5,080 employees or 61.94% of the total did so due to retirement, followed by 1,538 employees or 18.75% of the total who exited by due to death. Employees that exited employment by dismissal recorded the least, at 102 exits or 1.24%. The total number of exits by gender in quarter three of 2014 shows that males account for 5,585 exits or 68.09% of the total, whilst females have 2,617 exits, or the remaining 31.91% of total exits.

Figure 2: DISTRIBUTION OF STAFF THAT EXITED PUBLIC SERVICE BY REASON AND SEX - Q3, 2014



## 2.3 FORMAL SECTOR INSTITUTIONS

### 2.3.1 Public Sector Establishment Composition

A total of 4,097 formal sector establishments were surveyed for the third quarter of 2014. Classified by legal ownership, establishments owned by Sole proprietors, defined as those personally liable for their business, owned a majority, constituting 2,534 establishments or 62.00% of the total. When compared with second quarter 2014, there was a marginal drop of 0.29% points.

The type of legal ownership with the second greatest portion is the Private Limited Liability Company, defined as that in which the business itself is liable for debts. In this category, there were 906 establishments, making up 22.17% of the total surveyed. This category also experienced a drop of less than one percentage point of 0.21% points relative to its Q2 share. The cooperatives category recorded the smallest number of 39 establishments or 0.95% of the total. Of the establishments owned by Sole Proprietors, 2,254 or 88.95% were male owned, with 2,354 or 92.90% of the establishment having owners over the age of 35 years. Only 155 establishments or 6.12% were owned by individuals in the age bound 15 and 35.

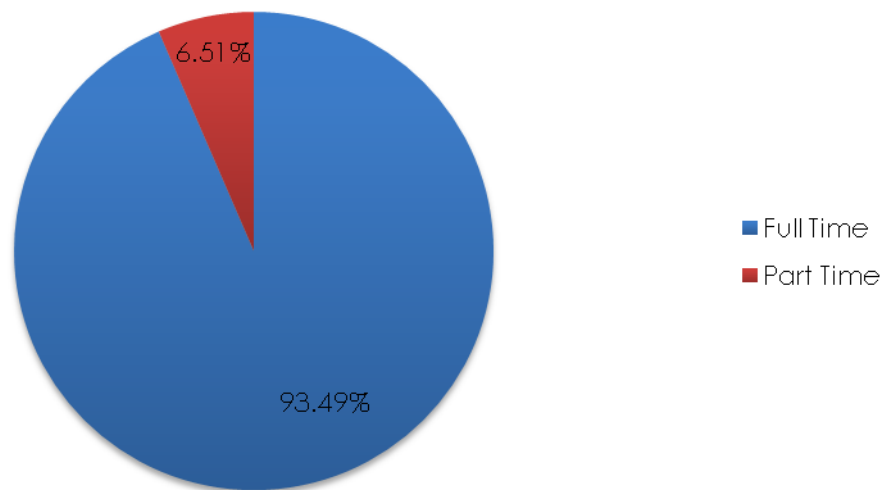
### 2.3.2 Total Formal Employment

Total employment in the formal sector in Nigeria was 3,244, 001 workers in Q3 of 2014, rising marginally by 2.93% or 92,428 employees from the 3,151,573 employed in Q2 of 2014. Full time

employment dominated with 3,082,842 employees or 93.49% of the total, showing a 1.78% point drop in Q3 when compared to the 95.27% share held in Q2 of 2014. Part time employees totalled 211,159 employees or 6.51% of the total, higher than the 4.73% share in recorded in Q2 of 2014.

Figure 3: Full and Part Time Employment, Q3 2014

### Full and Part Time Employment in Q3, 2014

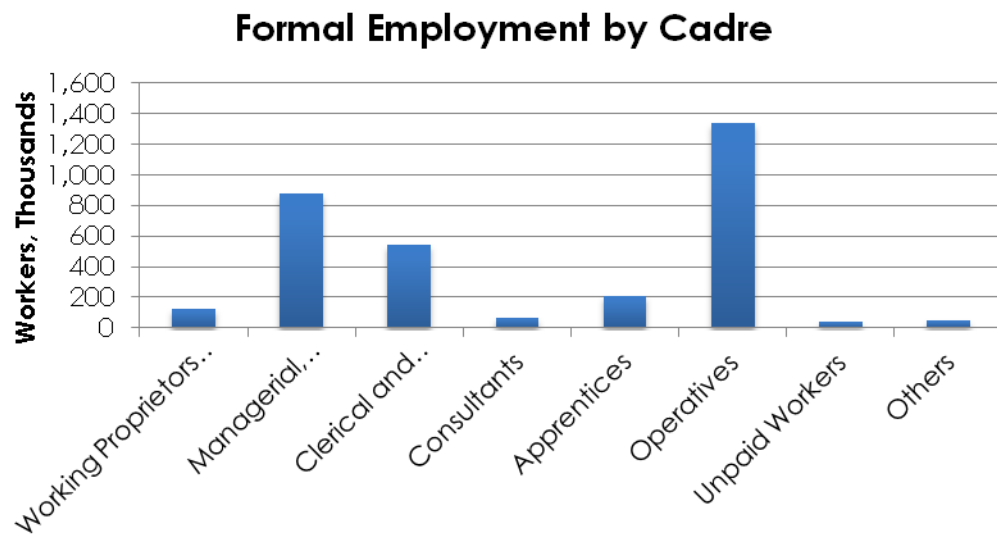


#### 2.3.3 Formal Employment by Cadre

In the third quarter of 2014, the cadres of Operatives, Clerical and related Office workers and Managerial, Professional and Technical Workers employed over 85% of the total number of workers. Operatives was the greatest with 1,337,973 employees or 41.24% of the total, followed by the cadre of Managerial Professional and Technical Workers, with 881,377 employees or 27.17% of the total and Clerical and related office workers with 538,781 employees or 16.61% of the total. When compared to Q2, the three cadres Operatives Managerial, professional and technical workers and Clerical and Related Office workers maintained the dominant cadres, despite Clerical and Related Office workers share of the total dropping 4.82% points from 21.43% to 16.61% in Q3 2014.



Figure 4: Formal Employment by Cadre, Q3 2014



### 2.2.3 Formal Employment by Economic Activity

By Economic activity, the Manufacturing Sector was the largest employer in the formal sector, with 1,297,111 employees or 39.98% of the total employed in Q3. The manufacturing sector became the leading employer in Q3 as compared being the second greatest in Q2 2014. It increased from 15.54% of the quarter two total to 39.98% of the total in Q3 2014. The second largest was Human Health and Social Services with 576,951 employees or 17.79% of the total, followed by trade, with 511,869 employees or 15.78% of the total. Almost all sectors recorded increases in formal employment. The greatest was in the manufacturing sector, increasing from 503,023 employees by 794,088 employees or 157.86% in Q3 quarter 2014.

### 2.3.4 Formal Employment by Gender

The formal workforce was 31.67% female in Q3, constituting a total of 1,027,481 female employees. Males totalled 2,216,520 employees or the remaining 68.33% of the total. This was an increase of 5.71% points from the portion of males employed Q2 of 2014, meaning that Q3 employment was less gender equal. The gender parity index in Q3 is therefore 0.46, meaning that for every male employed there are 0.46 females, whilst in Q2 it was a greater 0.60. The most gender equal cadres were Clerical and Related Office Workers and Unpaid Workers with 41.22% and 44.17% of employees being female respectively in Q3 2014.

### 2.3.5 New Formal Sector Jobs

A total of 145,464 new jobs were created in the formal sector in the third quarter of 2014. From the 78,755 new jobs created in Q2, this was a rise of 66,710 jobs or 84.71%.

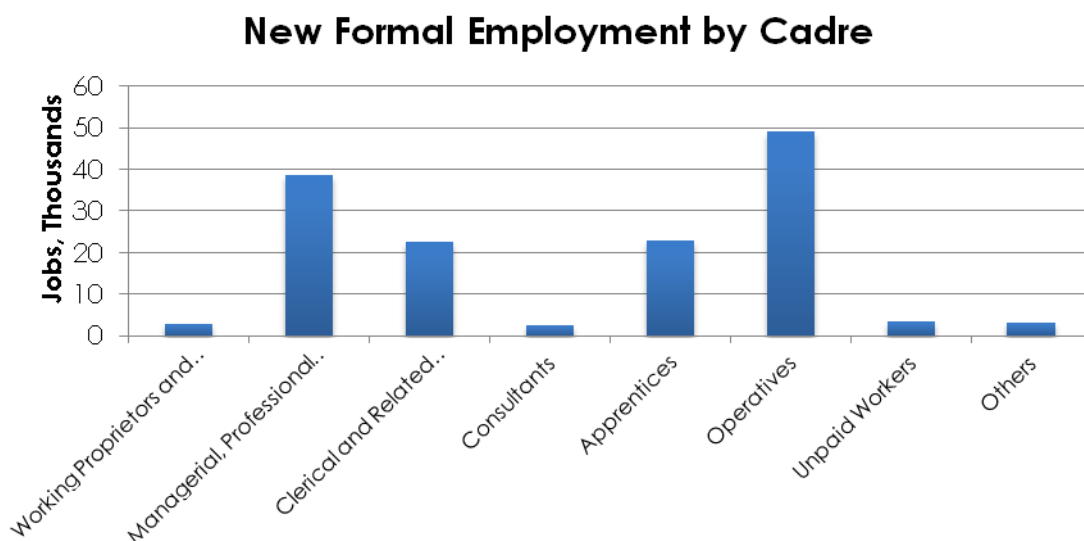
### 2.3.6 2.3.1 New Formal Jobs by cadre

The increase in formal jobs created was mainly driven by the cadre of Operatives, which rose from 24,536 employees in Q2 to 49,246 in Q3 of 2014, indicating a growth of 24,710 employees or 100.01%. This growth led to Operatives becoming the Cadre that represents the largest number of jobs created, with 49,246 jobs or 33.85% of the total, maintaining its lead in Q2, 2014. The Managerial, Professional and Technical cadre followed with 38,681 new jobs or 26.59% of the total, showing growth in jobs created of 61.00% or 14,655 jobs from the preceding quarter. The Apprentice cadre remained third, representing 22,954 employees or 15.78% of the total. The greatest increase in jobs created was recorded in the Consultants Cadre, which increased by 1104 jobs or 81.72% in Q3 2014, as compared to Q2 of 2014.

Table 7: New Formal Sector Jobs by Cadre Q3, 2014

Staff Cadre	Full Time		Part Time		TOTAL				All Total
	Male	Female	Male	Female	Male	%	Female	%	
Working Proprietors and active partners	1,459	879	607	1	2,066	70.13	880	29.87	2,946
Managerial, Professional and Technical Workers	17,627	18,164	1,763	1,127	19,391	50.13	19,291	49.87	38,681
Clerical and Related Office Workers	9,293	11,546	1,200	676	10,493	46.19	12,223	53.81	22,716
Consultants	1,343	503	341	267	1,684	68.61	771	31.39	2,455
Apprentices	12,982	6,148	2,491	1,333	15,473	67.41	7,481	32.59	22,954
Operatives	29,356	11,882	5,276	2,733	34,632	70.32	14,615	29.68	49,246
Unpaid Workers	1,006	2,157	110	151	1,117	32.60	2,308	67.40	3,425
Others	1,650	1,015	345	32	1,994	65.59	1,046	34.41	3,041
<b>TOTAL</b>	<b>74,717</b>	<b>52,294</b>	<b>12,133</b>	<b>6,321</b>	<b>86,849</b>	<b>59.70</b>	<b>58,615</b>	<b>40.30</b>	<b>145,464</b>

Figure 5 New Formal Jobs by Cadre Q3, 2014



### 2.3.7 New Formal Jobs by Economic Activity

The Manufacturing Sector generated the most jobs in the third quarter of 2014, with 54,446 jobs or 37.43% of the total, increasing by 388.83% or 43,308 jobs compared to second quarter 2014 figure of 11,138 jobs. Human health and Social Service activities were the second most dominant in quarter three, providing 30,237 or 20.79% of all jobs. The Wholesale and Retail trade activity was the third most dominant, providing 15,286 jobs or 10.51% of the new jobs total.

Table 8 Formal Sector New Jobs Q3, 2014

Formal Sector New Jobs Q3, 2014									
SECTOR/ACTIVITY	FULL-TIME			Part Time			All Total		All Total
	Male	Female	Total	Male	Female	Total	Male	Female	
<b>AGRICULTURE</b>									
Crop	276	73	349	2,285	698	2,983	2,561	771	3,332
Livestock	591	360	951	141	45	186	732	405	1,137
Forestry	23	6	28	0	0	0	23	6	28
Fishing	62	11	73	39	11	51	101	23	124
<b>TOTAL</b>	<b>951</b>	<b>450</b>	<b>1,401</b>	<b>2,465</b>	<b>754</b>	<b>3,219</b>	<b>3,416</b>	<b>1,204</b>	<b>4,620</b>
<b>MINERAL AND QUARRYING</b>									
Crude Petroleum and Natural Gas	<b>No Responses Received</b>								
Coal Mining									
Metal Ores									
Quarrying and Other Minerals	17	0	17	5	2	7	21	2	23
<b>TOTAL</b>	<b>17</b>	<b>0</b>	<b>17</b>	<b>5</b>	<b>2</b>	<b>7</b>	<b>21</b>	<b>2</b>	<b>23</b>
<b>MANUFACTURING</b>									
Oil Refining	<b>No Responses Received</b>								
Cement									
Food, Beverage and Tobacco	15,382	5,656	21,038	3,011	1,872	4,883	18,393	7,528	25,921
Textile, Apparel and Footwear	3,133	1,465	4,598	285	326	610	3,418	1,790	5,209
Wood and Wood Products	163	41	203	0	0	0	163	41	203
Pulp, Paper and Paper Products	1,058	326	1,384	122	81	203	1,180	407	1,587

Chemical and Pharmaceutical Products	2,889	1,261	4,151	203	285	488	3,093	1,546	4,639
Non-Metallic Products	3,377	41	3,418	407	122	529	3,784	163	3,947
Plastic and Rubber Products	2,035	244	2,279	0	0	0	2,035	244	2,279
Electrical and Electronics	41	0	41	0	0	0	41	0	41
Basic Metal, Iron and Steel	2,523	163	2,686	285	0	285	2,808	163	2,971
Motor Vehicles and Assembly	1,302	773	2,075	163	163	326	1,465	936	2,401
Other Manufacturing	4,354	244	4,598	610	0	610	4,964	244	5,209
<b>TOTAL</b>	<b>36,257</b>	<b>10,214</b>	46,471	5,127	2,848	7,976	41,384	13,062	54,446
<b>ELECTRICITY, GAS STEAM AND AIR CONDITIONING SUPPLY</b>	No Responses Received								
<b>WATER SUPPLY, SEWAGE, WASTE MANAGEMENT AND REMEDIATION</b>	2	0	2	0	0	0	2	0	2
<b>BUILDING AND CONSTRUCTION</b>	878	73	951	17	0	17	895	73	968
<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND HOUSEHOLD GOODS</b>	9,663	4,656	14,319	878	88	966	10,542	4,744	15,286
<b>ACCOMMODATION AND FOOD SERVICES</b>	4,005	3,017	7,022	768	256	1,024	4,773	3,273	8,046
<b>TRANSPORT AND STORAGE</b>									
Road Transport	153	19	172	15	0	15	168	19	187
Rail Transport & Pipeline	No Responses Received								
Water Transport	4	0	4	0	0	0	4	0	4
Air Transport	No Responses Received								
Transport Services	147	47	194	6	6	13	153	53	206
Post and Courier Services	23	2	26	0	0	0	23	2	26
<b>TOTAL</b>	<b>328</b>	<b>68</b>	396	21	6	28	349	75	424
<b>INFORMATION AND COMMUNICATION</b>									
Telecommunications and Information Services	56	56	111	1	1	2	57	57	114
Publishing	7	4	11	0	0	0	7	4	11
<b>TOTAL</b>	<b>63</b>	<b>59</b>	122	1	1	2	64	61	125
<b>ARTS, ENTERTAINMENT AND RECREATION</b>	12	9	21	2	0	2	14	9	23
<b>FINANCIAL INTERMEDIATION</b>									
Financial Institutions	1,682	1,565	3,247	53	53	106	1,735	1,618	3,353

Insurance	202	106	309	96	96	192	298	202	500
<b>TOTAL</b>	<b>1,884</b>	<b>1,671</b>	<b>3,556</b>	<b>149</b>	<b>149</b>	<b>298</b>	<b>2,033</b>	<b>1,820</b>	<b>3,854</b>
<b>REAL ESTATE</b>	184	84	268	44	3	47	227	87	315
<b>PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES</b>	1,236	618	1,855	244	19	262	1,480	637	2,117
<b>ADMINISTRATIVE AND SUPPORT SERVICES</b>	2,045	938	2,983	237	92	328	2,281	1,030	3,311
<b>PUBLIC ADMINISTRATION</b>	Reported Under Public Sector Jobs								
<b>EDUCATION</b>	9,390	10,218	19,608	746	801	1,547	10,135	11,019	21,154
<b>HUMAN HEALTH AND SOCIAL SERVICES</b>	7,496	20,010	27,506	1,429	1,302	2,732	8,925	21,312	30,237
<b>OTHER SERVICES</b>	307	207	514	0	0	0	307	207	514
<b>TOTAL</b>	<b>74,717</b>	<b>52,294</b>	<b>127,010</b>	<b>12,133</b>	<b>6,321</b>	<b>18,454</b>	<b>86,849</b>	<b>58,615</b>	<b>145,464</b>

### 2.3.8 New Formal Jobs by occupation

The International Standard Occupation classification (ISCO) was used to classify jobs by occupation. Under this classification, the greatest numbers of jobs created were in the three occupations of Nursing and Midwifery Professionals, which had 413 new jobs or 6.47% of the total, Secondary Education teachers which had 9,413 jobs or 6.30% of the total, Food Processing and Related Trade Workers, which had 9,062 or 6.23% of total new jobs created.

**Table 9 New Formal Jobs by Occupation Q3, 2014**

ISCO	Full Time				Part Time				Total		Total
	Male	Female	Total	%	Male	Female	Total	%	Male	Female	
Non-commissioned armed forces officer	385	114	500	100.00			0	0.00	385	114	500
Armed forces occupations, other ranks	369		369	100.00			0	0.00	369	0	369
Managing directors and chief executives	173	50	223	84.60	41		41	15.40	214	50	264
Business services and administration managers	827	472	1,299	0.00	6	122	128	0.00	833	594	1,427
Sales, marketing and development managers	1,411	717	2,127	86.22	83	257	340	13.78	1,494	973	2,467
Production managers in agriculture, forestry	220	81	302	100.00			0	0.00	220	81	302

and fisheries											
Manufacturing, mining, construction, and distribution managers	457		457	100.00			0	0.00	457	0	457
Professional services managers	374	28	402	93.88	23	3	26	6.12	397	31	428
Hotel and restaurant managers	238	110	347	95.00		18	18	5.00	238	128	366
Other services managers	346	189	535	86.79		81	81	13.21	346	270	616
Mathematicians, actuaries and statisticians	28		28	0.00			0	0.00	28	0	28
Engineering professionals (excluding electro technology)	398	19	417	0.00			0	0.00	398	19	417
Architects, planners, surveyors and designers	177	15	192	96.96	6		6	3.04	183	15	198
Medical doctors	985	286	1,270	0.00	476	159	635	0.00	1,461	445	1,906
Nursing and midwifery professionals	1,123	7,508	8,631	91.70	32	750	782	8.30	1,155	8,258	9,413
Traditional and complementary medicine professionals	218	282	500	100.00			0	0.00	218	282	500
Paramedical practitioners	685	1,366	2,051	100.00			0	0.00	685	1,366	2,051
Veterinarians	11	6	17	0.00			0	0.00	11	6	17
Other health professionals	1,054	2,512	3,566	90.34	95	286	381	9.66	1,149	2,798	3,947
University and higher education teachers	83	83	166	85.71		28	28	14.29	83	110	193
Vocational educational teachers	139	166	305	100.00			0	0.00	139	166	305

Secondary education teachers	3,673	4,640	8,313	0.00	331	525	856	0.00	4,004	5,164	9,169
Primary school and early childhood teachers	1,381	3,424	4,805	99.43		28	28	0.57	1,381	3,452	4,833
Other teaching professionals	635	643	1,278	66.80	387	249	635	33.20	1,022	892	1,913
Finance professional	408	469	878	99.86		1	1	0.14	408	471	879
Administration professionals	319	265	584	100.00			0	0.00	319	265	584
Sales, marketing and public relations professionals	980	609	1,589	100.00			0	0.00	980	609	1,589
Software and applications developers and analysis	173	90	262	88.31	19	15	35	11.69	192	105	297
Database and network professionals	19	28	46	100.00			0	0.00	19	28	46
Legal professionals	93	123	217	85.25	37		37	14.75	131	123	254
Librarians archivists and curators		20	20	100.00			0	0.00	0	20	20
Physical and engineering science technicians	938	405	1,342	85.49	228		228	14.51	1,166	405	1,570
Mining, Manufacturing and construction supervisors	128	23	151	88.96		19	19	11.04	128	42	170
Process control technicians	586	59	645	0.00	244	122	366	0.00	830	181	1,011
Life science technicians and related associate professionals	84		84	67.50		41	41	32.50	84	41	125
Medical and pharmaceutical technicians	295	220	515	89.40	32	29	61	10.60	327	249	576

Nursing and midwifery associate professionals	283	663	946	100.00			0	0.00	283	663	946
Traditional and complementary medicine associate professional		64	64	0.00			0	0.00	0	64	64
Other health associate professionals	286	445	731	56.10	318	254	572	43.90	603	699	1,302
Financial and mathematical associate professionals	211	21	231	65.77	37	83	120	34.23	248	103	352
Sales and purchasing agents and brokers	16	3	19	100.00			0	0.00	16	3	19
Business services agents	88	345	433	99.29	3		3	0.00	91	345	436
Administrative and specialized secretaries	177	304	481	83.47	95		95	16.53	272	304	577
Regulatory government associate professionals	293	29	322	91.02	32		32	8.98	325	29	354
Legal, social and religious associate professionals		94	94	45.88		110	110	1.00	0	204	204
Artistic, cultural and culinary associate professionals	2		2	100.00			0	0.00	2	0	2
Information and communications technology operations and use	269	52	321	100.00			0	0.00	269	52	321
General office clerks	3,821	3,444	7,265	91.28	351	343	694	2.00	4,172	3,786	7,959
Secretaries (general)	851	1,363	2,214	95.44	78	28	106	4.56	930	1,391	2,320
Keyboard operators		54	54	100.00			0	0.00	0	54	54



Tellers, money collectors and related clerks	274	309	584	100.00			0	3.00	274	309	584
Client information workers	61	51	112	100.00			0	0.00	61	51	112
Numerical clerks	389	18	407	95.03	11	11	21	4.97	400	29	429
Material-recording and transport clerks		2	2	100.00			0	4.00	0	2	2
Other clerical support workers	3,925	3,899	7,824	88.70	885	111	996	11.30	4,811	4,010	8,821
Travel attendants, conductors and guides	361	37	398	76.51	122		122	23.49	483	37	520
Cooks	228	351	579	88.79		73	73	5.00	228	424	653
Waiters and bartenders	841	585	1,426	95.12	55	18	73	4.88	896	603	1,500
Hairdressers, beauticians and related workers	189	85	274	100.00			0	0.00	189	85	274
Building and housekeeping supervisors	162	18	180	90.78	18		18	6.00	180	18	198
Other personal services workers	2,949	1,318	4,267	74.93	989	439	1,427	25.07	3,937	1,757	5,694
Street and market salespersons	596	744	1,340	89.58	83	73	156	10.42	679	817	1,496
Shop salespersons	311	903	1,214	100.00			0	7.00	311	903	1,214
Cashiers and ticket clerks	223	69	292	96.48	11		11	3.52	234	69	303
Other sales workers	778	703	1,481	83.76	247	41	287	16.24	1,024	744	1,768
Child care workers and teachers' aides		28	28	100.00			0	8.00	0	28	28
Personal care workers in health services	59	95	155	21.29	318	254	572	78.71	377	349	726
Protective services workers	2,270	713	2,982	100.00			0	0.00	2,270	713	2,982
Market gardeners	59		59	4.48	819	441	1,260	9.00	879	441	1,319

and crop growers											
Animal producers	96	28	124	100.00			0	0.00	96	28	124
Mixed crop and animal producers	29		29	100.00			0	0.00	29	0	29
Fishery workers, hunters and trappers	11		11	100.00			0	10.00	11	0	11
Subsistence crop farmers	154	11	165	32.58	341		341	67.42	495	11	506
Subsistence livestock farmers	138	23	160	100.00			0	0.00	138	23	160
Subsistence mixed crop and livestock farmers	23	6	28	83.33	6		6	11.00	28	6	34
Building frame and related trade workers	1,143	3	1,146	90.37	122		122	9.63	1,265	3	1,268
Building finishers and related trades workers	438		438	54.06	250	122	372	45.94	688	122	810
Painters, building structure cleaners and related trades workers	44		44	51.73	41		41	12.00	84	0	84
Sheet and structural metal workers, moulders and welders	426		426	100.00			0	0.00	426	0	426
Blacksmiths, toolmakers and related trades workers			0	0.00	163		163	100.00	163	0	163
Machinery mechanics and repairers	680	174	854	90.59	89		89	13.00	768	174	942
Handicraft workers	326	81	407	83.33	41	41	81	16.67	366	122	488
Printing trades workers	653	146	800	95.16	41		41	4.84	694	146	840
Electrical equipment installers	293	59	351	100.00			0	14.00	293	59	351

and repairers											
Electronics and telecommunications installers and repairers	18		18	38.44	29		29	61.56	48	0	48
Food processing and related trades workers	6,347	2,281	8,628	95.21	68	366	434	4.79	6,415	2,647	9,062
Wood teeters, cabinet-makers and related trades workers	285		285	100.00			0	15.00	285	0	285
Garment and related trades workers	81	163	244	100.00			0	0.00	81	163	244
Other craft and related workers	937	977	1,914	67.48	895	27	922	32.52	1,833	1,004	2,836
Mining and mineral processing plant operators	166		166	100.00			0	16.00	166	0	166
Metal processing and finishing plant operators	288	41	328	100.00			0	0.00	288	41	328
Chemical and photographic products plant and machine operators	81		81	100.00			0	0.00	81	0	81
Rubber, plastic and paper products machine operators	819	407	1,226	100.00			0	17.00	819	407	1,226
Textile, fur and leather products machine operators	1,563		1,563	100.00			0	0.00	1,563	0	1,563
Food and related products machine operators	2,558	285	2,843	97.22	81		81	2.78	2,639	285	2,924
Wood processing and papermaking plant operators	407		407	90.91	41		41	18.00	448	0	448
Other stationary plant and machine operators	485	258	743	94.46	44		44	5.54	528	258	787

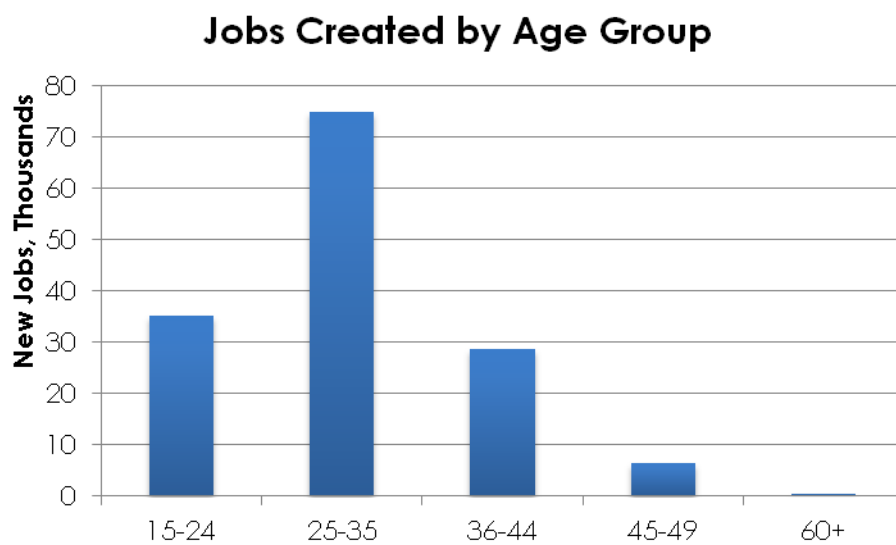
Locomotive engine drivers and related workers	1,201	117	1,319	95.75	29	29	59	4.25	1,231	146	1,377
Car, van and motorcycle drivers	1,251		1,251	91.40	118		118	19.00	1,368	0	1,368
Heavy truck and bus drivers	833		833	99.49	4		4	0.51	837	0	837
Mobile plant operators	175	41	215	100.00			0	0.00	175	41	215
Domestic, hotel and office cleaners and helpers	1,072	2,282	3,354	92.46	224	50	274	20.00	1,296	2,332	3,627
Vehicle, window, laundry and other hand cleaning workers	1,560	67	1,627	94.14	101		101	5.86	1,662	67	1,728
Agricultural, forestry and fishery labourers	748	284	1,032	28.29	1,953	664	2,617	71.71	2,701	948	3,649
Mining and construction labourers	292		292	95.91	11	2	12	21.00	302	2	304
Manufacturing labourers	2,746	747	3,493	93.08	260		260	6.92	3,006	747	3,753
Transport and storage labourers		4	4	4.35	88		88	95.65	88	4	92
Food preparation assistants	1,208	1,160	2,368	95.10	122		122	22.00	1,330	1,160	2,490
Street and related service workers	53		53	100.00			0	0.00	53	0	53
Refuse workers	32	76	108	100.00			0	0.00	32	76	108
Other elementary workers	5,673	747	6,420	93.17	460	11	470	23.00	6,133	757	6,890
<b>TOTAL</b>	<b>74,717</b>	<b>52,293</b>	<b>127,010</b>	<b>8,964</b>	<b>12,133</b>	<b>6,321</b>	<b>18,454</b>	<b>12.69</b>	<b>86,850</b>	<b>58,614</b>	<b>145,464</b>

### 2.3.9 New Formal Jobs by Age Group

The majority of new jobs created in the formal sector belonged to age group 25-35, with 74,846 new jobs or 51.45% of the total jobs created in the third quarter. This indicated a significant increase of 32,212 or

75.56% from the second quarter of 2014. Similarly, the second largest age group of 15-24, which created 35,135 new jobs or 24.15% of the total in the third quarter, also increased greatly, by 65.44% creating 13,898 more new jobs from the second quarter. Operatives in the age group 25-35 had the highest number of new employees, with 27,460 or 18.18% of the total new jobs. For the age group 15-24, Apprentices was the cadre that generated the most jobs, with 13,393 or 9.21% of new employees in quarter three of 2014.

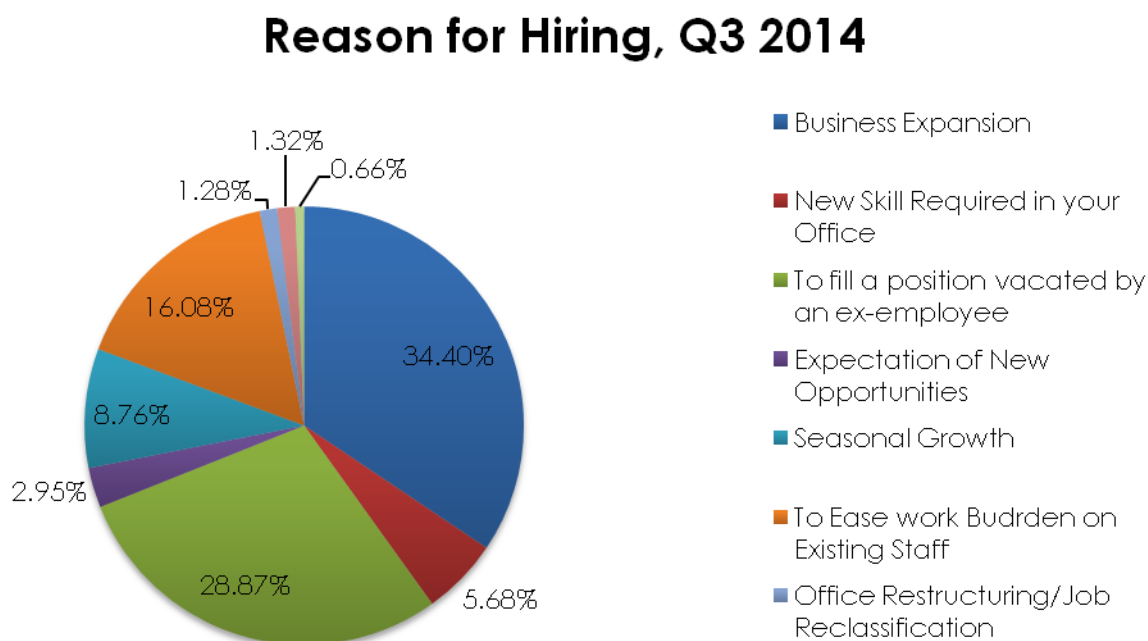
**Figure 6: Jobs Created by Age Group Q3, 2014**



### 3.2.5 Reasons for Hiring in Formal Sector

The most commonly cited reason for hiring new staff was business expansion, for which 55,385 new jobs or 34.40% of the total were created. The Food, Beverages and Tobacco Activity, which hired 18,398 new employees or 36.52% of the business expansion total, mainly drove this, followed by Human health and social services, with 6,162 new employees or 12.23% of the total. The second most cited reason was filling a position vacated by a previous employee, which created 42,287 jobs or 28.87% of the total and To ease the work burden on existing staff, which created 23,545 jobs or 16.08%. The least common reason was for Office restructuring/job reclassification and other which were cited for 1,881 or 1.28% of all new jobs and 969 or 0.66% of all new jobs.

Figure 7: Reasons for Hiring, Q3 2014



#### 2.3.10 Unoccupied Positions in Formal Sector

A total of 35,763 positions were identified as unoccupied in the formal sector in Q3 of 2014, indicating a drop of 54.06%, compared to the 77,841 of Q2 of 2014. Full time positions constituted 33,605 or 93.97% of all unoccupied positions. The remaining 2,158 or 6.03% were part time positions, showing a drop of 11.47% points when compared to Q2 of 2014.

#### 2.3.11 Unoccupied Positions by Cadre

The Managerial, Professional and Technical Workers cadre reported the greatest number of unoccupied positions, representing 11,283 jobs or 31.55% of the total, indicating movement of the cadre from second greatest in Q2 to first greatest in Q3 2014. The Operatives cadre ranked second with 10,071 unoccupied positions or 28.16% of the total, forfeiting the first position that it held in Q2 of 2014. Other significantly large cadres included Clerical and Related Office Workers and Apprentices with 5,173 vacant positions or 14.47% of the total and 4,791 unfilled jobs or 13.40% of the total respectively. The fewest unoccupied positions were for Other Cadre with 785 jobs or 2.20% of all unoccupied positions.

#### 2.3.12 Employees exiting formal Employment

In total, 110,793 employees exited the workforce in Q3 of 2014, which is 59,637 exits or 53.83% more employees leaving the workforce in Q3, compared to Q2 of 2014. The majority of these were full time positions, at 102,929 positions or 92.90% of those that exited in Q3.

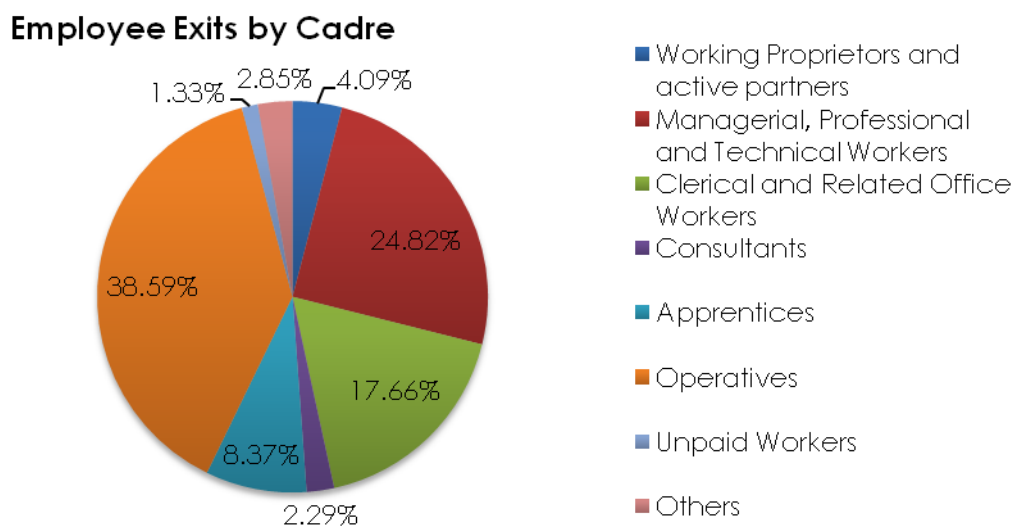
### 2.3.13 Employees Exit by Cadre

The cadre driving the observed increase in exits was that of Operatives. It represented greatest number of employee exits at 42,757 employees or 39.59% of the total number of exits in Q3. The Operatives cadre maintained its leading role in Q3 as the cadre with the most exits, as in Q2 of 2014. The cadre with the second greatest number of exits was Managerial, Professional and Technical Workers, in which 27,500 workers exited, representing 24.82% of the total exits. The cadre with the fewest exits was unpaid workers, with 1,476 employees exiting or 1.33% of the third quarter total. The Unpaid Workers cadre still maintained the fewest exits in Q3, as it did in Q2 of 2014.

### 2.3.14 Employees Exit by Gender

The decomposition of employee exits by gender shows that fewer females than males exited formal employment in Q3 of 2014, with 46,447 female exits, representing 41.92% of total exits, as compared to 64,346 male exits or 58.08% of the total. Males recorded higher numbers of exits from both full time and part time positions in Q3, with 64,345 male exits or 62.51% of total exits and 5,556 male exits or 70.66% of the total in full and part time positions respectively. The Managerial, Professional and Technical/Workers cadre recorded highest number of female exits with 13,898 exits or 50.54% of all exits in the Cadre. The highest number of male exits was recorded in the Operatives Cadre, with 32,970 exits or 77.11% of all exits in the Operatives Cadre.

Figure 8: Employee Exits by Cadre Q3, 2014



### 3.1 Survey Approach

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

### 3.2 Coverage

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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 statistical methods (outlined in section 3.4). Formal establishments employing 10 persons and above including professional services that employ less than 10 persons but highly formalized were also canvassed. The Establishments covered were classified into twelve (12) sectors following the migration from International System of Industrial Classification (ISIC) 3.1 to 4.0 namely:

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



- Education
- Human Health and Social Services
- Other Services

### 3.3 2.3 Scope

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

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

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

### 3.4 Sample Design

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

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

Units (selection of HHs), fifteen (15) HHs were systematically selected per EA from the list of HHs. A total of nine hundred (900) HHs were covered in each state including FCT Abuja. In all, a total of thirty three thousand, three hundred (33,300) HHs were expected to be covered nationally. In the Formal Establishment Component, five thousand (5,000) establishments were covered. Probability Proportional to Size (PPS) method was used in allocating the number of Establishments by state and by sector. Also considered in the allocation was the contribution of the sector to Gross Domestic Product (GDP). The Systematic random selection technique was used to select the sampled establishments within the sector. Other criteria used in selection of establishments were Employment Size and response history.

**Table 10: Number of Establishments Selected by State and By Sector (Formal)**

STATE													Total	
	AGRICULTURE	CONSTRUCTION	EDUCATION	FINANCIAL	HEALTH	HOTELS	MANUFACTURING	MINING	OTHER	TRANSPORT	REAL ESTATE	WHOLESALE		ICT
ABIA	14	1	7	11	28	8	17	0	2	3	21	11	-	123
ADAMAWA	32	1	6	16	12	5	15	0	4	1	14	9	-	115
AKWA IBOM	8	1	7	7	21	4	4	0	1	1	18	4	1	77
ANAMBRA	7	3	7	19	24	7	34	0	4	3	24	8	7	147
BAUCHI	11	1	6	10	8	7	43	0	2	1	16	22	4	131
BAYELSA	3	1	5	2	2	4	4	2	2	1	4	3	1	34
BENUE	5	3	6	9	29	9	12	1	2	2	17	11	-	106
BORNO	21	0	3	5	5	3	5	0	1	1	4	6	2	56

CROSS RIVER	9	1	6	12	14	8	9	1	2	1	16	11	-	90
DELTA	11	3	8	15	24	12	17	1	3	2	10	12	3	121
EBONYI	7	1	6	4	20	3	12	22	3	6	15	13	2	114
EDO	13	2	34	16	52	13	29	7	3	4	27	28	3	231
EKITI	2	1	5	2	1	2	8	1	2	2	3	2	1	31
ENUGU	13	4	8	12	28	8	7	1	7	2	19	4	3	116
FCT	18	3	43	11	16	30	11	1	2	3	7	8	3	156
GOMBE	28	2	6	3	6	2	12	3	4	2	8	6	-	82
IMO	11	5	6	13	71	6	13	0	2	2	39	10	2	180
JIGAWA	10	1	5	5	2	2	25	0	2	1	2	4	2	61
KADUNA	5	4	10	20	58	30	44	1	5	7	41	40	4	269
KANO	10	5	11	7	12	11	127	2	2	2	12	44	2	247
KATSINA	59	1	3	6	6	3	26	0	1	6	5	12	-	128
KEBBI	10	2	3	4	2	3	11	0	2	1	4	7	-	49
KOGI	17	1	5	10	25	9	14	0	1	1	11	7	-	101
KWARA	4	1	5	12	19	5	12	1	1	2	8	5	2	77
LAGOS	27	6	32	18	54	83	91	3	9	21	53	84	4	485

NASARAWA	26	1	5	8	12	5	13	2	8	2	6	9	-	96
NIGER	2	1	8	15	24	7	23	0	3	2	-	18	-	102
OGUN	22	3	8	20	17	5	16	0	4	-	4	12	-	108
ONDO	6	2	8	25	43	9	28	1	4	2	41	17	-	185
OSUN	13	2	8	12	24	6	27	1	6	1	28	14	-	142
OYO	11	5	158	29	62	21	43	2	4	4	69	35	-	443
PLATEAU	5	1	6	13	72	9	17	0	3	1	11	25	-	163
RIVERS	10	3	7	17	21	20	15	0	2	5	29	33	1	162
SOKOTO	9	1	5	7	7	3	6	0	2	1	6	5	-	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
<b>TOTAL</b>	<b>497</b>	<b>67</b>	<b>471</b>	<b>411</b>	<b>858</b>	<b>371</b>	<b>833</b>	<b>53</b>	<b>103</b>	<b>101</b>	<b>600</b>	<b>585</b>	<b>48</b>	<b>5,000</b>

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

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

S/No	States	Ministries	Parastatals	Agencies	Research Institutes	Academic Institutions	Total
1	ABIA	24	22	15	1	4	66
2	ADAMAWA	21	22	21		3	67
3	AKWA IBOM	21	10	18		7	56
4	ANAMBRA	22	7	12	4	4	49
5	BAUCHI	24	28	26	1	3	82
6	BAYELSA	48	14	44	2	3	111
7	BENUE	22	15	21	2	6	66
8	BORNO	43	18	23	1	7	92
9	CROSSRIVER	22	23	24	1	6	76
10	DELTA	24	13	32		3	72
11	EBONYI	20	16	35	1	2	74
12	EDO	20	10	12	1	5	48
13	EKITI	14	27	31		3	75
14	ENUGU	31	61	41	1	5	139
15	GOMBE	45	23	33		2	103
16	IMO	18	14	15		4	51
17	JIGAWA	45	15	43	2	6	111
18	KADUNA	35	27	20	3	12	97
19	Kano	40	43	44		7	134
20	Kastina	14	18	22		2	56
21	Kebbi	25	16	23		5	69
22	Kogi	20	20	15	1	5	61
23	Kwara	17	21	15		5	58
24	Lagos	28	38	43	4	7	120
25	Nasarawa	19	21	17		3	60
26	Niger	26	26	15	1	4	72
27	Oyo	13	6	3	4	6	32
28	Osun	16	11	14		4	45
29	Ondo	55	50	63		6	164
30	Ogun	36	33	38	1	10	118
31	Plateau	23	15	21		3	62
32	Rivers	34	17	20		4	75
33	Sokoto	24	11	31	1	6	73
34	Taraba	34	20	25		6	85
35	Yobe	28	21	49		12	110
36	Zamafara	36	40	51		4	131
37	F.C.T.	64	34	79		4	181
Total		1051	826	1044	32	188	3141

### 3.5 Survey Instruments

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The survey instruments used for data collection were:

- EA sketch maps
- 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

### 3.6 Publicity

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

### 3.7 Training for Fieldwork

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

### 3.8 Fieldwork Arrangement

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The Household interviews was conducted by twenty (20) field staff per state comprising of four (4) supervisors and sixteen (16) interviewers. These field personnel were constituted into four (4) roving teams per state. A team was made up of one (1) supervisor and four (4) interviewers who first listed the Households (HHs), made selection and then conducted interviews with household members for twelve (12) days using the labour force questionnaire. Moreover, in the Establishment/Public Institutions Component, One (1) Interviewer canvassed (lodged and retrieved) an average of 19 establishments/public institutions questionnaires. The number of enumerators in the states varied according to the number of establishments/public institutions. On the average, one (1) supervisor supervised five (5) Interviewers. In all a total of four hundred and twelve (412) interviewers and eighty eight (88) supervisors were used. Lodgement and retrieval of establishment/public institution

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

### **3.9 Monitoring of Fieldwork**

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

### **3.10 Coordination**

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

### **3.11 Retrieval of Records**

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

### **3.12 Data Processing and Analysis**

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All the completed records for household, establishments and public institutions were captured at the NBS Headquarters at the data processing centre. The Census and Survey Processing (CSPro) software was developed for data capture while SPSS was used for the analysis. Tabulation plan was jointly developed by NBS and other stakeholders. The data processing and analysis was done for 10 days.

### **3.13 Report Writing**

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

### **3.14 Data Archiving, Documentation and Dissemination**

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Data management toolkit was used to document, disseminate and archive the data. The result would be hosted on NBS website and also be presented to the Economic Management Team.

Table 12: New Jobs Series For All Sectors

NEW JOBS FOR ALL SECTORS, Q2, 2012 -Q3, 2014									
	2012		2013				2014		
	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
<b>FORMAL</b>	164,293	152,018	174,326	80,412	76,385	101,597	76,018	78,755	145,464
<b>INFORMAL</b>	240,359	208,920	232,327	112,567	140,673	143,278	158,894	175,786	198,144
<b>PUBLIC INSTITUTIONS</b>	22,644	24,975	24,368	28,075	28,931	20,827	5,959	4,812	5,735
<b>TOTAL</b>	<b>427,296</b>	<b>385,913</b>	<b>431,021</b>	<b>221,054</b>	<b>245,989</b>	<b>265,702</b>	<b>240,871</b>	<b>259,353</b>	<b>349,343</b>

Table 13: New Jobs All Sectors Q3, 2014

Q3 2014 Jobs Created	
Formal Jobs	145,464
Informal Jobs	198,144
Public Sector Jobs	5,735
<b>Total</b>	<b>349,343</b>



## A. FORMAL SECTOR

Table 14: Jobs Created (Formal Sector) in 3rd Quarter 2014

Formal Sector New Jobs Q3, 2014									
SECTOR/ACTIVITY	FULL-TIME			Part Time			All Total		All Total
	Male	Female	Total	Male	Female	Total	Male	Female	
<b>AGRICULTURE</b>									
Crop	276	73	349	2,285	698	2,983	2,561	771	3,332
Livestock	591	360	951	141	45	186	732	405	1,137
Forestry	23	6	28	0	0	0	23	6	28
Fishing	62	11	73	39	11	51	101	23	124
<b>TOTAL</b>	<b>951</b>	<b>450</b>	<b>1,401</b>	<b>2,465</b>	<b>754</b>	<b>3,219</b>	<b>3,416</b>	<b>1,204</b>	<b>4,620</b>
<b>MINERAL AND QUARRYING</b>									
Gas									
Coal Mining									
Metal Ores									
Quarrying and Other Minerals	17	0	17	5	2	7	21	2	23
<b>TOTAL</b>	<b>17</b>	<b>0</b>	<b>17</b>	<b>5</b>	<b>2</b>	<b>7</b>	<b>21</b>	<b>2</b>	<b>23</b>
<b>MANUFACTURING</b>									
Oil Refining									
Cement									
Food, Beverage and Tobacco	15,382	5,656	21,038	3,011	1,872	4,883	18,393	7,528	25,921
Textile, Apparel and Footwear	3,133	1,465	4,598	285	326	610	3,418	1,790	5,209
Wood and Wood Products	163	41	203	0	0	0	163	41	203
Pulp, Paper and Paper Products	1,058	326	1,384	122	81	203	1,180	407	1,587
Chemical and Pharmaceutical Products	2,889	1,261	4,151	203	285	488	3,093	1,546	4,639
Non-Metallic Products	3,377	41	3,418	407	122	529	3,784	163	3,947
Plastic and Rubber Products	2,035	244	2,279	0	0	0	2,035	244	2,279
Electrical and Electronics	41	0	41	0	0	0	41	0	41
Basic Metal, Iron and Steel	2,523	163	2,686	285	0	285	2,808	163	2,971
Motor Vehicles and Assembly	1,302	773	2,075	163	163	326	1,465	936	2,401
Other Manufacturing	4,354	244	4,598	610	0	610	4,964	244	5,209
<b>TOTAL</b>	<b>36,257</b>	<b>10,214</b>	<b>46,471</b>	<b>5,127</b>	<b>2,848</b>	<b>7,976</b>	<b>41,384</b>	<b>13,062</b>	<b>54,446</b>
<b>ELECTRICITY, GAS STEAM AND AIR CONDITIONING SUPPLY</b>									
WATER SUPPLY, SEWAGE, WASTE MANAGEMENT AND REMEDIATION	2	0	2	0	0	0	2	0	2
<b>BUILDING AND CONSTRUCTION</b>	<b>878</b>	<b>73</b>	<b>951</b>	<b>17</b>	<b>0</b>	<b>17</b>	<b>895</b>	<b>73</b>	<b>968</b>

<b>WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND HOUSEHOLD GOODS</b>	9,663	4,656	14,319	878	88	966	10,542	4,744	15,286
<b>ACCOMMODATION AND FOOD SERVICES</b>	4,005	3,017	7,022	768	256	1,024	4,773	3,273	8,046
<b>TRANSPORT AND STORAGE</b>									
Road Transport	153	19	172	15	0	15	168	19	187
Rail Transport & Pipeline									
Water Transport	4	0	4	0	0	0	4	0	4
Air Transport									
Transport Services	147	47	194	6	6	13	153	53	206
Post and Courier Services	23	2	26	0	0	0	23	2	26
<b>TOTAL</b>	<b>328</b>	<b>68</b>	<b>396</b>	<b>21</b>	<b>6</b>	<b>28</b>	<b>349</b>	<b>75</b>	<b>424</b>
<b>INFORMATION AND COMMUNICATION</b>									
Telecommunications and Information Services	56	56	111	1	1	2	57	57	114
Publishing	7		4	11	0	0	0	7	4
<b>TOTAL</b>	<b>63</b>	<b>59</b>	<b>122</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>64</b>	<b>61</b>	<b>125</b>
<b>ARTS, ENTERTAINMENT AND RECREATION</b>									
12	9	21	2	0	2	14	9	23	
<b>FINANCIAL INTERMEDIATION</b>									
Financial Institutions	1,682	1,565	3,247	53	53	106	1,735	1,618	3,353
Insurance	202	106	309	96	96	192	298	202	500
<b>TOTAL</b>	<b>1,884</b>	<b>1,671</b>	<b>3,556</b>	<b>149</b>	<b>149</b>	<b>298</b>	<b>2,033</b>	<b>1,820</b>	<b>3,854</b>
<b>REAL ESTATE</b>									
184	84	268	44	3	47	227	87	315	
<b>PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES</b>									
1,236	618	1,855	244	19	262	1,480	637	2,117	
<b>ADMINISTRATIVE AND SUPPORT SERVICES</b>									
2,045	938	2,983	237	92	328	2,281	1,030	3,311	
<b>PUBLIC ADMINISTRATION</b>									
<b>EDUCATION</b>									
9,390	10,218	19,608	746	801	1,547	10,135	11,019	21,154	
<b>HUMAN HEALTH AND SOCIAL SERVICES</b>									
7,496	20,010	27,506	1,429	1,302	2,732	8,925	21,312	30,237	
<b>OTHER SERVICES</b>									
307	207	514	0	0	0	307	207	514	
<b>TOTAL</b>	<b>74,717</b>	<b>52,294</b>	<b>127,010</b>	<b>12,133</b>	<b>6,321</b>	<b>18,454</b>	<b>86,849</b>	<b>58,615</b>	<b>145,464</b>

Sector	Number of Jobs Created	Sector Share (%)
AGRICULTURE	4,620	3.18%
MINERAL AND QUARRYING	23	0.02%
MANUFACTURING	54,446	37.43%
ELECTRICITY, GAS STEAM AND AIR CONDITIONING SUPPLY	No Response	No Response
WATER SUPPLY, SEWAGE, WASTE MANAGEMENT AND REMEDIATION	2	0.00%
BUILDING AND CONSTRUCTION	968	0.67%
WHOLESALE AND RETAIL TRADE	15,286	10.51%
ACCOMMODATION AND FOOD SERVICES	8,046	5.53%
TRANSPORT AND STORAGE	424	0.29%
INFORMATION AND COMMUNICATION	125	0.09%
ARTS, ENTERTAINMENT AND RECREATION	23	0.02%
FINANCIAL INTERMEDIATION	3,854	2.65%
REAL ESTATE	315	0.22%
PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES	2,117	1.46%
ADMINISTRATIVE AND SUPPORT SERVICES	3,311	2.28%
PUBLIC ADMINISTRATION	Under Public Sector Jobs	
EDUCATION	21,154	14.54%
HUMAN HEALTH AND SOCIAL SERVICES	30,237	20.79%
OTHER SERVICES	514	0.35%
<b>TOTAL</b>	<b>145,464</b>	<b>100.00%</b>

Table 4: Jobs Created by Sector Share 3rd Quarter 2014

SECTOR/ACTIVITY	Full Time			Part Time			All Total
	Male	Female	Total	Male	Female	Total	
<b>AGRICULTURE</b>							
Crop	10,327	3,793	14,120	6,432	2,105	8,537	22,657
Livestock	14,756	5,633	20,389	1,722	580	2,302	22,690
Forestry	39	11	51	11	0	11	62
Fishing	4,440	3,039	7,479	298	34	332	7,811
<b>TOTAL</b>	<b>29,562</b>	<b>12,476</b>	<b>42,038</b>	<b>8,464</b>	<b>2,718</b>	<b>11,182</b>	<b>53,220</b>
<b>Quarrying and Other Minerals</b>							
Crude Petroleum and Natural Gas	165	63	228	7	0	7	234
Coal Mining	0	0	0	0	0	0	0
Metal Ores	0	0	0	0	0	0	0
Quarrying and Other Minerals	1,269	664	1,934	185	154	338	2,272
<b>TOTAL</b>	<b>1,434</b>	<b>727</b>	<b>2,161</b>	<b>191</b>	<b>154</b>	<b>345</b>	<b>2,506</b>
<b>MANUFACTURING</b>							
Oil Refining	No Response Received						
Cement	No Response Received						
Food, Beverage and Tobacco	265,437	61,852	327,289	73,897	17,498	91,395	418,684
Textile, Apparel and Footwear	289,486	35,769	325,254	12,696	4,273	16,969	342,223
Wood and Wood Products	23,561	6,633	30,194	570	122	692	30,886

Pulp, Paper and Paper Products	43,012	7,325	50,336	1,139	529	1,668	52,005
Chemical and Pharmaceutical Products	70,479	26,084	96,563	1,099	407	1,506	98,069
Non-Metallic Products	94,081	5,616	99,696	5,697	244	5,941	105,637
Plastic and Rubber Products	55,179	17,050	72,229	529	41	570	72,799
Electrical and Electronics	12,208	1,750	13,957	0	0	0	13,957
Basic Metal, Iron and Steel	50,947	6,755	57,702	4,232	0	4,232	61,934
Motor Vehicles and Assembly	2,442	1,546	3,988	448	448	895	4,883
Other Manufacturing	85,006	6,429	91,436	4,558	41	4,598	96,034
<b>TOTAL</b>	<b>991,837</b>	<b>176,808</b>	<b>1,168,645</b>	<b>104,864</b>	<b>23,602</b>	<b>128,466</b>	<b>1,297,111</b>
<b>ELECTICITY, GAS STEAM AND AIR CONDITIONING SUPPLY</b>	No Response Received						
<b>WATER SUPPLY, SEWAGE, WASTE MANAGEMENT AND REMEDIATION</b>	32	8	40	0	0	0	40
<b>CONSTRUCTION</b>	27,614	1,508	29,122	111	3	114	29,235
<b>TRADE</b>	406,830	94,877	501,707	8,375	1,786	10,161	511,869
<b>ACCOMMODATION AND FOOD SERVICES</b>	120,842	64,170	185,013	3,475	2,908	6,382	191,395
<b>TRANSPORT AND STORAGE</b>							
Road Transport	10,090	1,999	12,088	272	53	326	12,414
Rail Transport & Pipeline	0	0	0	0	0	0	0
Water Transport	330	40	370	72	0	72	443
Air Transport	326	106	432	0	0	0	432
Transport Service	2,501	556	3,057	4	4	9	3,065
Post and Courier Services	234	117	351	0	0	0	351
<b>TOTAL</b>	<b>13,481</b>	<b>2,818</b>	<b>16,299</b>	<b>349</b>	<b>57</b>	<b>407</b>	<b>16,706</b>
<b>INFORMATION AND COMMUNICATION</b>							
Telecommunications and Information Services	863	512	1,375	31	18	50	1,424
Publishing	394	273	668	4	0	4	672
Motion Pictures, Sound recording and Music Production	31	22	53	0	2	2	56
Broadcasting	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>1,289</b>	<b>807</b>	<b>2,096</b>	<b>35</b>	<b>21</b>	<b>56</b>	<b>2,151</b>
<b>ARTS, ENTERTAINMENT AND RECREATION</b>	183	71	254	27	6	33	287
<b>FINANCIAL INTERMEDIATION</b>							
Financial Institutions	32,864	23,677	56,541	1,001	703	1,703	58,244
Insurance	7,101	3,843	10,944	1,160	596	1,757	12,701
<b>TOTAL</b>	<b>39,965</b>	<b>27,520</b>	<b>67,485</b>	<b>2,161</b>	<b>1,299</b>	<b>3,460</b>	<b>70,945</b>
<b>REAL ESTATE</b>	2,943	1,230	4,174	340	90	430	4,604
<b>PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES</b>	22,760	10,790	33,550	1,068	206	1,274	34,824
<b>ADMINISTRATIVE AND SUPPORT SERVICES</b>	24,617	8,217	32,835	1,404	404	1,808	34,643
<b>PUBLIC ADMINISTRATION</b>	Reported Under Public Sector Jobs						
<b>EDUCATION</b>	182,961	214,942	397,903	7,539	4,695	12,234	410,137
<b>HUMAN HEALTH AND SOCIAL SERVICES</b>	186,441	356,366	542,807	20,010	14,134	34,144	576,951

<b>OTHER SERVICES</b>	4,830	1,884	6,714	485	178	664	7,377
<b>TOTAL</b>	<b>2,057,622</b>	<b>975,220</b>	<b>3,032,842</b>	<b>158,898</b>	<b>52,261</b>	<b>211,159</b>	<b>3,244,001</b>

Table 5: Jobs Created by Reasons for Hiring: 3rd Quarter 2014

<b>Reasons for Hiring</b>	
<b>SECTOR/ACTIVITY</b>	<b>Q3 2014</b>
Business Expansion	24.37
New Skill Required in your Office	6.72
To fill a position vacated by an ex-employee	38.10
Expectation of New Opportunities	3.05
Seasonal Growth	4.83
To Ease work Burden on Existing Staff	18.86
Office Restructuring/Job Reclassification	1.96
Promoted Former Occupant of Position	1.02
Others	1.09
<b>TOTAL</b>	<b>100.00</b>

Table 6: Jobs Created by Staff Cadre 3rd Quarter 2014

Staff Cadre	Full Time			Part Time			Total both Full Time and Part Time				All Total	Percent Total
	Male	Female	Total	Male	Female	Total	Male	%	Female	%		
Working Proprietors and active partners	94,054	25,072	119,126	4,373	1,675	6,048	98,427	78.63	26,747	21.37	125,174	3.86
Managerial, Professional and Technical Workers	531,785	324,715	856,499	17,101	7,777	24,878	548,885	62.28	332,492	37.72	881,377	27.17
Clerical and Related Office Workers	303,896	217,273	521,169	12,779	4,832	17,611	316,675	58.78	222,105	41.22	538,781	16.61
Consultants	32,416	14,729	47,145	12,996	3,189	16,186	45,412	71.71	17,919	28.29	63,331	1.95
Apprentices	110,080	74,939	185,019	13,834	8,314	22,148	123,914	59.81	83,253	40.19	207,167	6.39
Operatives	937,183	284,437	1,221,620	92,034	24,319	116,353	1,029,217	76.92	308,756	23.08	1,337,973	41.24
Unpaid Workers	20,136	17,206	37,342	2,914	1,030	3,944	23,050	55.83	18,236	44.17	41,285	1.27
Others	28,072	16,849	44,921	2,868	1,124	3,992	30,940	63.25	17,974	36.75	48,913	1.51
<b>TOTAL</b>	<b>2,057,622</b>	<b>975,220</b>	<b>3,032,842</b>	<b>158,898</b>	<b>52,261</b>	<b>211,159</b>	<b>2,216,520</b>	<b>68.33</b>	<b>1,027,481</b>	<b>31.67</b>	<b>3,244,001</b>	<b>100</b>

Table 7: Jobs Created by Occupation 3rd Quarter 2014

ISCO	Full Time	Part Time	Total	Total
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	Male	Female	Total	%	Male	Female	Total	%	Male	Female	
Non-commissioned armed forces officer	385	114	500	100.00			0	0.00	385	114	500
Armed forces occupations, other ranks	369		369	100.00			0	0.00	369	0	369
Managing directors and chief executives	173	50	223	84.60	41		41	15.40	214	50	264
Business services and administration managers	827	472	1,299	0.00	6	122	128	0.00	833	594	1,427
Sales, marketing and development managers	1,411	717	2,127	86.22	83	257	340	13.78	1,494	973	2,467
Production managers in agriculture, forestry and fisheries	220	81	302	100.00			0	0.00	220	81	302
Manufacturing, mining, construction, and distribution manage	457		457	100.00			0	0.00	457	0	457
Professional services managers	374	28	402	93.88	23	3	26	6.12	397	31	428
Hotel and restaurant managers	238	110	347	95.00		18	18	5.00	238	128	366
Other services managers	346	189	535	86.79		81	81	13.21	346	270	616
Mathematicians, actuaries and statisticians	28		28	0.00			0	0.00	28	0	28
Engineering professionals (excluding electro technology)	398	19	417	0.00			0	0.00	398	19	417
Architects, planners, surveyors and designers	177	15	192	96.96	6		6	3.04	183	15	198
Medical doctors	985	286	1,270	0.00	476	159	635	0.00	1,461	445	1,906
Nursing and midwifery professionals	1,123	7,508	8,631	91.70	32	750	782	8.30	1,155	8,258	9,413
Traditional and complementary medicine professionals	218	282	500	100.00			0	0.00	218	282	500
Paramedical practitioners	685	1,366	2,051	100.00			0	0.00	685	1,366	2,051
Veterinarians	11	6	17	0.00			0	0.00	11	6	17
Other health professionals	1,054	2,512	3,566	90.34	95	286	381	9.66	1,149	2,798	3,947
University and higher education teachers	83	83	166	85.71		28	28	14.29	83	110	193
Vocational educational teachers	139	166	305	100.00			0	0.00	139	166	305
Secondary education teachers	3,673	4,640	8,313	0.00	331	525	856	0.00	4,004	5,164	9,169
Primary school and early childhood teachers	1,381	3,424	4,805	99.43		28	28	0.57	1,381	3,452	4,833
Other teaching professionals	635	643	1,278	66.80	387	249	635	33.20	1,022	892	1,913
Finance professional	408	469	878	99.86		1	1	0.14	408	471	879
Administration professionals	319	265	584	100.00			0	0.00	319	265	584
Sales, marketing and public relations professionals	980	609	1,589	100.00			0	0.00	980	609	1,589
Software and applications developers and analysis	173	90	262	88.31	19	15	35	11.69	192	105	297
Database and network professionals	19	28	46	100.00			0	0.00	19	28	46
Legal professionals	93	123	217	85.25	37		37	14.75	131	123	254
Librarians archivists and curators		20	20	100.00			0	0.00	0	20	20

Physical and engineering science technicians	938	405	1,342	85.49	228		228	14.51	1,166	405	1,570
Mining, Manufacturing and construction supervisors	128	23	151	88.96		19	19	11.04	128	42	170
Process control technicians	586	59	645	0.00	244	122	366	0.00	830	181	1,011
Life science technicians and related associate professionals	84		84	67.50		41	41	32.50	84	41	125
Medical and pharmaceutical technicians	295	220	515	89.40	32	29	61	10.60	327	249	576
Nursing and midwifery associate professionals	283	663	946	100.00			0	0.00	283	663	946
Traditional and complementary medicine associate professional		64	64	0.00			0	0.00	0	64	64
Other health associate professionals	286	445	731	56.10	318	254	572	43.90	603	699	1,302
Financial and mathematical associate professionals	211	21	231	65.77	37	83	120	34.23	248	103	352
Sales and purchasing agents and brokers	16	3	19	100.00			0	0.00	16	3	19
Business services agents	88	345	433	99.29	3		3	0.00	91	345	436
Administrative and specialized secretaries	177	304	481	83.47	95		95	16.53	272	304	577
Regulatory government associate professionals	293	29	322	91.02	32		32	8.98	325	29	354
Legal, social and religious associate professionals		94	94	45.88		110	110	1.00	0	204	204
Artistic, cultural and culinary associate professionals	2		2	100.00			0	0.00	2	0	2
Information and communications technology operations and use	269	52	321	100.00			0	0.00	269	52	321
General office clerks	3,821	3,444	7,265	91.28	351	343	694	2.00	4,172	3,786	7,959
Secretaries (general)	851	1,363	2,214	95.44	78	28	106	4.56	930	1,391	2,320
Keyboard operators		54	54	100.00			0	0.00	0	54	54
Tellers, money collectors and related clerks	274	309	584	100.00			0	3.00	274	309	584
Client information workers	61	51	112	100.00			0	0.00	61	51	112
Numerical clerks	389	18	407	95.03	11	11	21	4.97	400	29	429
Material-recording and transport clerks		2	2	100.00			0	4.00	0	2	2
Other clerical support workers	3,925	3,899	7,824	88.70	885	111	996	11.30	4,811	4,010	8,821
Travel attendants, conductors and guides	361	37	398	76.51	122		122	23.49	483	37	520
Cooks	228	351	579	88.79		73	73	5.00	228	424	653
Waiters and bartenders	841	585	1,426	95.12	55	18	73	4.88	896	603	1,500
Hairdressers, beauticians and related workers	189	85	274	100.00			0	0.00	189	85	274
Building and housekeeping supervisors	162	18	180	90.78	18		18	6.00	180	18	198
Other personal services workers	2,949	1,318	4,267	74.93	989	439	1,427	25.07	3,937	1,757	5,694
Street and market salespersons	596	744	1,340	89.58	83	73	156	10.42	679	817	1,496
Shop salespersons	311	903	1,214	100.00			0	7.00	311	903	1,214

Cashiers and ticket clerks	223	69	292	96.48	11		11	3.52	234	69	303
Other sales workers	778	703	1,481	83.76	247	41	287	16.24	1,024	744	1,768
Child care workers and teachers' aides		28	28	100.00			0	8.00	0	28	28
Personal care workers in health services	59	95	155	21.29	318	254	572	78.71	377	349	726
Protective services workers	2,270	713	2,982	100.00			0	0.00	2,270	713	2,982
Market gardeners and crop growers	59		59	4.48	819	441	1,260	9.00	879	441	1,319
Animal producers	96	28	124	100.00			0	0.00	96	28	124
Mixed crop and animal producers	29		29	100.00			0	0.00	29	0	29
Fishery workers, hunters and trappers	11		11	100.00			0	10.00	11	0	11
Subsistence crop farmers	154	11	165	32.58	341		341	67.42	495	11	506
Subsistence livestock farmers	138	23	160	100.00			0	0.00	138	23	160
Subsistence mixed crop and livestock farmers	23	6	28	83.33	6		6	11.00	28	6	34
Building frame and related trade workers	1,143	3	1,146	90.37	122		122	9.63	1,265	3	1,268
Building finishers and related trades workers	438		438	54.06	250	122	372	45.94	688	122	810
Painters, building structure cleaners and related trades workers	44		44	51.73	41		41	12.00	84	0	84
Sheet and structural metal workers, molders and welders	426		426	100.00			0	0.00	426	0	426
Blacksmiths, toolmakers and related trades workers			0	0.00	163		163	100.00	163	0	163
Machinery mechanics and repairers	680	174	854	90.59	89		89	13.00	768	174	942
Handicraft workers	326	81	407	83.33	41	41	81	16.67	366	122	488
Printing trades workers	653	146	800	95.16	41		41	4.84	694	146	840
Electrical equipment installers and repairers	293	59	351	100.00			0	14.00	293	59	351
Electronics and telecommunications installers and repairers	18		18	38.44	29		29	61.56	48	0	48
Food processing and related trades workers	6,347	2,281	8,628	95.21	68	366	434	4.79	6,415	2,647	9,062
Wood teeters, cabinet-makers and related trades workers	285		285	100.00			0	15.00	285	0	285
Garment and related trades workers	81	163	244	100.00			0	0.00	81	163	244
Other craft and related workers	937	977	1,914	67.48	895	27	922	32.52	1,833	1,004	2,836
Mining and mineral processing plant operators	166		166	100.00			0	16.00	166	0	166
Metal processing and finishing plant operators	288	41	328	100.00			0	0.00	288	41	328
Chemical and photographic products plant and machine operators	81		81	100.00			0	0.00	81	0	81
Rubber, plastic and paper products machine operators	819	407	1,226	100.00			0	17.00	819	407	1,226
Textile, fur and leather products machine operators	1,563		1,563	100.00			0	0.00	1,563	0	1,563



Food and related products machine operators	2,558	285	2,843	97.22	81		81	2.78	2,639	285	2,924
Wood processing and papermaking plant operators	407		407	90.91	41		41	18.00	448	0	448
Other stationary plant and machine operators	485	258	743	94.46	44		44	5.54	528	258	787
Locomotive engine drivers and related workers	1,201	117	1,319	95.75	29	29	59	4.25	1,231	146	1,377
Car, van and motorcycle drivers	1,251		1,251	91.40	118		118	19.00	1,368	0	1,368
Heavy truck and bus drivers	833		833	99.49	4		4	0.51	837	0	837
Mobile plant operators	175	41	215	100.00			0	0.00	175	41	215
Domestic, hotel and office cleaners and helpers	1,072	2,282	3,354	92.46	224	50	274	20.00	1,296	2,332	3,627
Vehicle, window, laundry and other hand cleaning workers	1,560	67	1,627	94.14	101		101	5.86	1,662	67	1,728
Agricultural, forestry and fishery laborers	748	284	1,032	28.29	1,953	664	2,617	71.71	2,701	948	3,649
Mining and construction laborers	292		292	95.91	11	2	12	21.00	302	2	304
Manufacturing laborers	2,746	747	3,493	93.08	260		260	6.92	3,006	747	3,753
Transport and storage laborers		4	4	4.35	88		88	95.65	88	4	92
Food preparation assistants	1,208	1,160	2,368	95.10	122		122	22.00	1,330	1,160	2,490
Street and related service workers	53		53	100.00			0	0.00	53	0	53
Refuse workers	32	76	108	100.00			0	0.00	32	76	108
Other elementary workers	5,673	747	6,420	93.17	460	11	470	23.00	6,133	757	6,890
<b>TOTAL</b>	<b>74,717</b>	<b>52,293</b>	<b>127,010</b>	<b>8,964</b>	<b>12,133</b>	<b>6,321</b>	<b>18,454</b>	<b>12.69</b>	<b>86,850</b>	<b>58,614</b>	<b>145,464</b>

## B. PUBLIC SECTOR

Table 8: Distribution Of Public Institution By Type 3rd Quarter, 2014

DISTRIBUTION OF PUBLIC INSTITUTION BY TYPE			
TYPE OF ESTABLISHMENT	NUMBER EXPECTED	NUMBER REPORTED	RESPONSE RATE (%)
FEDERAL MINISTRY	33	23	70
FEDERAL PARASTATALS	220	191	87
STATE MINISTRY	924	766	83
STATE PARASTATALS	1910	1094	57
LGA	774	377	49
ACADEMIC INSTITUTIONS	215	131	61
RESEARCH INSTITUTES	35	12	34
<b>TOTAL</b>	<b>4111</b>	<b>2594</b>	<b>63</b>

**Table 9: Distribution of Employees in Public Sector (Federal, State Ministries and Parastatals) by Staff Cadre and Sex  
3rd Quarter, 2014**

DISTRIBUTION OF EMPLOYEES IN PUBLIC SECTOR (FEDERAL, STATE MINISTRIES AND PARASTATALS) BY STAFF CADRE AND SEX				
STAFF CADRE	NIGERIAN		NON-NIGERIAN	
	MALE	FEMALE	MALE	FEMALE
PERM SEC/ DG/ EXECUTIVE SECRETARY	1,356	229	.	-
DIRECTORATE LEVEL PUBLIC SECTOR	15,719	7,913	7	1
MANAGEMENT LEVEL PUBLIC SECTOR	51,342	30,362	24	4
OFFICERS EXCLUDING MANAGEMENT STAFF PUBLIC SECTOR	145,982	92,308	21	4
TECHNICAL WORKERS PUBLIC SECTOR	41,907	11,706	.	.
CLERICAL AND RELATED OFFICE WORKERS PUBLIC SECTOR	64,726	34,610	.	.
OPERATIVES(CLEANERS, SECURITIES) PUBLIC SECTOR	40,711	12,339	.	.
OTHER PUBLIC SECTOR (SPECIFY)	23,545	17,636	.	.
<b>TOTAL</b>	<b>385,288</b>	<b>207,103</b>	<b>52</b>	<b>9</b>

**Table 10: Distribution of Employees in Local Government Areas by Staff Cadre and Sex 3rd Quarter, 2014**

DISTRIBUTION OF EMPLOYEES IN LOCAL GOVERNMENT AREAS BY STAFF CADRE AND SEX, QUARTER3, 2014				
STAFF CADRE	NIGERIAN		NON-NIGERIAN	
	MALE	FEMALE	MALE	FEMALE
EXECUTIVE CHAIRMAN	344	17	.	.
EXECUTIVE SECRETARY/ COUNCILLORS	6,857	446	.	.
DIRECTORATE LEVEL LGA	2,583	705	.	.
MANAGEMENT LEVEL LGA	21,403	6,731	.	.
OFFICERS EXCLUDING MANAGEMENT STAFF LGA	94,474	43,763	.	.
TECHNICAL WORKERS LGA	28,341	9,141	.	.
CLERICAL AND RELATED OFFICE WORKERS LGA	78,600	35,755	.	.
OPERATIVES(CLEANERS, SECURITIES) LGA	32,450	8,169	.	.
OTHER LGA (SPECIFY)	14,937	7,601	.	.
<b>TOTAL</b>	<b>279,989</b>	<b>112,328</b>	<b>.</b>	<b>.</b>

**Table 11: Distribution of Employees in Academic Sector (Academic Staff) by Cadre and Sex, 3rd Quarter, 2014**

DISTRIBUTION OF EMPLOYEES IN ACADEMIC SECTOR (ACADEMIC STAFF) BY CADRE AND SEX, QUARTER 3, 2014				
STAFF CADRE	NIGERIAN		NON-NIGERIAN	
	MALE	FEMALE	MALE	FEMALE
VICE-CHANCELLOR/ RECTOR/ PROVOST	101	10	1	.
PROFESSOR	1,164	249	97	32
READER/ ASSOCIATE PROFESSOR	880	256	36	11
PRINCIPAL/ SENIOR LECTURER	8,929	1,077	117	14
LECTURER I	3,714	990	124	43
LECTURER II	3,011	1,058	97	27
LECTURER III	2,293	887	2	.
ASSISTANT LECTURER	3,380	1,388	74	23
GRADUATE ASSISTANT	1,098	403	8	6
OTHER ACADEMIC STAFF (SPECIFY)	1,168	451	7	15
<b>TOTAL</b>	<b>25,738</b>	<b>6,769</b>	<b>563</b>	<b>171</b>

**Table 12: Distribution of Employees in Academic Sector (Non-Academic Staff) by Cadre and Sex, 3rd Quarter, 2014**

DISTRIBUTION OF EMPLOYEES IN ACADEMIC SECTOR (NON-ACADEMIC STAFF) BY CADRE AND SEX, QUARTER 3, 2014				
STAFF CADRE	NIGERIAN		NON-NIGERIAN	
	MALE	FEMALE	MALE	FEMALE
REGISTRAR	94	17	1	.
DEPUTY REGISTRAR	331	146	7	4
BURSAR	99	13	1	.
LIBRARIAN	92	45	.	.
STUDENT AFFAIRS REGISTRAR	148	73	.	.
DIRECTORATE LEVEL NON ACADEMIC STAFF	539	132	.	.
MANAGEMENT LEVEL NON ACADEMIC STAFF	1,769	697	.	.
OFFICERS EXCLUDING MANAGEMENT STAFF NON ACADEMIC STAFF	8,806	6,497	44	57
TECHNICAL WORKERS NON ACADEMIC STAFF	4,322	1,352	81	53
CLERICAL AND RELATED OFFICE WORKERS NON ACADEMIC STAFF	5,137	3,556	18	109
OPERATIVES(CLEANERS, SECURITIES) NON ACADEMIC STAFF	6,075	2,514	144	65
OTHER NON ACADEMIC STAFF (SPECIFY)	1,985	1,785	54	30
<b>TOTAL</b>	<b>29,397</b>	<b>16,827</b>	<b>350</b>	<b>318</b>

**Table 13: Distribution of Employees in Research Institutes by Cadre and Sex, 3rd Quarter, 2014**

DISTRIBUTION OF EMPLOYEES IN RESEARCH INSTITUTES BY CADRE AND SEX, QUARTER 3, 2014				
STAFF CADRE	NIGERIAN		NON-NIGERIAN	
	MALE	FEMALE	MALE	FEMALE
PROFESSOR/SENIOR RESEARCHER	96	25	5	.
MANAGEMENT LEVEL	93	34	.	.
PROGRAMME OFFICER	46	66	.	.
RESEARCH OFFICER/RESEARCH ASSISTANT	607	477	.	.
TECHNICAL WORKERS	220	98	.	.
CLERICAL AND RELATED OFFICE WORKERS	470	343	.	.
OPERATIVES	90	27	.	.
OTHER RESEARCH STAFF (SPECIFY)	15	5	.	.
<b>Total</b>	<b>1,637</b>	<b>1,075</b>	<b>5</b>	<b>.</b>

**Table 14: Distribution of Employment Gap by Occupation 3rd Quarter, 2014**

DISTRIBUTION OF EMPLOYMENT GAP BY OCCUPATION, QUARTER 3, 2014			
OCCUPATIONAL GROUP	FULL TIME	PART TIME	TOTAL
COMMISSIONED ARMED FORCES OFFICERS	31	.	31
NON-COMMISSIONED ARMED FORCES OFFICER	56	46	102
ARMED FORCES OCCUPATIONS, OTHER RANKS	274	65	339
LEGISLATORS AND SENIOR OFFICIALS	84	.	84
MANAGING DIRECTORS AND CHIEF EXECUTIVE	319	6	325
BUSINESS SERVICES AND ADMINISTRATION MANAGERS	294	1	295
SALES, MARKETING AND DEVELOPING MANAGERS	197	.	197
PRODUCTION MANAGERS IN AGRICULTURE, FORESTRY AND FISHERIES	23	.	23
MANUFACTURING, MINING, CONSTRUCTION, AND DISTRIBUTION MANAGE	44	.	44
INFORMATION AND COMMUNICATIONS TECHNOLOGY SERVICE MANAGER	95	.	95
PROFESSIONAL SERVICES MANAGERS	254	.	254
HOTEL AND RESTAURANT MANAGERS	17	2	19
RETAIL AND WHOLESALAS TRADE	.	.	.
OTHER SERVICES MANAGERS	11	.	11
PHYSICAL AND EARTH SCIENCE PROFESSIONALS	1,178	18	1,196
MATHEMATICS, ACTUARIES AND STATISTICIANS	497	.	497

LIFE SCIENCE PROFESSIONALS	3	1	4
ENGINEERING PROFESSIONALS (EXCLUDING ELECTROTECHNOLOGY)	633	2,012	2,645
ELECTROTECHNOLOGY ENGINEERS	112	3	115
ARCHITECTS, PLANNERS, SURVEYORS AND DESIGNERS	415	17	432
MEDICAL DOCTORS	1,660	1	1,661
NURSING AND MIDWIFERY PROFESSIONALS	1,252	3	1,255
TRADITIONAL AND COMPLEMENTARY MEDICINE PROFESSIONAL	64	.	64
PARAMEDICAL PRACTITIONERS	331	.	331
VETERINARIANS	27	20	47
OTHER HEALTH PROFESSIONALS	812	4	816
UNIVERSITY AND HIGHER EDUCATION TEACHERS	1,990	25	2,015
VOCATION EDUCATION TEACHERS	500	24	524
SECONDARY EDUCATION TEACHERS	10,262	1,000	11,262
PRIMARY SCHOOL AND EARLY CHILDHOOD TEACHERS	267	.	267
OTHER TEACHING PROFESSIONALS	16,847	130	16,977
FINANCE PROFESSIONALS	589	13	602
ADMINISTRATION PROFESSIONALS	1,050	11	1,061
SALES, MARKETING AND PUBLIC RELATIONS PROFESSIONALS	157	.	157
SOFTWARE AND APPLICATIONS DEVELOPERS AND ANALYSIS	132	2	134
DATABASE AND NETWORK PROFESSIONALS	146	16	162
LEGAL PROFESSIONALS	399	4	403
LIBRARIAN, ARCHIVISTS AND CURATORS	482	2	484
SOCIAL AND RELIGIOUS PROFESSIONALS	75	10	85
AUTHORS, JOURNALISTS AND LINGUISTS	259	6	265
CREATIVES, AND PERFORMING ARTISTS	212	.	212
PHYSICAL AND ENGINEERING SCIENCE TECHNICIANS	6,632	62	6,694
MINING, MANUFACTURING AND CONSTRUCTION SUPERVISORS	72	2	74
PROCESS CONTROL TECHNICIANS	124	.	124
LIFE SCIENCE TECHNICIANS AND RELATED ASSOCIATE PROFESSIONALS	139	.	139
SHIFT AND AIRCRAFT CONTROLLERS AND TECHNICIANS	10	.	10
MEDICAL AND PHARMACEUTICAL TECHNICIANS	321	.	321
NURSING AND MIDWIFERY ASSOCIATE PROFESSIONALS	376	.	376
TRADITIONAL AND COMPLEMENTARY MEDICINE ASSOCIATE PROFESSIONAL	120	.	120
VETERINARY TECHNICIANS AND ASSISTANTS	466	60	526
OTHER HEALTH ASSOCIATE PROFESSIONALS	807	.	807
FINANCIAL AND MATHEMATICAL ASSOCIATE PROFESSIONALS	186	.	186
SALES AND PURCHASING AGENTS AND BROKERS	15	.	15
BUSINESS SERVICES AGENTS	7	7	14
ADMINISTRATIVE AND SPECIALIZED SECRETARIES	814	870	1,684
REGULATORY GOVERNMENT ASSOCIATE PROFESSIONALS	113	.	113
LEGAL, SOCIAL AND RELIGIOUS ASSOCIATE PROFESSIONALS	243	.	243
SPORTS AND FITNESS WORKERS	351	1	352

ARTISTIC, CULTURAL AND CULINARY ASSOCIATE PROFESSIONALS	95	.	95
INFORMATION AND COMMUNICATION TECHNOLOGY OPERATIONS AND USER	345	9	354
TELECOMMUNICATIONS AND BROADCASTING TECHNICIANS	86	3	89
GENERAL OFFICE CLERKS	2,190	25	2,215
SECRETARIES (GENERAL)	455	34	489
KEYBOARD OPERATORS	168	2	170
TELLERS, MONEY COLLECTORS AND RELATED CLERKS 96	37	.	37
CLIENT INFORMATION WORKERS	14	.	14
NUMERICAL CLERKS	15	.	15
MATERIAL RECORDING AND TRANSPORT CLERKS	45	.	45
OTHER CLERICAL SUPPORT WORKERS	2,067	4	2,071
TRAVEL ATTENDANTS, CONDUCTORS AND GUIDES	15	.	15
COOKS	.	.	
WAITERS AND BARTENDERS	5	.	5
HAIRDRESSERS, BEAUTICIANS AND RELATED WORKERS	2	.	2
BUILDING AND HOUSEKEEPING SUPERVISORS	19	.	19
OTHER PERSONAL SERVICES WORKERS	37	.	37
STREET AND MARKET SALES PERSONS	4	.	4
SHOP SALESPERSONS	.	.	
CASHIERS AND TICKET CLERKS	5	.	5
OTHER SALES WORKERS	.	.	
CHILD CARE WORKERS AND TEACHERS' AIDES	.	.	
PERSONAL CARE WORKERS IN HEALTH SERVICES	.	.	
PROTECTIVE SERVICES WORKERS	503	65	568
MARKET GARDENERS AND CROP GROWERS	9	.	9
ANIMAL PRODUCERS	142	.	142
MIXED CROP AND ANIMAL PRODUCERS	275	.	275
FORESTRY AND RELATED WORKERS	405	4	409
FISHERY WORKERS, HUNTERS AND TRAPPERS	190	75	265
SUBSISTENCE CROP FARMERS	20	.	20
SUBSISTENCE LIVESTOCK FARMERS	30	.	30
SUBSISTENCE MIXED CROP AND LIVESTOCK FARMERS	42	.	42
SUBSISTENCE FISHERIES, HUNTERS, TRAPPERS AND GATHERERS	4	.	4
BUILDING FRAME AND RELATED TRADES WORKERS	46	.	46
BUILDING FINISHERS AND RELATED TRADES WORKERS	7	.	7
PAINTERS, BUILDING STRUCTURE CLEANERS AND RELATED TRADES WORK	58	.	58
SHEET AND STRUCTURAL METAL WORKERS, MOULDERS AND WELDERS AND	4	1	5
BLACKSMITHS, TOOLMAKERS AND RELATED TRADES WORKERS	.	.	
MACHINERY MECHANICS AND REPAIRERS	56	1	57
HANDICRAFT WORKERS	181	.	181
PRINTING TRADES WORKERS	14	.	14
ELECTRICAL EQUIPMENT INSTALLERS AND REPAIRERS	95	.	95

ELECTRONICS AND TELECOMMUNICATIONS INSTALLERS AND REPAIRERS	9	1	10
FOOD PROCESSING AND RELATED TRADES WORKERS	6	.	6
WOOD TREATERS, CABINET-MAKERS AND RELATED TRADES WORKERS	.	.	
GARMENT AND RELATED TRADES WORKERS	2	1	3
OTHER CRAFT AND RELATED WORKERS	300	.	300
MINING AND MINERAL PROCESSING PLANT OPERATORS	7	.	7
METAL PROCESSING AND FINISHING PLANT OPERATORS	13	.	13
CHEMICAL AND PHOTOGRAPHIC PRODUCTS PLANT AND MACHINE OPERATOR	122	.	122
RUBBER, PLASTIC AND PAPER PRODUCTS MACHINE OPERATORS	.	.	
TEXTILE, FUR AND LEATHER PRODUCTS MACHINE OPERATORS	.	.	
FOOD AND RELATED PRODUCTS MACHINE OPERATORS	2	.	2
WOOD PROCESSING AND PAPERMAKING PLANT OPERATORS	1	.	1
OTHER STATIONARY PLANT AND MACHINE OPERATORS	101	.	101
ASSEMBLERS	57	.	57
LOCOMOTIVE ENGINE DRIVERS AND RELATED WORKERS	68	4	72
CAR, VAN AND MOTORCYCLE DRIVERS	528	5	533
HEAVY TRUCK AND BUS DRIVERS	108	.	108
MOBILE PLANT OPERATORS	13	.	13
SHIPS' DECK CREWS AND RELATED WORKERS	20	.	20
DOMESTIC, HOTEL AND OFFICE CLEANERS AND HELPERS	2,195	46	2,241
VEHICLE, WINDOW, LAUNDRY AND OTHER HAND CLEANING WORKERS	66	6	72
AGRICULTURAL, FORESTRY AND FISHERY LABOURERS	401	5	406
MINING AND CONSTRUCTION LABOURERS	18	.	18
MANUFACTURING LABOURERS	10	.	10
TRANSPORT AND STORAGE LABOURERS	11	.	11
FOOD PREPARATION ASSISTANTS	15	1	16
STREET AND RELATED SERVICE WORKERS	62	.	62
STREET VENDORS (EXCLUDING FOOD)	.	.	
REFUSE WORKERS	178	.	178
OTHER ELEMENTARY WORKERS	811	7	818
<b>TOTAL</b>	<b>65,655</b>	<b>4,743</b>	<b>70,398</b>

Table 15: Distribution of New Jobs by Cadre, Age Group and Sex, 3rd Quarter, 2014

DISTRIBUTION OF NEW JOBS IN PUBLIC SECTOR BY CADRE, AGE GROUP AND SEX, 3rd QUARTER, 2014											
FF CADRE	AGE GROUP										Total
	15 - 24		25 - 35		36 - 44		45 - 60		60+		
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
RM SEC/ DG/ EXECUTIVE SECRETARY	.	.	1	-	61	35	18	6	7	3	131
DIRECTORATE LEVEL PUBLIC SECTOR	.	.	2	2	108	120	6	1	4	1	244
MANAGEMENT LEVEL PUBLIC SECTOR	7	3	89	68	20	15	9	.	10	.	221

OFFICERS EXCLUDING MANAGEMENT STAFF PUBLIC SECTOR	94	67	505	365	69	59	12	6	.	.	1,177
TECHNICAL WORKERS PUBLIC SECTOR	50	35	287	149	31	17	8	7	.	.	584
CLERICAL AND RELATED OFFICE WORKERS PUBLIC SECTOR	115	59	177	83	20	17	4	1	.	.	476
OPERATIVES(CLEANERS, SECURITIES) PUBLIC SECTOR	44	23	151	61	63	28	8	3	.	.	381
OTHER PUBLIC SECTOR (SPECIFY)	11	4	44	11	15	2	.	2	.	.	89
EXECUTIVE CHAIRMAN	.	5	3	10	.	2	.	.	.	.	20
EXECUTIVE SECRETARY/ COUNCILLORS	1	3	2	1	.	1	.	.	.	.	8
DIRECTORATE LEVEL LGA	.	.	11	11	1	.	3	.	.	.	26
MANAGEMENT LEVEL LGA	.	.	2	4	1	.	.	.	.	.	7
OFFICERS EXCLUDING MANAGEMENT STAFF LGA	37	26	123	51	2	2	.	.	.	.	241
TECHNICAL WORKERS LGA	31	66	7	16	2	.	10	.	.	.	132
CLERICAL AND RELATED OFFICE WORKERS LGA	76	39	52	39	20	.	.	.	.	.	226
OPERATIVES(CLEANERS, SECURITIES) LGA	70	60	163	1	99	2	30	.	6	.	431
OTHER LGA	.	.	6	4	.	.	.	.	.	.	10
VICE-CHANCELLOR/ RECTOR/ PROVOST	.	.	.	.	.	.	.	.	.	.	-
PROFESSOR	.	.	.	.	.	1	7	.	1	.	9
READER/ ASSOCIATE PROFESSOR	.	.	.	.	.	.	.	1	.	.	1
PRINCIPAL/ SENIOR LECTURER	.	.	2	2	1	1	2	1	.	.	9
LECTURER I	2	1	76	50	15	9	3	2	-	.	158
LECTURER II	2	.	387	299	7	2	2	4	.	.	703
LECTURER III	.	.	28	6	1	1	.	.	.	.	36
ASSISTANT LECTURER	1	1	19	5	6	3	2	1	.	.	38
GRADUATE ASSISTANT	.	2	40	31	1	1	.	.	1	.	76
OTHER ACADEMIC STAFF	3	1	13	4	2	2	1	2	.	.	28
REGISTRAR	.	.	.	.	.	.	.	.	.	.	-
DEPUTY REGISTRAR	.	.	.	.	.	.	.	.	.	.	-
BURSAR	.	.	.	.	1	.	1	.	.	.	2
LIBRARIAN	.	.	2	.	.	.	.	.	.	.	2
STUDENT AFFAIRS REGISTRAR	.	.	1	1	.	.	.	.	.	.	2
DIRECTORATE LEVEL NON ACADEMIC STAFF	.	.	2	7	.	.	1	.	.	.	10
MANAGEMENT LEVEL NON ACADEMIC STAFF	1	.	.	.	.	.	.	.	.	.	1
OFFICERS EXCLUDING MANAGEMENT STAFF NON ACADEMIC STAFF	5	.	46	13	8	7	5	.	.	.	84
TECHNICAL WORKERS NON ACADEMIC STAFF	.	1	41	3	17	.	.	.	.	.	62
CLERICAL AND RELATED OFFICE WORKERS NON ACADEMIC STAFF	.	1	9	5	.	.	.	.	.	.	15
OPERATIVES(CLEANERS, SECURITIES) NON ACADEMIC STAFF	2	.	5	2	10	.	3	.	.	.	22
OTHER NON ACADEMIC	1	-	4	.	1	.	1	.	.	.	7



STAFF (SPECIFY)											
PROFESSOR/SENIOR RESEARCHER	.	.	.	.	.	.	.	.	.	.	-
MANAGEMENT LEVEL	15	5	8	4	.	.	.	.	.	.	32
PROGRAMME OFFICER	.	.	5	3	.	.	.	.	.	.	8
RESEARCH OFFICER/RESEARCH ASSISTANT	.	.	2	.	2	.	.	.	.	.	4
TECHNICAL WORKERS	1	.	10	5	2	2	2	.	.	.	22
CLERICAL AND RELATED OFFICE WORKERS	.	.	.	.	.	.	.	.	.	.	-
OPERATIVES	.	.	.	.	.	.	.	.	.	.	-
OTHER RESEARCH STAFF (SPECIFY)	.	.	.	.	.	.	.	.	.	.	-
<b>Total</b>	<b>569</b>	<b>402</b>	<b>2,325</b>	<b>1,316</b>	<b>586</b>	<b>329</b>	<b>138</b>	<b>37</b>	<b>29</b>	<b>4</b>	<b>5,735</b>

Table 16: Distribution of New Employees by State, Age Group and Sex, 3rd Quarter, 2014

DISTRIBUTION OF NEW EMPLOYEES IN PUBLIC SECTOR BY STATE, AGE GROUP AND SEX, QUARTER 3, 2014										
STATE	AGE GROUP									
	15 - 24		25 - 35		36 - 44		45 - 60		60+	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Abia	.	1	12	23	4	3	7	2	.	.
Adamawa	.	.	3	.	.	.	.	.	.	.
Akwa Ibom	14	18	49	23	16	6	1	1	.	.
Anambra	1	1	40	63	.	4	1	1	.	.
Bauchi	52	93	171	23	81	2	32	3	7	.
Bayelsa	1	3	2	2	.	.	.	1	.	.
Benue	2	1	124	69	.	.	1	.	.	.
Borno	.	.	54	.	.	4	14	1	.	.
Cross River	1	.	122	84	.	1	.	.	.	.
Delta	.	.	12	6	90	115	.	.	.	.
Ebonyi	.	.	15	10	3	1	.	.	.	.
Edo	.	.	2	8	3	9	4	2	5	3
Ekiti	.	3	45	25	27	7	2	.	.	.
Enugu	8	18	16	28	18	7	6	4	.	.
Gombe	187	82	139	43	25	3	1	1	.	.
Imo	2	3	28	13	10	11	10	1	.	.
Jigawa	26	13	138	42	15	2	3	2	.	.
Kaduna	6	.	47	5	22	6	3	2	.	.
Kano	8	.	463	331	25	10	17	3	.	.
Katsina	9	3	54	4	8	0	.	.	.	.
Kebbi	63	49	181	51	69	19	.	.	.	.
Kogi	.	.	.	.	.	.	.	.	.	.
Kwara	5	3	61	39	20	13	4	1	.	.
Lagos	18	16	107	99	15	8	9	7	12	1
Nasarawa	1	.	3	5	.	.	1	1	.	.
Niger	1	2	2	5	2	.	.	.	.	.
Ogun	3	9	28	49	39	29	16	.	5	.
Ondo	1	.	30	10	15	6	3	.	.	.
Osun	25	35	104	95	19	17	1	2	.	.
Oyo	4	4	56	39	5	3	.	1	.	.

Plateau	.	.	.	.	6	4	.	.	.	.
Rivers	2	.	26	14	8	5	5	.	.	.
Sokoto	100	26	61	18	8	.	.	.	.	.
Taraba	29	13	15	9	.	9	.	.	.	.
Yobe	.	.	3	.	3	.	.	.	.	.
Zamfara	.	.	.	.	.	.	.	.	.	.
FCT Abuja	2	6	134	92	39	30	2	1	.	.
<b>Total</b>	<b>571</b>	<b>402</b>	<b>2347</b>	<b>1327</b>	<b>595</b>	<b>334</b>	<b>143</b>	<b>37</b>	<b>29</b>	<b>4</b>

Table 17: Distribution of New Employees by Occupation and Sex 3rd Quarter, 2014

DISTRIBUTION OF NEW EMPLOYEES IN PUBLIC SECTOR BY OCCUPATION AND SEX, 3rd QUARTER, 2014					
OCCUPATION	NIGERIAN		NON-NIGERIAN		TOTAL
	MALE	FAMALE	MALE	FEMALE	
Commissioned armed forces officers	6	4	.	.	10
Non-commissioned armed forces officer	1	.	.	.	1
Armed forces occupations, other ranks	7	5	.	.	12
Legislators and Senior Officials	14	10	.	.	24
Managing Directors and Chief Executive	31	28	2	2	63
Business Services and Administration Managers	9	15	.	.	24
Sales, Marketing and Developing Managers	2	1	.	.	3
Production Managers in agriculture, forestry and fisheries	56	18	.	.	74
Manufacturing, Mining, construction, and distribution managers	.	1	.	.	1
Information and communications technology service manager	1	3	.	.	4
Professional Services Managers	.	.	.	.	-
Hotel and Restaurant Managers	.	.	.	.	-
Retail and Wholesale Trade	.	.	.	.	-
Other Services Managers	28	13	.	.	41
Physical and earth science professionals	2	.	.	.	2
Mathematics, actuaries and statisticians	9	7	.	1	17
Life science professionals	.	.	.	.	-
Engineering professionals (excluding electro technology)	49	9	.	.	58
Electro technology Engineers	2	.	30	.	32
Architects, planners, surveyors and designers	42	39	.	.	81
Medical Doctors	69	61	.	.	130
Nursing and midwifery professionals	72	86	.	.	158
Traditional and complementary medicine professional	.	.	.	.	-
Paramedical practitioners	6	1	.	.	7
Veterinarians	10	18	.	.	28
Other health professionals	153	146	4	1	304
University and higher education teachers	63	49	2	.	114
Vocation education teachers	17	6	.	.	23
Secondary education teachers	173	60	25	30	288
Primary School and early childhood teachers	5	1	.	.	6

Other teaching professionals	381	370	.	.	751
Finance professionals	38	7	3	.	48
Administration professionals	125	103	7	1	236
Sales, marketing and public relations professionals	10	15	1	.	26
Software and applications developers and analysis	19	3	.	.	22
Database and network professionals	26	8	.	.	34
Legal professionals	12	13	1	.	26
Librarians, archivists and curators	7	4	2	1	14
Social and religious professionals	3	6	.	.	9
Authors, journalists and linguists	4	2	.	.	6
Creative, and performing artists	.	.	.	.	-
Physical and engineering science technicians	53	16	.	.	69
Mining, manufacturing and construction supervisors	8	3	.	.	11
Process control technicians	13	1	2	.	16
Life science technicians and related associate professionals	4	1	.	.	5
Shift and aircraft controllers and technicians	.	.	.	.	-
Medical and pharmaceutical technicians	.	.	.	.	-
Nursing and midwifery associate professionals	.	2	1	2	5
Traditional and complementary medicine associate professionals	2	.	.	.	2
Veterinary technicians and assistants	9	.	.	.	9
Other health associate professionals	19	23	4	8	54
Financial and mathematical associate professionals	8	3	13	30	54
Sales and purchasing agents and brokers	.	.	.	.	-
Business services agents	15	.	.	.	15
Administrative and specialized secretaries	9	10	3	2	24
Regulatory government associate professionals	49	34	.	.	83
Legal, social and religious associate professionals	39	19	.	.	58
Sports and fitness workers	.	.	.	.	-
Artistic, cultural and culinary associate professionals	.	.	.	.	-
Information and Communication Technology operations and users	21	10	3	3	37
Telecommunications and broadcasting technicians	82	45	.	.	127
General Office clerks	270	228	6	4	508
Secretaries (general)	66	64	.	.	130
Keyboard operators	3	10	.	.	13
Tellers, money collectors and related clerks 96	9	4	.	.	13
Client information workers	1	.	.	.	1
Numerical Clerks	1	5	1	.	7
Material recording and transport clerks	1	.	.	.	1
Other clerical support workers	135	107	2	.	244
Travel attendants, conductors and guides	10	2	.	.	12
Cooks	.	.	.	.	-
Waiters and bartenders	.	.	.	.	-
Hairdressers, beauticians and related workers	.	.	.	.	-
Building and housekeeping supervisors	5	.	.	.	5
Other personal services workers	.	.	.	.	-

Street and market sales persons	.	.	.	.	-
Shop salespersons	.	.	.	.	-
Cashiers and ticket clerks	.	.	.	.	-
Other sales workers	.	.	.	.	-
Child care workers and teachers' aides	.	.	.	.	-
Personal care workers in health services	.	.	.	.	-
Protective services workers	108	116	.	.	224
Market gardeners and crop growers	3	.	.	.	3
Animal producers	.	.	.	.	-
Mixed crop and animal producers	.	.	.	.	-
Forestry and related workers	45	3	.	.	48
Fishery workers, hunters and trappers	.	.	.	.	-
Subsistence crop farmers	1	.	.	.	1
Subsistence livestock farmers	3	.	.	.	3
Subsistence mixed crop and livestock farmers	.	.	.	.	-
Subsistence fisheries, hunters, trappers and gatherers	.	.	.	.	-
Building frame and related trades workers	45	4	.	.	49
Building finishers and related trades workers	.	.	.	.	-
Painters, building structure cleaners and related trades workers	40	20	.	.	60
Sheet and structural metal workers, moulders and welders and	.	.	.	.	-
Blacksmiths, toolmakers and related trades workers	.	.	.	.	-
Machinery mechanics and repairers	34	5	.	.	39
Handicraft workers	1	.	.	.	1
Printing trades workers	.	.	.	.	-
Electrical equipment installers and repairers	16	.	.	.	16
Electronics and telecommunications installers and repairers	16	.	.	.	16
Food processing and related trades workers	.	1	25	1	27
Wood teeters, cabinet-makers and related trades workers	.	.	.	.	-
Garment and related trades workers	.	.	.	.	-
Other craft and related workers	51	56	.	.	107
Mining and mineral processing plant operators	.	.	.	.	-
Metal processing and finishing plant operators	.	.	.	.	-
Chemical and photographic products plant and machine operators	.	.	.	.	-
Rubber, plastic and paper products machine operators	.	.	.	.	-
Textile, fur and leather products machine operators	10	.	.	.	10
Food and related products machine operators	.	.	.	.	-
Wood processing and papermaking plant operators	.	.	.	.	-
Other stationary plant and machine operators	49	4	.	.	53
Assemblers	.	.	6	.	6
Locomotive engine drivers and related workers	65	.	.	.	65
Car, van and motorcycle drivers	36	.	5	.	41
Heavy truck and bus drivers	3	4	.	.	7
Mobile plant operators	1	.	1	.	2
Ships' deck crews and related workers	.	.	.	.	-
Domestic, hotel and office cleaners and helpers	75	36	54	2	167

Vehicle, window, laundry and other hand cleaning workers	2	6	.	.	8
Agricultural, forestry and fishery labourers	11	4	.	.	15
Mining and construction labourers	.	.	.	.	-
Manufacturing labourers	.	.	.	.	-
Transport and storage labourers	.	.	.	.	-
Food preparation assistants	3	18	2	2	25
Street and related service workers	.	.	.	.	-
Street vendors (excluding food)	.	.	.	.	-
Refuse workers	24	6	.	.	30
Other elementary workers	467	16	49	.	532
<b>Total</b>	<b>3,393</b>	<b>1,998</b>	<b>254</b>	<b>90</b>	<b>5,735</b>

Table 18: Distribution of Staff that Exited Public Service by Staff Cadre and Sex 3rd Quarter, 2014

DISTRIBUTION OF STAFF THAT EXITED PUBLIC SERVICE BY CADRE, REASONS FOR EXITING AND SEX, QUARTER 3, 2014

STAFF CADRE	RESIGNATION		RETIREMENT		DISMISSAL		RETRENCHMENT		TERMINATION		DEATH		OTHERS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
PERM SEC/ DG/ EXECUTIVE SECRETARY	51	17	152	70	.	.	.	.	4	1	28	17	2	1
DIRECTORATE LEVEL PUBLIC SECTOR	12	16	364	131	3	.	16	15	2	0	62	10	9	2
MANAGEMENT LEVEL PUBLIC SECTOR	44	27	314	202	11	6	22	5	7	.	50	18	12	6
OFFICERS EXCLUDING MANAGEMENT STAFF PUBLIC SECTOR	141	67	662	387	12	1	7	11	8	9	267	140	13	7
TECHNICAL WORKERS PUBLIC SECTOR	30	16	357	173	9	1	6	.	9	1	69	51	11	5
CLERICAL AND RELATED OFFICE WORKERS PUBLIC SECTOR	81	38	361	164	5	2	43	6	24	5	176	97	35	16
OPERATIVES(CLEANERS, SECURITIES) PUBLIC SECTOR	9	9	291	96	11	.	15	1	16	3	114	16	60	30
OTHER PUBLIC SECTOR (SPECIFY)	49	39	188	82	2	.	13	4	8	1	49	17	3	.
EXECUTIVE CHAIRMAN	3	.	19	1	.	.	2	.	.	.	3	2	1	.
EXECUTIVE SECRETARY/ COUNCILLORS	.	1	41	18	.	.	.	.	.	1	9	6	.	.
DIRECTORATE LEVEL LGA	1	.	22	11	.	.	.	.	.	.	5	.	1	.
MANAGEMENT LEVEL LGA	9	1	56	19	.	.	.	.	.	.	11	7	.	.
OFFICERS EXCLUDING MANAGEMENT STAFF LGA	18	6	109	55	1	2	.	.	.	.	36	13	1	2
TECHNICAL WORKERS LGA	13	4	35	23	10	5	15	9	.	.	13	7	.	.
CLERICAL AND RELATED OFFICE WORKERS LGA	20	10	110	65	3	1	9	3	.	.	53	29	2	1
OPERATIVES(CLEANERS, SECURITIES) LGA	7	.	169	91	.	.	14	.	.	.	44	9	19	14
OTHER LGA	.	.	41	15	.	.	5	1	.	.	17	7	.	10
VICE-CHANCELLOR/ RECTOR/ PROVOST	.	.	.	.	.	.	.	.	.	.	.	.	.	.
PROFESSOR	.	.	.	1	.	.	.	.	.	.	2	.	.	.
READER/ ASSOCIATE PROFESSOR	2	1	2	.	.	.	.	.	.	.	1	1	.	.
PRINCIPAL/ SENIOR LECTURER	7	7	33	16	.	.	.	.	.	.	7	1	1	.
LECTURER I	14	5	13	2	3	.	.	.	.	1	3	2	1	1
LECTURER II	8	1	9	11	.	.	.	.	.	.	9	.	1	.
LECTURER III	.	1	3	2	.	.	.	.	.	.	1	.	.	1

ASSISTANT LECTURER	.	.	2	1	.	.	.	.	2	.	.	.	.	.
GRADUATE ASSISTANT	2	.	1	.	.	.	.	.	.	.	1	.	.	.
OTHER ACADEMIC STAFF	.	.	2	.	.	.	.	.	.	.	1	.	.	.
REGISTRAR	1	.	3	.	.	.	.	.	.	.	.	.	.	.
DEPUTY REGISTRAR	.	.	2	.	.	.	.	.	.	.	.	1	.	1
BURSAR	.	.	1	.	.	.	.	.	.	.	.	.	.	.
LIBRARIAN	1	.	3	.	.	.	.	.	.	.	2	.	.	.
STUDENT AFFAIRS REGISTRAR	.	.	2	.	.	.	.	.	.	.	.	.	.	.
DIRECTORATE LEVEL NON ACADEMIC STAFF	.	.	2	1	.	.	.	.	.	.	.	1	.	.
MANAGEMENT LEVEL NON ACADEMIC STAFF	39	2	4	2	.	.	.	.	.	1	1	.	.	.
OFFICERS EXCLUDING MANAGEMENT STAFF NON ACADEMIC STAFF	16	4	8	5	.	2	.	.	2	.	11	10	.	.
TECHNICAL WORKERS NON ACADEMIC STAFF	2	1	6	2	.	.	.	.	.	.	4	.	1	.
CLERICAL AND RELATED OFFICE WORKERS NON ACADEMIC STAFF	.	.	2	2	1	.	.	.	1	.	4	2	.	.
OPERATIVES(CLEANERS, SECURITIES) NON ACADEMIC STAFF	13	1	20	1	5	6	.	.	9	3	8	8	.	.
OTHER NON ACADEMIC STAFF (SPECIFY)	.	.	.	.	.	.	.	.	.	.	1	.	.	.
PROFESSOR/SENIOR RESEARCHER	.	3	1	1	.	.	.	.	.	.	.	.	.	.
MANAGEMENT LEVEL	.	.	1	3	.	.	.	.	.	.	1	.	.	.
PROGRAMME OFFICER	.	.	.	1	.	.	.	.	.	.	.	.	.	.
RESEARCH OFFICER/RESEARCH ASSISTANT	1	1	1	1	.	.	.	.	.	.	.	.	.	.
TECHNICAL WORKERS	.	.	.	.	.	.	.	.	.	.	.	.	.	.
CLERICAL AND RELATED OFFICE WORKERS	.	.	5	8	.	.	.	.	.	.	1	.	.	.
OPERATIVES	.	.	.	.	.	.	.	.	.	.	.	.	.	.
OTHER RESEARCH STAFF (SPECIFY)	.	.	.	.	.	.	.	.	.	.	2	.	.	.
<b>Total</b>	<b>594</b>	<b>278</b>	<b>3417</b>	<b>1663</b>	<b>76</b>	<b>26</b>	<b>167</b>	<b>55</b>	<b>92</b>	<b>26</b>	<b>1066</b>	<b>472</b>	<b>173</b>	<b>97</b>