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NIGERIA STABILITY  
AND RECONCILIATION  
PROGRAMME



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## RIVERS STATE LABOUR MARKET ASSESSMENT REPORT



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## DISCLAIMER

**T**he purpose of this study is to give comprehensive and adequate information as is required in the Terms of Reference for the study. All information included in this report is based on data and information gathered from various primary and secondary sources and are based on certain assumptions determined by the Authors. Although due care and diligence have been taken in compiling this document, the contained information may vary with time and change in the environment or system.

We have prepared this report to the best of our ability and within the limits of our Terms of Reference but encourage the prospective user of the document to interpret our findings with caution and may wish to carry out his or her own due diligence and gather any additional information that is considered necessary for making informed decision.

We pledge responsibility for any omission or perceived incorrect statement that the reader may find in the report.

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## ACRONYMS AND ABBREVIATIONS

<b>DFID</b>	UK DEPARTMENT FOR INTERNATIONAL DEVELOPMENT
<b>FG</b>	Federal Government
<b>FGD</b>	Focus Group Discussions
<b>GDP</b>	Gross Domestic Product
<b>GIS</b>	Geographic Information System
<b>GPS</b>	Global Positioning Systems
<b>ILO</b>	International Labour Office
<b>KII</b>	Key Informant Interviews
<b>KILM</b>	Key Indicator of Labour Market
<b>LFS</b>	Labour Force Survey
<b>LGA</b>	Local Government Area
<b>LMA</b>	Labour Market Assessment
<b>LMS</b>	Labour Market Survey
<b>M&amp;E</b>	Monitoring and Evaluation
<b>NBS</b>	Nigerian Bureau of Statistics
<b>NDE</b>	National Directorate for Employment
<b>NISH</b>	National Integrated Survey of Household
<b>NMB</b>	National Manpower Board
<b>NOAS</b>	National Open Apprenticeship Scheme
<b>NPC</b>	National Population Commission
<b>NSRP</b>	Nigeria Stability and Reconciliation Programme
<b>PWG</b>	Policy Working Group
<b>RSSDA</b>	Rivers State Sustainable Development Agency
<b>SEEFOR</b>	State Employment and Expenditure for Result
<b>SMS</b>	Subject Matter Specialists
<b>SOW</b>	School on Wheels
<b>SPSS</b>	Statistical Package for Social Sciences
<b>TOR</b>	Terms of Reference
<b>TVET</b>	Technical Vocational Education Training

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## EXECUTIVE SUMMARY

The Nigeria Stability and Reconciliation Programme (NSRP) aim is to reduce violent conflict in Nigeria. The programme which is funded by the UK Department for International Development (DFID) and implemented by the British Council in partnership with International Alert and Social Development Direct provides support to Nigerian stakeholders to better manage conflict resulting in wealth creation, service delivery and poverty reduction.

In line with its mandate, NSRP commissioned the Rivers State Labour Market Assessment in April 2017 having failed to achieve its set objectives in an earlier attempt with a state Agency. The overarching objective of the assessment was to provide insight into the labour market dynamics in the State from the supply and demand sides with regards to youth unemployment and to proffer strategies and solutions to address same.

To achieve the aim of the assessment, a cocktail of survey instrument and tools were designed to elicit information from a broad spectrum of interviewees on both the supply and demand sides.

A brief background xray of the State shows that In 2014, the most recent year for which we had information, 28.6 percent of the labour force in Rivers State was unemployed. Among young people, the unemployment rate was 37.41percent. One would expect that in such situation, vacancies tend to be filled relatively easily. However, the 2015 RSSDA employers' survey, which was held within the framework of this project, as well as the SEEFOR labour market survey for Rivers State confirmed the contrary.

By 2015 from this assessment, it was clear that most employers had problems in finding personnel although this is not as a result of lack of available skill but more because of the downturn in economic activities, which started in early 2014 as well as the lack of capacity of the Rivers State economy to create jobs since 2010. The productive capacity of the economy has remained at best static but there is strong evidence that this has been in decline since 2006. This is also in agreement with our labour market projections, which shows that unemployment will stay almost the same owing to the expected recovery of the national economy and the direct policies that the state government is putting in place to bring about the recovery of the Rivers State economy.

Although employers do not have many problems in finding personnel, they do signal qualitative shortcomings in the available labour force and worst still the capabilities of those yet to join the labour force. Regarding their own labour force, they indicate that about 20% is not performing adequately. Furthermore, according to employers, most unemployed persons and young people leaving school lack sufficient skills. Lack of soft skills (self-initiative, communication, work attitude) and lack of basic skill (basic numeracy and literacy) are mentioned. Employers also signalled future problems in hiring people for some specific occupations, such as managers.

The ranking of attitude higher than skill in the findings is indicative of growing poor work attitude in the region arising from many years of “dependence mentality” and claim to ownership of natural resources for

which youths have sort control. Employers of labour opined that they were more at home in hiring relatively less skilled individual who are amenable than highly skilled personnel with poor attitude. This has also contributed to the reason why “indigene quota” are not being filled by a number of companies in the State.

Having said this, it is quite informative to observe that the state of the economy accounted more for the observed unemployment among youth and not the absence of skills as largely held. We also observed a noticeable large scale of job flight out of the State. This and the increasing incidence of layoffs as well as complete loss of business remain the strongest issues as far as youth unemployment is concerned. Some observed issues related to ease of doing business in Rivers State account for increasing job flight. Respondents ranked inadequate financial support and energy as the top challenges facing businesses in the State.

The problems encountered in the Rivers State labour market are especially challenging to the educational system. At present, education in the state is too much focused on academic skills and it does not provide students with the type of skills they need in the labour market. Education can stimulate self-initiative and communication skills, but that requires different educational methods rather than different contents. In the literature, we found that in many countries, the educational system is more and more based on the idea that children need to explore and find out things themselves. This is a breakaway from the old system where the teacher was telling how things are and the pupils were listening passively. Such system takes away self-initiative rather than stimulating it. One cannot teach self-initiative, it is a matter of living by doing.

Although, entrepreneurship as a programme has been incorporated in virtually all institutions of higher learning and the vocational centres visited, its main trust is still largely theoretical with little or no hands on practical's. Other findings on the labour supply side indicative of failing standard of Nigeria educational system which in turn impact negatively on the quality of graduates include:

- Very high student staff ratio of 1 to 80
- Extreme difficulty in effecting review of curriculum, resulting in failure to attune curriculum to advances in science and technology and a constantly changing manpower skill demand by industry operators.
- Poorly equipped laboratories which make even graduate of vocational and technical schools less competitive. The growing trend of importing “tillers, painters and other related building technicians from neighbouring countries of Togo, Benin despite the fact most of these are taught in our technical and vocational centres attest to the negative effect of poorly equipped schools. One of the educational centres enumerated reported being last equipped in 1990.
- Absence of interactive platform that brings industry players and leaders of educational institutions together on industry level skill needs constitute a huge gap between expectation of industry and skill level produced by our educational institutions. This has given rise to the growing debate on skill mis-match.

Our finding shows that a significant number of youths are going into self employment. This and a fast growing informal sector constitute the “Growth Opportunity Sector for the State.

Exploring the dynamics of information and designing relevant interventions to strengthen their growth and development will not only serve as a beacon of hope but may actually be a key to proffering solution to the growing concern of youth unemployment. The study proffered different scenario for employment and empowerment within the context of the assessment.

## SECTION 1

### INTRODUCTION AND STUDY BACKGROUND

#### 1.1. BACKGROUND OF THE STUDY

In the past decade, the sustained period of economic growth that was attributed to Nigeria was without a corresponding improvement in employment, in the country as a whole. This is particularly true in Rivers State where over 35% of the labour force is either unemployed or underemployment, casting a gloomy picture on the State's future. The Labour market of Rivers State is characterized by high rate of unemployment, especially among young people combined with particular skills gaps and shortages. There is also a disconnect between labour demand and supply in the state.

The current economic crisis has affected deeply the economy of Rivers State, especially employment. Demand for labour is low and recovering very slowly. For instance, in a number of Companies, especially the big ones, the economic crisis have led to dismissals, which had consequences in the reduction of overall employment. At the same time, the planned growth rate does not provide significant positive movements in the sphere of employment. On the supply side, admission policies are not changing thus improvements in this respect cannot be expected. Employers are not sufficiently taken into account, which is partly related to the weaknesses in the education system. The most unfavourable situation is reflected in the yearly and continuous increase of unemployed University graduates with the number of those recorded on the increase and there are good prospects for this unfavourable trend to continue.

The sense of urgency in addressing the challenge of youth unemployment in Rivers State is very clear; recognizing that large share of youth in transition have yet to attain decent employment. Unless they succeed, yet another generation of productive potential will remain underutilized and a cycle of poverty and decent work deficit will continue. Clearly, there is still substantial room for action to bring about progress towards the goal to “achieve decent work and productive employment for all, including women and young people (Million Development Goals 1b). To achieve these will require availability of concise and relevant data.

Despite previous government efforts at reduction of unemployment, the rate of unemployment has been growing marginally and the quality is not ascertained. Currently, the depth of Rivers State labour market inconsistency is particularly evident among youths between the ages of 15 and 35 being affected with an economy that have all together remained at best static for the past five years and in the face of a collapse in the world oil prices; These has made tackling youth unemployment an urgent imperative. Nigeria as a country needs to create many more jobs (and many more jobs of decent quality yearly) as more young people will continue to join the work

force en-masse over the next 10 to 12 years and the absorptive capacity of the 'States' economies are shrinking.

The underlying need driving this labour market assessment therefore is the situation at the Rivers State labour market, which is complex and showing unfavourable trends. Structural imbalance between workforce demand and supply of labour force is only increasing and becoming more complex. Unemployment in the State is gaining new dimensions and characteristics. In the face of all these challenges, there is inadequate baseline data for Rivers State, which is comprehensive enough for proper planning, policy formulation and design of programme/projects to enhance planning for employment. Consequently, there is need to have a baseline or benchmark data on employment situation both sectoral and local government basis in the State; (hence this Labour Market Assessment!) This exercise is intended to establish basic framework for generating comprehensive, reliable, timely and policy relevant statistics on employment, unemployment and underemployment in terms of magnitude, quality, dimension, nature, characteristics and other socio-economic indicators associated with labour market that will benefit planners, policy makers, researchers and the general public.

Labour Market Policy design in Rivers State will benefit greatly from such occasional assessment, which captures details that are unattainable from ordinary labour force surveys. However, monitoring of policies impact over time will require a periodicity of survey runs. This work will help to establish a broader framework in the long run for monitoring progress towards employment goals, particularly youth employment and unemployment.

Nigeria Stability and Reconciliation Programme (NSRP) through Rivers State Sustainable Development Agency (RSSDA) commissioned this research project to provide an evidenced base concerning the Supply and Demand of Skills in Rivers State, Nigeria. The project is concerned with answering specific questions based on a “**State Wide Labour Market Assessment.**” This includes a comprehensive assessment and package of the demand and supply skill-set/labour gap diagnostics. Interventions in this area can hardly succeed without the availability of the necessary data, which will help in understanding the problems and proffering solutions.

The study will aid the understanding of labour market gaps existing in Rivers State viz-a-viz its supply; how current programmes and projects address questions on arming young people with requisite industry-required skills for employment; identification; elimination and management of conflict sensitive issues in these interventions and also to provide useful knowledge-based technical platform for future policy support in these areas.

The Scope of work in line with the purpose of this LMA project as stated, relates to the

understanding and quantification of skilled labour availability in Rivers State, mapped against employment opportunities in the immediate and medium terms economic /business growth trajectories of the State. The specific terms of reference/study objectives of the study are stated below.

## 1.2 TERMS OF REFERENCE/LMA STUDY OBJECTIVES

### Main Objectives:

- To provide insight into the labour dynamics in the State from the supply and demand sides with regards to youth unemployment and to proffer strategies and solutions to address same
- Lead the development of LMA and produce and provide actors with plan for improved employment and empowerment programmes in Rivers State.

### Specific Objectives:

- Gather and analyze data for LMA by engaging necessary actors across Rivers State.
- Validate and ensure critical stakeholders voices are reflected in Rivers State Labour Market Assessment plan.
- Print and disseminate LMA plan, follow NSRP standard procedure for publication and circulation of the document.

## 1.3 EXPECTED OUTCOME OF LMA/INDICATOR OF SUCCESS

- An understanding of the labour market situation in relation to business/industry evolution trend line.
- Impact of these trend lines on youth employment in the immediate and the medium term
- Emerging mis-match (between industry and educational system) will help guide policy for curriculum change and human capital interventions
- Documented evidence (report) of the labour market analysis of the state, conducted from both the supply side and the demand side
- Level of implementation or alignment of interventions to address skills mis-match
- Effect of current government policies on youth employment and skills development

The project was divided into five stages; a desk review which involved fine-tuning of methodology, research questions and development of data collection tools; mapping of projects, programmes and initiatives; field work including focus groups and key informants interviews; analysis of labour market data and the final write-up.



## SECTION 2

### CONCEPTUAL FRAMEWORK/LITERATURE REVIEW

#### 2.0 INTRODUCTION.

The labour market of Rivers State as in most States in Nigeria is characterized by high rate of unemployment especially among younger persons, combined with particular skill gaps and shortages. Currently, there is a disconnect between labour demand and labour supply in Rivers State. On the supply side it is argued that the needs of employers are not sufficiently taken into account, which is partly related to weaknesses in the education system at all levels, as education is considered too academic. It is thought that young people do not know how to apply what they learn because the Technical /Vocational Education (TVET) component is weakly developed. However, the high rate of unemployment can only very partially be attributed to these points. There is a mismatch between skills needs of employers and the output of the education and training system, but there is also lack of jobs.

Currently, the demand for labour in Rivers State and elsewhere in Nigeria, is likely to have slowed down or even dropped as a result of the economic recession that started in 2014, even before then, economic performance in Rivers State was in most periods largely in line with the country's average but better-performed the regional average. This was followed by a modest recovery in 2012 to 2013. However, there is yet not a return to positive growth rate observed in the year prior to the current recession.

In order to restore economic growth, it is pertinent to identify sectors and subsectors with potential for growth and employment generation. Key to this is the employability of the unemployed particularly youths in the State through skill training that is demand driven. It will be good to know for instance, the skill gaps in anticipated sectors for a renewed economic growth, which may include agriculture & agro processing, ICT, Energy along with targeted sectors and the specific occupational stream within each sector for the next 10 years.

#### 2.1 CONCEPTS AND DEFINITIONS

To better analyze and understand the issues identified in 2.0 above, it is important to clarify certain concepts and definitions that were implied in this study. The concepts are integrated into the analytical framework built around the terms of reference (TOR). Also, it is believed that policy design will benefit greatly from this survey which captures details that are unattainable from a regular labour force survey (LFS) because this LMA will help establish a broader framework in the long run for monitoring progress towards youth employment goals for instance, which is the primary focus of the originators of this study.

In this regard therefore, it is important to make these two points from the onset;

- That all the indicators are disaggregated by sex, youth cohorts (0-14, 15-35 and 35 and above), educational level and local government.
- That most of the indicators suggested is discussed in this final report when “setting the scene” for the in-depth analysis of the survey results i.e. outlining the local government areas and state-wide context facing the youth viz a viz labour market entry.

Specifically, this section offers a more technical discussion of some of the key concepts used in the tabulation of data so that the statistics generated from the questionnaire, Focus Group Discussions (FGD's), Key Informant Interviews (KII), and Global Information Service (GIS) mappings are best captured. The following concepts are defined to aid our understanding of most of the technical words used in this study.

- **Employment**

The employed comprise of all persons who worked for pay, profit or family gain for at least one hour in a week plus the number of persons who are temporarily absent from their jobs (ILO).

- **Unemployment**

Unemployment is slightly more complex because an unemployed person has to meet all of three criteria; the unemployed comprises persons who simultaneously “**without work**”, “**currently available for work**” and “**seeking work**”. In the survey, the unemployed is determined first in the question relating to the main current activity. They should be

- Aged between 15 and 64 and therefore fall into the economically active segment of the total population
- Available to work and
- Actively seeking a job

People who choose to stay at home, a full time student or are ill and unable to attend work are counted as unemployed.

- **Discouraged Workers and Relaxed Unemployment**

In this regards, the relaxation of the standard definition of unemployment makes sense in circumstances where the conventional means of seeking work are of limited relevance, where the labour market is largely unorganized, where labour absorption is inadequate or where the labour force is largely self-employed

- **Underemployment and Overemployment**

This concept reflects underutilization of the labour force and has been broadly interpreted to imply any sort of employment that is inadequate from point of view of the worker. General inadequacy can stem from insufficient hours (time-related underemployment), insufficient compensation (income-related underemployment) or insufficient use of one's skill (skill-related underemployment).

- **Informal Employment**

An informal sector activity is defined as that which operates without binding official regulations

(but it may or may not regulate itself internally) as well as one that operates official regulations that do not compel rendition of official returns on its operations or production process.

Informal employment is difficult to capture statistically, in part due to the ambiguity of the concept and to the difficulty in application of the definition “employment in the informal sector” is dependent on the nature of the production unit, i.e. a person is counted as employed in the informal sector if he/she is employed in what constitutes as an informal sector enterprise, regardless of employment status.

The framework for conceptualization of the informal sector production units can be categorized into four (4) namely;

- i. Informal production unit operating under binding official regulations with autonomous internal regulations
- ii. Informal production unit operating under binding official regulations without autonomous
- iii. Informal production unit operating without binding official regulations with autonomous internal regulations
- iv. Informal production unit operating without binding official regulations without autonomous internal regulations.

The concept in this study recognizes only the formal and informal production units. Generally, informal sector activities consist of enterprises, which render no account to any statutory bodies. The enterprise comprises every heterogeneous set of activities. The activities cover almost every field of economic activity, ranging from petty trading and personal services to informal construction, transport, money lending, manufacturing and repairs. Typically, the informal sector consists of units established, owned and operated by self-employed persons, either alone or in partnership with others for the primary purpose of generating their own employment and income through the production or distribution of goods or provision of services. The figure below speaks to the categorizations above

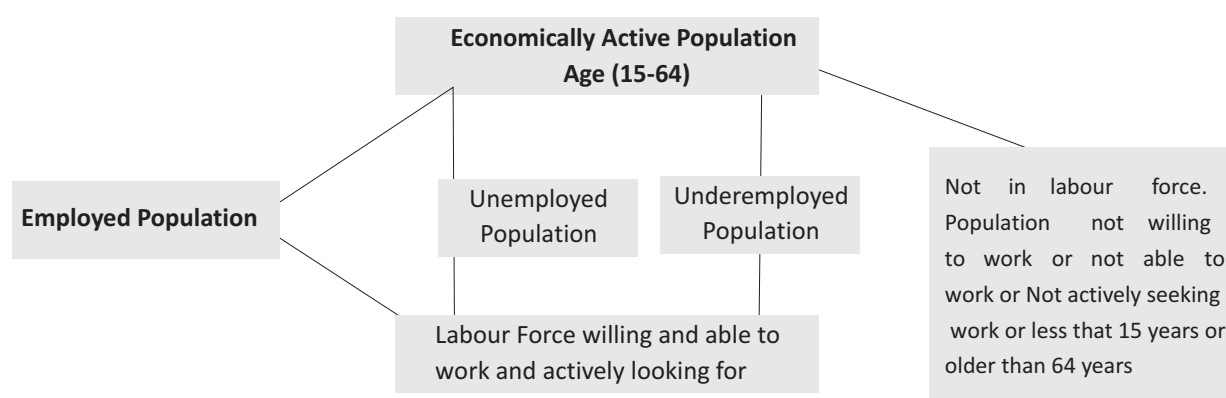


Fig 1 – Employment/Labour Force Flow

## ▪ **Economic Activity**

This is the form of work or services rendered by a person for the production of goods and services in order to contribute to the Gross Domestic Product (GDP), which is a component of national accounts.

## ▪ **Occupation**

This refers to the type of work, trade or profession that a person does to earn a living. For example:

- (a) Executive, Managers, Senior Officials including those who decide policies or plan, direct and coordinate the policies and activities of enterprises/establishment or their internal departments or sections.
- (b) Professionals which require high level of professional knowledge and experience in the field of physical and life sciences or social sciences and humanities. E.g. Computer Programmer, Engineer, Doctor, Statistician, Teacher etc.
- (c) Clerk are those whose main task require the knowledge and experience necessary to organize, store, compute and retrieve information e.g. Office Secretary, Library Clerk, Cashier, Telephone operators etc.
- (d) Elementary occupations involve, mostly simple and routine task using hand-held tools and in some cases considerable physical strength. E.g. Janitor, Messenger, Labourer, Garbage Collector etc.

## **Demand Side:**

### (a) Quantitative Measure

i) Youth Unemployment Rate- The definition and rationale of what is deemed as unemployment has been explored above. However, the rate of unemployment as an indicator is widely used as increase of unutilized labour supply.

Where available, a breakdown by duration of job search should be given. Of particular interest is the concept of long-term unemployment since prolonged periods of unemployment bring with them many undesirable effects, particularly loss of income and diminishing employability of the job seeker.

Another useful disaggregation is youth unemployment by educational attainment, since this can serve to indicate supply and demand side mismatches.

ii) Ratio of Youth-to-Adult Unemployment Rates.

Share of Youth Unemployment Rate: This ratio allows one to access the lack of employment among youth compared with older job seekers and thus hints at whether the Rivers State economy is characterized more by demand deficiencies particularly to first time job seekers (i.e. an inability to absorb labour market entrants) or to turnover and retrenchment of persons with job.

iii) Youth Employment-to-Population Ratio: This is the number of neither young employed persons who are neither employed nor unemployed as a percentage of youth population. As an inverse to the labour force participation.

Generally, on the demand side, the business/informal sector broadly incorporates all kind of organizations that are engaged in providing employment of some sort. The main criterion to be applied in the construction of the employers survey for instance, is “as big as possible” within the L.G.A. The application of this principle defines to a large extent other structure of sample as well. This means that employers in the sample cannot be considered as representation of all employers especially not the employers in the formal economy, i.e. the image of companies and entrepreneurs. For example, application of the number of employees as the principle/criterion eliminates from the sample the largest number of small companies and employers, and it is well known that **micro** and **small** enterprises make up around 95% of the total number of companies and entrepreneurs.

This principle determines to a large extent also, the sector structure of employers in the sense that those sectors and activities in which the micro and macro companies dominates and different companies according to size, age in various sectors and activities have different problems in finding new workforce, surpluses, trained workforce and need for additional training and education. At this time, the fact that for objective reasons, big companies that are in problems for a number of years are not being analyzed means that the images of the LGA’s where they are domicile is not complete.

This is why we caution at this stage, that in analyzing and interpreting phenomena and trends and especially in making the decision, recommendations and proposing policies, this was taken into account. Still, by applying the method of stratification sample, the structure of employers was obtained which quite realistically represents the picture of the local government area economy and quite frankly, the Rivers State economy, so that with the needed caution, it will be acceptable to make generalisations and make general conclusion and recommendations.

### **SUPPLY SIDE;**

- Net enrollment rate at secondary and tertiary levels; The primary requirement here is the ratio over time of the persons enrolled in education by levels, regardless of age (since this is rarely available), to the population of the age group that officially corresponds to the level of education in the state. The enrollment rate indicates the general level of participation and gives indication of the progress in providing youth with at least the minimal levels of education considered being necessary in order to function in today's global economy.
- Distribution of youth labour forces by level of education attainment; this is looked at from the point of view of the completion of less than primary, primary, secondary and tertiary education levels. While level of education is not a perfect proxy for the general skills potential of the population group, it is a factor that influences the population's predisposition to acquire such skills and can therefore serve as an important determinant of the State’s capacity to compete successfully and in sustainable ways in the job markets is dependent on efficient use of rapid technological advances.

## 2.2 Literature Review

The state of the labour market is one of the most important social and economic issues in every country; As a result, measures of utilization and non-utilization of labour are of considerable concern to researchers and policy makers. The stock of unemployment usually attracts smaller attention than the flow; that is, the rate of how unemployment is moving. Currently, it is not easy to measure the rate of unemployment because of conceptual problems of defining who is employed, unemployed or underemployed.

Theoretically, labour market assessment seeks to understand the functioning and dynamics of the market for labour. The labour market functions through interactions of workers and employers. Simply put, Nigeria economics looks at suppliers of labour services (workers), the demanders of Nigeria services (employers) and attempts to understand the resulting patterns of employment, wages and income. Naturally in the labour market, one would always see series of labour market behaviours such as demand for labour, supply of labour, job creation, income and wages, unemployment, wage determination, inflation, migration and collective bargaining. Most of the literature and field research suggest moderate to low awareness levels of imbalance in Demand and Supply of labour across the country as well the states, even the local government areas.

Throughout the literature, there seem to be a great deal of uncertainty about definitional and conceptual issues when carrying out labour market assessments. The literature is rich in those areas. Take for instance, the controversy over Nigeria's unemployment figures. For the past years, is centred on number of hours a person has to work each week to be considered fully employed. This measure varies from country to country. The International Labour Organisation (ILO) considers an hour a week and this is used to compile employment statistics in South Africa for instance. The first survey of Nigeria's Manpower Stock and requirements (SNMSR) was conducted in 1977 by the Secretariat of the then National Manpower Board (NMB). Three other surveys were conducted in 1981, 1986 and 1991. The objectives are to;

- Obtain current information on the stock of, and manpower requirement in the surveyed establishment
- Update existing information
- Fill gaps in the earlier surveys.

The study covered all establishments employing more than 10 or more persons and firms offering specialized services regardless of their employment size. In Nigeria, the benchmark of 40 hours per week was adopted in 2001 by the National Labour Force, counted as 'employed', if they worked 40 hours or more in the week preceding the labour force survey.

The National Bureau of Statistics (NBS) reviewed the 40hours benchmark in September 2014 saying that it was outdated and inconsistent with the realities in the country. The Bureau consulted government

agencies, universities, researches and employers and agreed on 20 hours per week- half way between the ILO approach and the former measure as the new benchmark. In addition to changing the way it calculates employment, the NBS also introduced new ways of calculating “underemployment”. This shifts a large part of Nigeria's previously “unemployed” into the ranks of “underemployed” resulting in a much lower unemployment rate.

Take the last quarter of 2015, a total of 55.7million people (75% of the labour force) as employed and 5.5million people (7.5%) as unemployed. The last figure appears small because a further 12.2million people (16.6%) who would have been deemed unemployed in the old stringent benchmark are now classified as underemployed.

In 1999, the International Labour Office designed and launched key indicators of the labour market (KILM) for completeness and regular data collection programmes and to improve dissemination of data on key elements of the world's labour market for different statistical activities carried out by ILO and by independent States. The key indicators of the labour market compliment efforts on providing consistent and comparative labour market information.

The role of the KILM in labour market analysis recognizes that evidence-best policy making on identifying and quantifying best practices and inefficiencies in the labour market – such as labour underutilization and decent work deficit. It is the first step in designing employment policies aimed at enhancing the well being of workers while also promoting economic growth. This is a comprehensive approach for the collection, organization and analysis of the labour market information. In this context, KILM can serve as a tool in monitoring and assessing many of the pertinent issues related to the functioning of labours.

The KILM helps to identify where labour is underutilized and decent work is lacking, especially if measured not in terms of people who are working, yet still unable to lift themselves and their family above the poverty threshold but also in terms of quality of work or lack of any work at all. Each of these indicators could be found in KILM1-18.

Various labour market segmentation exist in the literature, all of which often depend on the purpose for which the classification is made and limitations imposed by survey designs and available data. There have been various classifications in the structure of the Nigerian labour market. In (Ogumike et al 2006) a study of selected metropolitan areas in Nigeria, the National Manpower Board (1998) came up with seven classified forms of Nigeria labour market, namely; Employer, Self-employed (Farmer), Self-employed (Trader), Self-employed (others), Employed wage and salary earners (Private), Employed wage and salary earners (Public) and paid apprentice. Apart from some differences, this classification is in line with the then Federal office of statistics (FOS 2001) study that classified the Nigerian labour market into five major forms; namely; employer, employees of public companies, employees of private companies, employees of

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ministries and parastatals. Informal employment (unpaid family workers, own account worker, and household enterprises. The study indicated that self-employed persons dominate the labour market and followed by wage and salary earners (see Table 1). Self-employed persons accounted for 54.9% and wages and salaries components for 38.75%.

STRUCTURE	BOTH SEXES		MALE		FEMALE		FEMALE AS PERCENTAGE OF BOTH SEXES
	No	%	No	%	No	%	%
EMPLOYER	223	4.3	167	5.3	56	2.7	25.1
SELF-EMPLOYER (Farmer)	337	6.5	221	7.0	116	5.7	34.4
SELF-EMPLOYMENT (Trader)	1,516	29.1	655	20.7	861	42.0	56.8
SELF-EMPLOYER (Other)	1,006	19.3	710	22.4	296	14.4	29.4
EMPLOYMENT, WAGE and SALARY (Private)	969	18.6	695	22.0	274	13.4	28.3
PUBLICS	1,052	20.1	642	20.3	410	20.0	39.0
PAID APPRENTICE	110	2.1	73	2.3	37	1.8	33.6
TOTAL	5,213	100	3,163	100	2,050	100	39.3

Table 1: Structure Of Nigerian Labour Market

Source: Adapted From National Manpower Board 1996.

Analysis of labour market outcomes suggest that apart from social stratification (such as age, sex and levels of education) location tends to play a major role in the differences among people (Hsueh and Tienda, 1994) Thus, individuals tend to participate in a geographically limited market, with boundaries quite often determined by proximity to residence. This is the basis of our selection of the study area of the LGAs- to show that the “dualistic structure” of the labour market in a developing economy like Rivers State typified by division into “urban” and “rural” labour markets.



McLaughlin and Perman (1991) argue that the rural areas are more likely to provide low paying, part time, seasonal and non-unionised jobs. Typically, rural places are sparsely settled and employment is mainly agricultural (Bingwanga and McIntire, 1987 and Lipton and Ravallion 1995). Fidelis. O. Ogunike et al (2006) suggests that the supply side factor (e.g. individual characteristics) tends to influence employment hardship among rural dwellers and could act as one of the major sources of differences in rural/urban underemployment problems. The quantity and quality of jobs reflect the employment opportunities and the options in the rural labour market and ultimately affect the economic well being of the rural people.

The Nigerian Bureau of Statistics unemployment committee report 2014, suggested that the concepts of employment, unemployment and underemployment needed modification. It was recognized that those in employment are persons who worked 20 hours and above in a reference week. The unemployed are persons who did nothing or worked less than 20 hours in a reference week while the underemployed are persons who worked between 20 to 39 hours in the reference week. This report emphasized that;

- The NBS need to disaggregate the labour force data on employment and underemployment to capture employment and the different categories of underemployment.
- Labour market's dynamics should be captured in any Labour market survey instrument./
- There is the need to consider implementing the labour market information system approach in the capture of labour force statistics.

In terms of the methodology to be used in collecting labour market information, it recommends that;

- The enumeration areas in the master sampling should be updated regularly to ensure appropriate sampling frame.
- Labour force survey should be the primary source of data for computing labour market statistics.
- Appropriate sample size should be about 1000-2000 households per state so that meaningful levels of data disaggregation could be achieved to satisfy the needs of numerous users.
- Levels of analysis should involve Rural/Urban dichotomy but allow for greater degree of disaggregation.
- Data collection efforts should be made to use electronic data collection devices. Training and retraining of field officers and their supervisors should be pursued with vigour as this will go a long way in improving the quality and timeliness of labour force survey.
- The timing and frequency should be quarterly basis but the timing of data collection should be mid-quarter.
- Data process should be decentralized. To achieve this, the capacity inadequacy at the state and local government levels should be addressed. Also, data processing infrastructure should be upgraded while operatives should be properly remunerated.

- Labour force survey should be adequately funded in view of the recommended methodology and the expanded data requirements.

Prior to the NBS Committee report of 2014, in 2010 the NBS had published a National Manpower Stock and Employment survey with particular reference to household and micro enterprises (informal sector). The main objective of the study was to determine the employment situation in Nigeria as a whole. The specific objectives relating to household and informal sector include;

- Determining the economically active population
- Assessing the available and requirements of human resources in the informal sector
- Analysing the manpower stock and the occupational profile of the labour force in Nigeria identifying labour market related problems in the country
- Computing labour market data for policy formulation and Measuring the size of the informal sector

In the sample design, the household and informal sector survey was conducted using the National Bureau of Statistics, National Integrated survey of Household (NISH) as the vehicle for reaching the respondents. The basic instruments were designed for use during the survey. These were; the household questionnaire, micro enterprise questionnaire and the manual of instructions

The results of the survey revealed that, at the national level, household findings showed that 27% were 0-9years, 67.2% were between the ages of 10-59years while 5.9% were in the age group of 60years and above. Age dependency ratio was 2:3 indicating that about 2 persons was dependent on each economically active person. The average household size was 5 persons but Rivers State recorded 4 persons per household. Four in Five unemployed persons in the country reported that they have been out of work for between 3 to 4 months. State analysis indicates that all unemployed persons in Rivers State have been out of job for more than 3months and this number is about 20%.

Nationally the survey revealed that the major problem encountered by unemployed persons while searching for jobs was; that there was no money to facilitate process at 24.5%. This was followed by lack of contact and poor labour information. On the demand side, the study showed that the informal sector owners that were engaged in wholesale and retail business were about 5.6million followed by those engaged in manufacturing activities at 2.2million and other social activities.

In the Nigerian scene, there are peculiar problems that deter the Nigerian labour market from functioning properly and these problems should be put into consideration in designing a labour market a intervention. According to Aiski (2011), the major problem is the increasing rate of the labour force, not marched with a corresponding increase in job opportunities. The paper asserts that the total number of youths or graduates who are willing and ready to participate in the labour market cannot find places to work.

The effect is that the supply of labour increases while its demand falls drastically and at the end of the day, the problem compounds into low wage payments

In 2014, the SEEFOR project in Rivers State, commissioned a report on Labour market skills demand survey. Although this report focused mainly on the demand side of the state's labour market and particularly on the employability of graduates from the TVET programs. The report findings included, among other things; That the vast majority of the TVET graduates (66.2%) were unemployed at the time compared to just 34.2% who were in some form of employment. There was specifically huge demand for electrical skills relative to other skills 26.2% of the graduates did not the required level of certification and job experience to be able them to be absorbed into vacant positions, 40% were adjudged simply not suitable for the available jobs. Surprisingly, over 60% of those employed found that their initial training bore no relationship with the practical work they do with the implication that they had to undergo retraining while on the job.

The report recommended;

- The need to improve the effectiveness and relevance of the TVET graduates in order to enhance their employability through the establishment of a technical and vocational education (TVE) Board for the state so as to that greater attention is paid to the curriculum and focus on the needs of the labour market.
- Develop and sponsor an employability industrial training for the unemployed TVET graduates. This should take the form of remedial graduate conversion programmes designed to strengthen their practical competencies. It is a good panacea for reducing high rate of TVAT unemployment.
- To improve budgetary allocation and disbursement for TVAT. This will help to sustain the impact of the Rivers State SEEFOR intervention.
- Government should enable stronger linkages between the private sector industries and TVET institutions to ensure that the practical benefits of the teachings are exploited in the private sector.

Niger Delta youth assessment report (PIND AA-YA-01 Oct 2011) focused on the collection of qualitative and quantitative base-like data on youth in the Niger Delta, including; the demographics profile of youth, key aspirations and issues of concern to youth as well as opportunities and challenges facing youth. The table below shows the age composition of the Niger Delta youth, upon which the study was based.

A key element of the report included identifying existing youth related policies and programmes and determines what lessons have been learned as relates to youth development in the region. Accordingly, the report, among other things, concluded that most of the participants in the survey (be they young people, government officials or private sector employer) agreed that young people in the Niger Delta require employability training and support, life skills such as teamwork.

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AGE GROUP	ABIA	AKWA IBOM	BAYELSA	DELTA	EDO	IMO	ONDO	RIVERS
15-19	342,186	458,814	199,148	471,245	362,413	466,441	391,248	604,685
20-24	289,992	388,866	167,662	418,609	354,840	397,704	339,862	549,285
25-29	247,059	336,925	146,861	357,452	303,111	332,920	300,578	486,825
30-34	191,223	260,231	116,574	272,878	216,121	256,101	233,102	376,281
<b>TOTAL</b>	<b>1,070,455</b>	<b>1,444,836</b>	<b>630,245</b>	<b>1,520,184</b>	<b>1,236,485</b>	<b>1,453,166</b>	<b>1,264,788</b>	<b>2,017,076</b>

**Table 2: Age Composition Of Niger Delta Youths** **Source: PIND Report 2011**

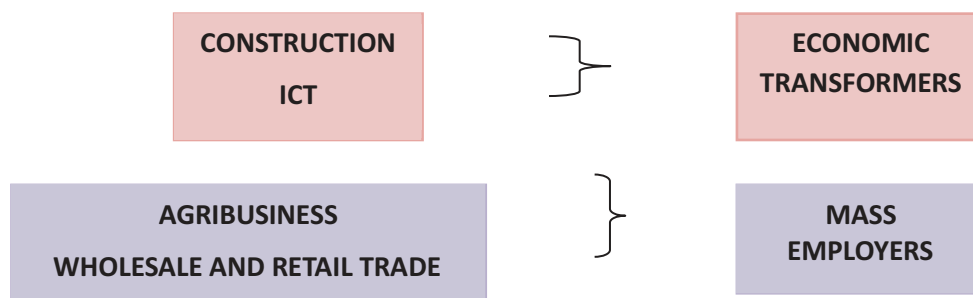
Communication and conflict management was seen as particularly important. Additionally, on the supply side, it indicated that there was a shared believe that youth would also benefit from programme that provide them with training and capital support to create small businesses. There was also a felt need to improve the quality education in the Niger Delta. At the time, it was found that 83% of the youth survey in the three Senatorial district of Rivers State was not working, although the sample size was relatively small compared to the population and lack adequate spread across the nine states.

Most recently, Dalberg report (2016) on job creation and youth employment in Nigeria recognized that the Nigerian economy provides sustainable economic opportunities for an employable labour force but there has not been improvement in the last decade. The report recognized that tackling youth unemployment is an urgent imperative. It developed a strategic framework to tackling job creation and youth unemployment over a three-year period (2016-2018). The report recommended that the government should; Prioritize economic sectors as anchor sectors to which policy and programmatic interventions will be directed to catalyze job creation within and beyond the sector. Identify specific geographical clusters of focus within each of the defined anchor sectors in other to leverage existing comparative advantages within the clusters, optimize resource allocation, and ensure equitable distribution of job creation interventions across the regions.

The report recommended and defined specific interventions to address skill development issues and talent supply gaps to ensure that the local labour force can fill available and emerging job positions in the short to medium terms. It also identified policy and infrastructure enablers required to address structural constraints, to attain competitiveness across each of the focus sectors in the long term. Finally, the report recommended the coordination of the implementation of defined interventions across federal and sub-national governments driven by the job creation unit, resourced by stakeholders from the private, public and development sectors.

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Accordingly, the Delberg plan recognized that the selection of the focus sectors need to reflect the prioritizing of the informal sector employment opportunities, and ensure that the location most acutely affected by youth unemployment is not neglected. The four selected sector that was identified as presenting opportunities for job creation and rationale for their sector are;



**Fig 2: Focus Sectors for Youth Employment**

Study carried out in Granada in 2014(Jaap de Koning and Niek de Job Nov. 2014), a country, the size of Rivers State, showed the same characteristics of unemployment. The study was on the countries Labour Market Needs Assessment. The purpose was fourfold;

- Give a description of the structure and trends regarding the labour market of Granada.
- Make labour market projections, providing information on the future of the labour market and on skill mismatch in particular.
- Implement and analyze a survey among employer
- Give recommendations for policies to improve the labour market situation.

At the time, the unemployment rate among young people was almost twice the general rate. Employers in Granada had qualitative shortcomings in the labour force. The report found that according to employers, unemployed persons and most young people leaving school lack sufficient skills (self initiative, communication, work attitude) and lack basic skills (basic numeracy and literacy are mentioned most often). Regarding their own workforce, they indicate that about 15% is performing adequately and signaled future problems in hiring people for some specific occupations, such as managers. In Granada, a major problem encountered in the labour market was especially challenging to the educational system. Education is too much focused on academic skills and it does not provide children with the type of skills they need in labour market.

In 2014, River State through the RSSDA carried out a comprehensive social-economic baseline survey of the twenty-three Local government areas. Its aims were to;

Collect demographic data on population distributions, structure, migration, fertility, mortality etc  
.Collect social economic baseline information at the household level  
List the sectors and sub sectors of the Rivers State Economy.

Identify and profile community interest groups that could be mobilized as key players to support and facilitate community development

Establish development deficit inherent in the LGAs in Rivers State

The study methodology involved major survey activities; including main fieldwork, data collation, analysis, extensive literature reviews as well as reconnaissance visits before data collection. The study found that there were problems associated with vulnerable groups and there are the needs to improve the level of education among women.

Regarding Youth Unemployment, the 2014, Nigeria Stability and Reconciliation Programme commissioned a report on “whether Nigeria Youth- and by extension the country as a whole stand to be winners and losers from overall government response to unemployment at different tiers”. Specifically, the reports main tenet was to establish whether the number of programmes set out by government to tackle unemployment and empowerment were actually likely to contribute to a reduction in violent conflict in the Niger Delta.

This report found that unemployment and lack of economic opportunities were significant factors aggravating conflict and increasing chances of youth being drawn into violence as both perpetrators and victims. In fact it identifies the increasing magnitude of youth unemployment as one of two key indicators of the declining welfare status of Nigeria in recent time and that high unemployment in the country is associated with a growing gap between the rich and the poor with evidence that such polarization in itself reflects and fuels structural grievances. This work found amongst other things that 26% of respondents agreed that programme and initiative had contributed to reducing the overall rate of Youth Unemployment, even though 795 agreed that only youth close to politicians are selected for employment opportunities that may exist. In light of these, it was recommended that;

Government should ensure better planning and coordination of the youth employment sector by:

- (a) Focusing on job creation as an overarching goal in economic planning at all levels
- (b) Stick to one clear roadmap to steer government response (whether Federal, State, or LGA) rather than proliferating initiatives
- (c) Ensure a strategic mix of 'demand' (working with markets and employers) as well as supply side (e.g. skill training) intervention, thorough policy coordination at micro and macro levels
- (d) Convene all arms of government on a regular basis to ensure joined-up approaches and maximum impact.
- (e) Invest in greater coordination and strategic leadership of the sector, with top level political authority.
- (f) Enhance programme effectiveness and result-based management through an overhaul of M&E Capacity across all MDA's engaged in youth employment
- (g) Reduces risk of programmes themselves fuelling grievances through ensuring inclusion, fairness, transparency and accountability.

## SECTION 3

### 3.0 STUDY DESIGN AND METHODOLOGY

#### 3.1 STUDY AREA

The study area is Rivers State of Nigeria. The state is located on the coastal plain of the Atlantic Ocean and recent coastal plain of the eastern Niger Delta tributaries of the River Niger. It occupies a land and sea area of 11,077km<sup>2</sup>. The State is bounded on the South by the Atlantic Ocean, to the North by Imo, Abia and Anambra States, to the East by Akwalbom State and to the West by Bayelsa and Delta States. The inland part of the State consists of tropical rainforests, towards the coast, the typical Niger Delta environment features many mangrove swamps.

Rivers State has a population of over 5,186,000 at the 2006 census, making it the sixth most populous state in the country; however, the population is projected to have grown to just about 6,976,955 by 2017. More than half of this population lives on land and in fourteen of the twenty three local government areas. The State is economically significant as the centre of the Nigeria's oil industry and is fondly referred to as the treasure base of the nation. Rivers State is famous for its vast reserves of crude oil and natural gas. Agriculture still remains the primary occupation of the people albeit at predominantly subsidiary levels and particularly in the production of yams, cassava, cocoyams, oil palm, maize, rice and beans. The fishing industry is also an important sector in Rivers State with approximately 270 species of existing fish with many artisan fishermen in the riverine areas.

#### Briefs on the LGAs

##### Ahoada East LGA

- Ahoada-East is situated in Rivers West senatorial district of Rivers State, South-South region, Nigeria. It is specifically positioned north-west of Port Harcourt city. The council headquarters is at Ahoada town. The LGA was created in 19996 and occupies a land area of 132sq mi (341km<sup>2</sup>). The entire mass used to be called 'orashi region' before it was divided into two LGAs- Ahoada East and Ahoada-West. The Ekpeye are the indigenous people of Ahoada, and Ekpeye dialect is spoken. The city of Ahoada has offices and other facilities that accord it a semi-urban status.

##### Obio- Akpor LGA

- Obio Akpor LGA was created on the 3rd of May, 1989. It is located in Rivers East senatorial district of Rivers State, South-South region, Nigeria. Its seat of power (the council headquarters) is situated in Rumuodomaya. The entire area occupies a land mass of about 100 Sq mi (260 Km<sup>2</sup>) with estimated population of 464,789 (according to 2006 census)
- The LGA lies at the heart of Port Harcourt metropolis. The original indigenous occupants of the area are the Ikwerre's. The area is bounded in the south by PHALGA, in the East by Oyigbo, in the North by Ikwerre and in the west by Emohua.
- It has many localities, towns and suburbs including; Alakahia, Atali, Awalama, Choba, Egbelu, Elemenwo,



Elenenwo, Eligbam, Elimgbu, Eliopaeawo, Eliozu, Eneka, Iriebe, Mgbuesilaru, Mgbuoba, Mgbuosimini, Rupkakulisi, Ngbelu, Ogbogoro, Oginigba, Oroigwe, Oroazi, ozuoba, Rukpokwu, Rumuadolu, Rumuaghaorlu, Rumuchorlu, Rumuodara, Rumudogo, Rumueken, Rumuekwe, Rumueme. Rumueprikom, Rumuesara, Rumuewhara, Rumuibekwe, Rumuigbo, Rumunduru, Rumuobiakani, Rumuogba, Rumuokwurisi, Rumuokparachi, Rumuolumeni, Rumuodomaya, Rumuoji, Rumuokoro, Rumuokwachi, Rumuokwuta, Rumuola, Rumuolukwu, Rumuomoi, Rumuosi, Rumuoto, Rumurolu, Rumuwaji, Rumuregwu, Trans-Amadi and Woji.

### **Oyigbo LGA**

- Oyigbo LGA is located in Rivers South-East senatorial district of Rivers State, South-South region, Nigeria. It was created in 19991, and also known as 'Obi-Igbo'. The area lies 30km from Port Harcourt city, and can best be described as a satellite of Port Harcourt.
- The local government area hosts some companies' facilities including locations, oil wells and pipelines of SPDC as well as the Afam power plant. It has about 2 districts with component communities including; Oyigbo district (Asa, Komkom, Obeama and Oyigbo) and Ndoki district (Afam Uku, , Afam, Afam-Nta, Azusogu, Egberu, Mgboji, Mirinwanyi, Obeakpu, Obeta, obumkpu, Okoloma, Okponta, umuagbai and Umuosi).

### **Port Harcourt City Local Government Area (PHALGA)**

- Port Harcourt City Local Government Area (PHALGA) is located in Rivers East senatorial district of Rivers State, South-South region, Nigeria. Right within the heart of Port Harcourt metropolis, the entire mass is an urban entity situated at the State capital (and having the government house. It shares common boundaries with Obio-Akpor LGA and some Okirika communities.
- The local government has about 11 towns/communities including; Abuloma, Amadi-Ama, Boibu-Oromarizemgbu, Elekohia, Okuru, Orada-Diobu, Orogbum, Orowurokwo, Rainbow town, Rumuoparali and Rumukalagbor. The area is densely populated hosting other prominent facilities in the state like the State High court complex, the State secretariat, CBN complex, Central post office etc. It is also home to some major oil and gas companies.

### **Eleme LGA**

- Eleme Local Government Area is located in Rivers South-East senatorial district of Rivers State, South-South region, Nigeria. The area is appreciably populated given the presence of massive economic activities going on there, and driven by the presence of some companies -oil and gas, fertilizer production, the Eleme Petrochemical, Port Harcourt refinery, Onne Free Zone activities, the sea port and others.
- There are 22 communities in the area including; Aabon, Agbeta, Agbonchia, Agrete, Akpajo, Alejoh, Alese, Aleto, Alode, Ebubu, Egalor, Ejama, Ekara, Eteo, Eyea, Kalenbori, Nchia-Eleme, Nonwakebara, Norkpo, Obolo, Ogale and Onne.

### **Bonny LGA**

- Bonny Local Government Area is situated in Rivers West senatorial district of Rivers State, South-South region, Nigeria. Bonny (or ibani) is an Island town and capital of Bonny kingdom with a sister community-Finima. Between the 15th and 19th centuries, the area was a major trading port of Eastern Delta, and a major export point for oil.
- It has a total land mass of 249.27 sq mi (645.60 km<sup>2</sup>) and an appreciable population standing at 214,983 (2006 census). Located at southern edge of Rivers State, Ibani remains the local language, with



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Ibo language also spoken by most natives. The area is sub-divided into two main segments- the mainland and the hinterland. The mainland comprises of Bonny Island and its segments namely; The main Island (Township), Sandfield, Iwoama, Orosikiri, Aganya, Ayambo, Akiama, Workers camp and some outlying fishing settlements lying along the Bonny River's coastline.

- Finima is an aboriginal community situated along Bonny Island. The hinterland includes the village communities that serve as home to natives of Bonny kingdom. Presently, the Island Kingdom of Bonny has 35 chieftaincy houses. The area hosts some notable oil and gas companies including SPDC, Mobil un producing, Chevron Nigeria Limited and NLNG and other servicing firms. There are about 75 streets in Bonny. Finima Youth Congress (FYC), Bonny Youth federation (BYF) and the National Youth Council of Nigeria, Bonny chapter are some key organised youth bodies that play significant roles in the area.



Fig 2: Map of Rivers State

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Rivers State currently consists of 23 Local Government Areas (LGAs) and each of the LGAs has its own administrative seat. They are:

S/N	LGA NAME	AREA (KM <sup>2</sup> )	CENSUS 2006 POPULATION	POPULATION OF RIVERS STATE			
				2008	2009	2010	2011
1	Port Harcourt	109	541,115	576,453	596,390	617,159	638,355
2	Obio-Akpor	260	464,789	494,883	511,999	529,706	548,026
3	Okrika	222	222,026	237,926	246,155	254,668	263,475
4	Ogu-Bolo	89	74,683	80,579	83,366	86,249	89,232
5	Eleme	138	190,884	203,577	210,618	217,902	225,438
6	Tai	159	117,797	128,774	133,227	137,835	142,602
7	Gokana	126	228,828	250,265	258,921	267,875	277,140
8	Khana	560	294,217	313,536	324,379	335,598	347,204
9	Oyigbo	248	122,687	134,150	138,789	143,589	148,555
10	Opobo-Nkoro	130	151,511	163,587	169,245	175,098	181,154
11	Andoni	233	211,009	233,258	241,325	249,672	258,306
12	Bonny	642	215,358	230,110	238,069	246,302	254,820
13	Degema	1,011	249,773	267,021	276,256	285,810	295,694
14	Asari-Toru	113	220,100	235,252	243,388	251,806	260,515
15	Akuku-Toru	1,443	156,006	175,650	181,725	188,010	194,512
16	Abua-Odual	704	282,988	302,282	312,736	323,552	334,742
17	Ahoada West	403	249,425	266,769	275,995	285,541	295,416
18	Ahoada East	341	166,747	178,027	184,184	190,554	197,145
19	Ogba-Egbema-Ndoni	969	284,010	303,228	313,715	324,565	335,790
20	Emohua	831	201,901	215,204	222,647	230,347	238,314
21	Ikwerre	655	189,726	202,224	209,218	216,454	223,940
22	Etche	805	249,454	267,526	276,778	286,351	296,254
23	Omuma	170	100,366	107,452	111,168	115,013	119,990

Table 3: Rivers State Demography

Source NBS: Nigerian Abstract Report 2012

These Local Government Areas are classified into three senatorial districts of; Rivers South-East, Rivers South-West and Rivers East. Two local governments per senatorial district are selected for this study, on the basis of population, size and the volume of economic activities.

**The Rivers South East Senatorial District** covers seven local government areas of Andoni, Khana, Gokana, Eleme, Opobo-Nkoro, Oyiibo and Tai. The estimate population of this district was 1, 800, 000 as at 2006 census. Four of these local government areas are land bound with the other three being riverine. Arguably, about 60% of the oil and gas resources within Rivers State are found within this south east district. It is home to major industrial hub such as the Onne oil and gas free zone, Indorama Fertilizer Plant, Port Harcourt Refinery as well as Eleme Petro chemical refinery. It also hosts many small-holders, agriculture and fishery businesses and on the supply side, there are many secondary schools and the Ken-SaroWiwa Polytechnic in Bori.

**Rivers East Senatorial District** covers 8 local government areas with an estimated population of 2, 671, 000 people. The local areas include; Emohua (263, 817), Etche (325, 953), Ikwerre (247, 908), Obio-Akpor (607, 324), Ogu Bolo (97, 586), Okrika (290, 114), Omuma (131, 145), Port Harcourt (707,058). These local governments, particularly Port-Harcourt, the commercial centre of the state. Port Harcourt and Obio Akpor house many large companies and enterprises

**Rivers West Senatorial District** covers 8 local government areas within an estimate population 2, 367, 000. The local areas include, Abua Odua (369, 771), Ahoada East (210, 882), Ahoada West (325,915), Akuku-Toru (203, 848), Asari-Toru (287, 597), Bonny (281, 401), Degema (315, 638) and Ogba/Egbema/Ndoni (371, 106).

## 3.2 STUDY METHODOLOGY OVERALL APPROACH

The study adopted a mix of quantitative and qualitative research methods. These included Literature review, face to face interview using survey questionnaires, Key Informant Interviews (KII), Focus Group Discussions (FGDs), Field Observation- i.e. visits to institutions and businesses and hubs and the use of Global Positioning Systems (GPS) data gathering tools. Two basic instruments were used for the survey. The first is the household/youths questionnaire and the second is the employer/business questionnaire. These questionnaires were used to obtain information on demographic characteristics, activity status, working history, unemployment and status of the household. In the case of the business/employer, questionnaire were basically used to obtain information on the existing stock of personnel, their qualifications, remunerations, additional manpower requirements and constraints as well as enhancing factors to their operation. This approach allowed us to analyse the;

- \* Distribution of employed persons by economic activities and sex
- \* Distribution of additional manpower requirement by LGA

- \* The disaggregation of household employment thereby revealing local government disparity in household employment
- \* Distribution of employed persons by length of employment and by local government area main obstacle/problem encountered by employed persons while searching for job.

We conducted interviews of focused groups by targeting unemployed groups through the local government youth groups, educational institutions (universities etc), Businesses, government/governmental organizations and agencies and students. The economic activity groups considered were under the broad outline below- Agriculture, Forestry And Fishery, Manufacturing, Construction, Wholesale And Retail, Traders, Transport And Storage, Information And Communication Technology, Real Estate Activities,- Mining And Quarrying, Administrative Support, Education, Professional, Scientific and Technical Activities Human, Health and Social Work Activities.

The entire study was conducted with a wide range of actors in business, diverse levels of educational institutions, youth groups, Family/Household etc and Subject Matter Specialists (SMS). (Annex1) Presents a list of stakeholders that were engaged during the study. The consultants undertook the study in the local government areas covered during the survey. The lead consultant with expertise in socio -economic research, survey and capacity building designs, trend analysis and projections and the principal Consultant with expertise in Development and Social Economic Impact Assessment and Intervention; data analysis and Geographic Information System (GIS). Both consultants worked with adhoc assistance recruited from the surveyed communities to assist in the data collection and analysis.

While the Consultants had oversight responsibility for the FGDS and key informant interviews, the field assistants (supervisors) assisted in collating the returned data and worked with the Consultant to establish data quality assurance measures, cross checked completed forms in the field for data consistency before leaving the survey centre.

## **3.3 SAMPLING AND STUDY POPULATION**

### **3.3.1 SAMPLING TECHNIQUES**

A multi-sampling technique was developed for this labour market assessment. NSRP proposed Rivers State for the survey. The State was selected based on the size and structure of its economy and also because of an evidence base concerning the mismatch of supply and demand of skills in the State. At the time, the State labour market was characterized by high rate of unemployment especially among young persons, combined with particular skills gaps and shortages.

This sample for questionnaire interviews comprise household and businesses from the three senatorial districts in selected local government areas within these districts. The senatorial districts are Rivers East,

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Rivers South East, Rivers West. In total 7,469 one on one interviews, 30 Focus Group Discussion and 40 Key Informants Interview was undertaken across 6 LGA sample for the study. Tables below presents the quota for the labour market survey, FGD, KII and field visits.

Data Collection Medium/Tool	Rivers East Senatorial District	Rivers South East Senatorial District	Rivers West Senatorial District		Total
Questionnaire	1,408	4,892	1,169		7,469
Focus Group	20	6	4		30
Key Informant Interviews	10	10	10		30

**Table 5: Breakdown Of Sample Size Per Data Collection Tool**

### 3.3.2 STUDY POPULATION

The household sector in the 3 senatorial districts of Rivers South East, Rivers East and Rivers West constituted the target population for this study from which the sample was done as reported above. As noted earlier, a sample size 7,469 (55% of who were men) were sampled for the field survey. A breakdown of the sample size is presented in table below which gives a summary of the sub-sample from the senatorial community.

Senatorial District	Female	Male	Total	%
Rivers South East	2,074	2818	4892	65%
Rivers East	754	554	1408	19%
Rivers West	517	652	1169	16%
<b>Total</b>	<b>3,345</b>	<b>4,024</b>	<b>7,469</b>	<b>100%</b>

**Table 6: Sample Size Disaggregated By Gender**

## 3.3 PRE-FIELD ACTIVITIES

### (a) DESIGN OF QUESTIONNAIRE AND SURVEY GUIDES

Two basic instruments were designed for the survey. The first instrument is the household/youth questionnaire and the second is the business/employer questionnaire. The household questionnaire is aimed at obtaining information on demographic characteristics, activity status, working history, unemployment and status of the household while the business/employer questionnaire is basically to obtain information on the existing stock of personnel, their qualifications, remunerations, additional manpower requirements and constraints as well as enhancing factors to their operations. This approach allowed us to analyze the:

- Distribution of employed persons by economic activities and sex
- Distribution of additional manpower requirement by LGA
- The disaggregation of household employment thereby revealing local government disparity in household employment
- Distribution of employed persons by length of unemployment and by local government area
- Main obstacle / problem encountered by unemployed persons while searching for job

### (b) TRAINING OF ENUMERATORS

Forty Seven field enumerators comprising of 22 female and 25 males from across the LGA's were recruited, trained and inducted in readiness for the take off of the study with four three supervisors who helped to monitor the distribution, retrieval and assessment of the questionnaires. Each field enumerator was given a total of 250 questionnaires, comprising of 180 household and 70 businesses to be distributed and returned over a period of 10days. The consultants identified the Education, Government, CSR, NGO, business actors with whom FGD and KII was carried out.

### (c) RECONNAISSANCE VISIT AND DESIGN OF SURVEY TOOLS

In preparation for the study, the Consultants visited local communities, a number of businesses, individual estates, institutions of learning selected for the study as well as the Port Harcourt Chamber of Commerce for a reconnaissance exercise between Thursday April 27 and Friday April 28, 2017. During the visits, critical stakeholders on both the supply and demand sides of the labour market were engaged and scheduling of Focus Group Discussions (FGDs) and Key Informant Interviews (KIIs) was initiated. This prior visit to the field enabled the Consultants to gain an understanding of the situation and how best to adopt the data collection methods to the field situation. The familiarization visits also provided an opportunity for seeking the assistance of local youth leaders.

Three field supervisors from the senatorial districts were recruited, trained and inducted in readiness for the take off of the study with the rest of the enumerators joining on Wednesday May 3, 2017. With the aid of the Supervisors, the Consultants identified educational institutions, businesses and

organizations with which FGDs and KIIs was held during field visit. A brief meeting with some of the actors also enabled the Consultants to agree on schedule for FGDs, KIIs and Interviews. Some Key Subject Matter Specialists (SMS) were identified and engaged to elicit additional primary data on the study topic. These experts were from Rivers State Ministry of Budget & Planning, Ministry of Youth Development, Ministry of Women Affairs, Civil Service Commission and the SEEFOR office in Port Harcourt.

Further, during preparation for the field work, the Consultants designed data collection tools for review by the NSRP/British Council team. The tools were reviewed based on comments and suggestions provided by the NSRP team. These include four research instruments that were developed based on the requirements of the study and appended to this report (See Appendix).

### 3.4 DATA COLLECTION

Data collection lasted for 10 days. In each LGA, the Consultants, Supervisors and Enumerators shared tasks in gathering data using the questionnaires, checklist of questions for FGDs, KIIs, Needs Assessment, Site Observation as well as the use of GPS data tool. Data from questionnaires were entered into Statistical Package for Social Sciences (SPSS) for data analysis and generation of summary statistics. Data from GPS tool were used to produce the business hubs distribution/concentration across the LGAs.

### 3.5 DATA COLLECTION CONSTRAINTS

The field Assistants noted the following observations and constraints;

- Respondents' reception, perception and attitude:

Respondents in the survey were generally warm and welcoming in all the study centres. However, Enumerators met with occasional scepticism or outright refusal to participate; they recalled previous encounter with teams of researchers who came with a promise to ensure that there will be visible policy changes as a result of their study which will impact on the labour market situations in their locality but has never happened. However, the team had to convince them that they were not government agency-sponsored initiatives and will ensure the outcomes of this study are implemented. It was only then that they had some measures of cooperation.

### 3.6 DATA ANALYSIS

The returned questionnaire and responses to interview guide and focused group discussions were first collated according to LGAs, Business/Employers, Household/Youth Groups. . The data were then analyzed using simple descriptive Statistics of Frequency and Cross Tabulation of relevant variables.

## SECTION 4 RESULTS & DISCUSSIONS

### 4.0 INTRODUCTION

Fast changing needs of the labour market require higher education institutions to monitor closely trends on the labour market and to adapt their curricula and admission policies to these needs. So far, this has not been part of the practice of educational institutions and providers in Nigeria and Rivers State in particular. Namely, they did not take into account the problems, trends, needs and information from the labour market in defining their admission policy in secondary, vocational and higher education. The failure has resulted in the past years led to a constant decrease of quality labour force of secondary (vocational) levels needed by the Rivers State Economy and an increase in the number of those obtaining higher education qualification rarely needed, by employers of labour in that quantum.

Employers have also expressed dissatisfactions with the skills and competencies of their employees especially of the young generations coming from formal education system. All these problems and facts impose the need to further investigate the issues of labour employment in order to find solutions to the above problems.

### 4.1 DEMAND SIDE

#### 4.1.0 HOUSEHOLD / YOUTH

##### ANALYSIS OF HOUSEHOLD EMPLOYMENT SURVEY

Prior to this survey, overall employment in Rivers State showed a decrease in later part of 2014 and was at best static a couple of years before then. Most of the growth in employment that took place between 2006 and 2011 principally occurred on account of higher growth in the Nigeria economy as a whole, the growth rate at this time was around 7.2% but this had quite minimal welfare improvement for much of the population. Unemployment rates have been steadily increasing and younger people are experiencing increasing difficulty in finding gainful employment. The postulation is that youth unemployment rate in Rivers State is around 35%.

#### 4.1.1 DEMOGRAPHIC PROFILE OF RESPONDENTS FROM THE STUDY AREA

##### I) AGE DISTRIBUTION

Table below shows that all the respondents surveyed across the three (3) senatorial districts and in varying communities were under 18 and over 35 years. This implies that the respondents are still within the productive and economic active age that could be expected to participate effectively in the labour market and engage in some form of employment. In particular, the 18-35 age limits provided more response to the questions.



### **ii) HOUSEHOLD SIZE**

Fifty five percent (55%) of the respondents in the 3 senatorial districts indicated that their household size to be between 6-10 and 44% of the respondents belonged to the smaller households having 1-5 members. This implied that they must have people within the labour force whether employed or unemployed.

### **iii) MARITAL STATUS**

Interestingly, only about 35% of the respondents were married with 59% single and 4% are reported as divorced, widowed or separated. The above statistics is indicative of the level of dependency within a typical household in Rivers State.

### **iv) EDUCATIONAL CHARACTERISTICS**

The study established a rather high literacy rate as only 2% of respondents sampled had no formal education. Up to 93% of those that indicated their educational status had completed either secondary or post-secondary qualifications. The implication is that the respondents have some form of skills and are somewhat qualified for the labour market. The share of people with only primary or less education has diminished considerably to just 7%. In contrast, the share of people with a post-secondary or university education has increased. It is highly likely that the increase in the educational levels of the employed will continue in the future.

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**TABLE 7: DEMOGRAPHIC PROFILE OF RESPONDENTS FROM THE STUDY AREA**

(1)	Hosuehold Size (by class interval)	Frequency	%	(4)	Age Cohorts	Frequency	%
	1-2	587	18%		Under 18	304	4%
	3-4	1,446	44%				
	5-7	1,056	32%		18- 35	5,267	72%
	7-9	144	4%				
	10 above	56	2%		Over 35	1,750	24
	Total	3,289	100%		Total	7,321	100%
(2)	Marital Status	Frequency	%	5	Education Status	Frequency	%
	Married	2,603	37%		Primary	358	5%
	Single	4,131	59%		Secondary	3,219	44%
	Divorce/Widow/Separated	253	4%		Technical	714	10%
	Total	6,987	100%		Tertiary	2,858	39%
					Non-Formal	39	2%
(3)	Local Government	Frequency	%				
	Ahoada East	952	13%				
	Bonny	217	3%				
	Eleme	720	1.00%				
	Oyigbo	589	8%				
	Obio-Akpor	3,460	47%				
	Port Harcourt	1,485	20%				
	Total	7,423					

4.1.2 RESPONDENTS EMPLOYMENT STATUS

Fig 4: Respondents Employment Status

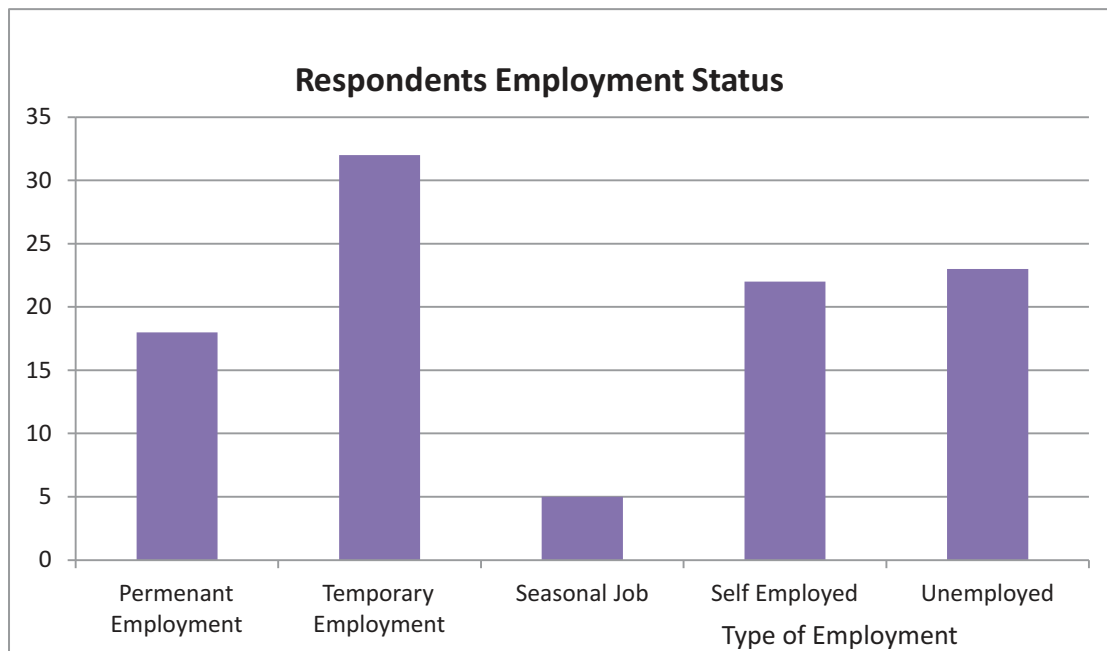
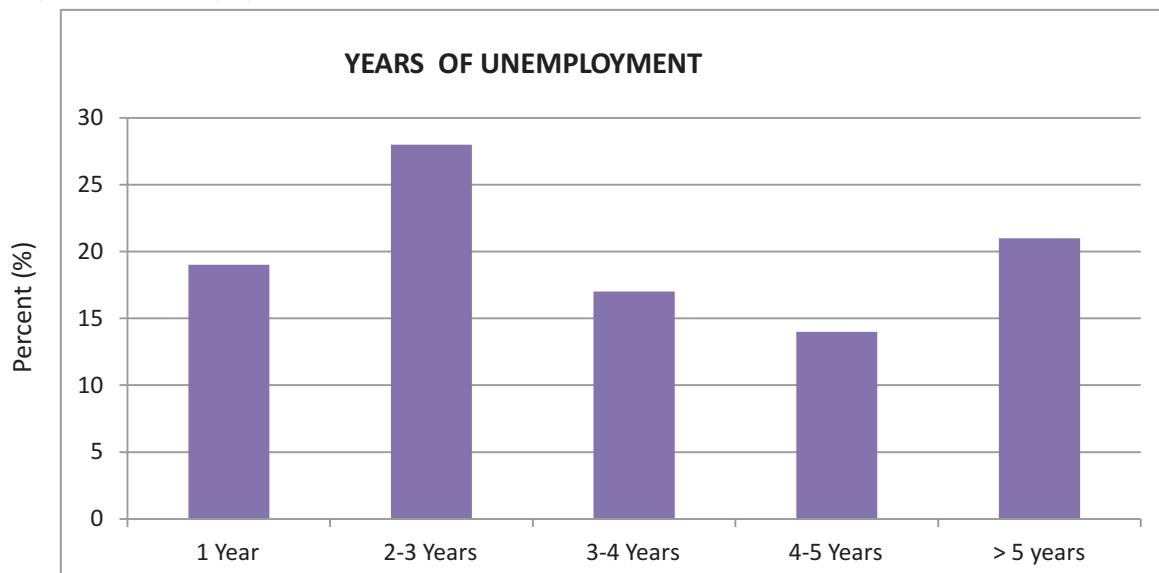


Figure 4: Gives us some insight into the problem and prospect of the Rivers State Labour dynamics. When viewed from the fact that almost 80% of respondents are youths. The figure shows 18% have permanent employment, 23% unemployed with a total of 32% in temporary employment this presents a gloomy picture, as a high number of this group(temporary employment) are more likely return as unemployed within a short period thus swelling the number of unemployment. This explains why unemployment can be a driver of conflict and violence. The positive side is that the figure also tells us what is trending – that an increasing number of youths are going into self employment. This hopefully should provide a window for designing appropriate interventions to address the problem.

4.1.3 YEARS OF UNEMPLOYMENT

Fig 5: Years of Unemployment



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With new labour entrants, unemployment increases from the first to the third year after which a gradual decrease is noticeable between 3 & 5 years either due to increase rate of self employment, growth of informal sector or increase rate of temporary employment. The level of unemployment appears to be on increase after the fifth year as those who got temporary employment return to swell total unemployment.

### 4.1.4 HINDRANCE TO FINDING EMPLOYMENT

S/NO	ISSUES	FREQUENCY	PERCENTAGE
1	Lack of Job Vacancy	1528	27.3
2	Lack of required	839	15.0
3	Corrupt Nigerian	1204	21.5
4	Poor / Low Salary	423	7.6
5	Lack of funds to	432	7.7
6	Unfair employment	672	12.0
7	Lack of Knowledge	351	6.3
8	Physical Disability	156	2.8
	<b>TOTAL</b>	<b>5254</b>	<b>100</b>

Table 8: Hindrance To Finding Employment

Respondents ranked lack of jobs and job vacancy as the highest challenge and hindrance to finding employment (at 27.3%). This is followed by “corrupt Nigerian system” (at 21.5%), requisite skills/ training (15%) was ranked third and unfair employment policies (12%) was ranked fourth while disability (2.8%) was ranked as the least hindrance to finding a job. 78% of the respondents reported being “personally qualified” for available jobs in their area. Furthermore, the 22% who did not consider themselves qualified to take available jobs in these areas gave the following reasons:

- Lack of experience
- Lack of required skill
- Lack of required educational training
- And absence of “God fatherism”

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YOUTHS ENGAGEMENT IN SECTORS			
S/N	SECTORS	FREQUENCY	%
1	Agriculture/farming/fishery/livestock	912	10.2
2	Information & communication technology	718	8.2
3	Manufacturing/processing	425	4.4
4	Wholesale/retail trade	1152	11.8
5	Administrative support/civil servant	583	6.0
6	Construction	579	6.0
7	Arts/entertainment/recreation	479	4.9
8	Transport/storage	875	8.4
9	Finance/insurance	261	2.7
10	Real estate/renting	345	3.5
11	Education	851	8.7
12	Health/social works	405	4.2
13	Logging/mining	163	1.7
14	Oil & Gas	394	4.1
15	Professional scientific/technical activities	300	3.1
16	Technician/artisan(welder/carpentry/vulcani	1185	12.2
17	Others (specify)		

Table 9: Youths Engagement In Sectors

Table 9: above shows that youths are more engaged in the technician/artisan sector which account for over 12%. This in tandem with requirement on the industrialization in the state followed by wholesale/retail sector at 11.8%. This may be a reflection education level and well as the level of technical skill of majority of the youth population. Agricultural Sector at 10.2% is the third largest sector in which youths are engaged in Rivers State. Logging/mining at 1.7% is the least sector in which youths are engaged.

### 4.1.5 DISTRIBUTION OF SELF EMPLOYED BY LGA

S/NO	LOCAL GOVERNMENT AREA	NO. OF BUSINESS	PERCENTAGE	TOTAL
	Ahoada East	353	504	857
	Bonny	200	243	443
	Eleme	201	364	515
	Obio Akpor	807	2003	2810
	Oyigbo	135	450	585
	PHALGA	313	1083	139
	<b>TOTAL</b>	<b>2009</b>	<b>4647</b>	<b>6650</b>
		<b>30.1%</b>	<b>69.8%</b>	<b>100%</b>

Table 10: Distribution Of Self Employed By LGA

The table above shows the distribution of self employed across the six LGAs studied. Self employed accounts for 30% of the respondents while table 11 below shows that 40% of respondents who reported to be self-employed have no registered business but have employees. This makes them operators in the informal sector as defined.

## 4.1.6 DISTRIBUTION OF SELF EMPLOYED WITHOUT REGISTERED BUSINESS

S/NO	LOCAL GOVERNMENT AREA	NO. OF BUSINESS NOT REGISTERED	PERCENTAGE
1	Ahoadia East	108	12
2	Bonny	90	10
3	Eleme	93	10
4	Obio Akpor	347	38
5	Oyigbo	98	10.
6	PHALGA	183	19.
	<b>TOTAL</b>	<b>919</b>	<b>100</b>

Table 11: Distribution Of Self Em ployed Without Registered Business

## 4.1.7 SKILL NEED FOR SELF EMPLOYMENT

Respondents in self employment (2009) when asked to rank skills required to start up “own businesses”, indicated “business idea incubation” as the number one skill required and ranked technical skills, entrepreneurship skills and ICT skills 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> respectively soft skills which involves customer relations, communication, conflict management etc was seen as the least required skill to start a business.

S/NO	SKILL	FREQUENCY	PERCENTAGE
1	Business Idea Incubation	603	31.4
2	Technical Skills	423	22.0
3	Entrepreneurship Skills	368	19.2
4	Soft Skills (Customer Relation, Managing Conflict etc.)	176	9.2
5	ICT Skills	356	18.2
	<b>TOTAL</b>	<b>1926</b>	<b>176</b>

Table 12: Skill Needed For Self Employment

## 4.1.8 QUALITY OF GRADUATES PRODUCED BY INSTITUTIONS

S/NO	QUALITY OF GRADUATES	FREQUENCY	PERCENTAGE
1	<b>Very Adequate</b>	<b>962</b>	<b>14</b>
2	<b>Adequate</b>	<b>3462</b>	<b>50</b>
3	<b>Not Adequate</b>	<b>1512</b>	<b>21</b>
4	<b>Less Adequate</b>	<b>665</b>	<b>11</b>
5	<b>Indifferent</b>	<b>270</b>	<b>4</b>
	<b>TOTAL</b>	<b>6821</b>	<b>100</b>

Table 13: Quality Of Graduates Produced By Institutions

Respondents rated quality of Nigeria graduates as adequate. About 50% believe that Nigerian graduates are suitable for the jobs they are trained for. But 22% felt otherwise and rated them inadequate while 4% were indifferent of the quality of graduates been churned out. Most of the respondents felt that graduates’ retaining/internship helps to make employees suitable while on the job. A few respondents argued that Nigeria graduates working in Europe and America do not exhibit significant deficiencies and so if they appear perform poorly in Nigeria, its because of our very challenging environment and system not necessarily academic quality.

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## 4.1.9 SKILL RATING OF YOUTHS BY RESPONDENTS

Skills	Very poor	Poor	Fair	Good	Excellent
Soft skills					
Leadership skills					
Facilitation skills (group/team)	14.8	23.2	17.1	31.3	13.6
Team work	24.7	20.1	16.8	25.6	12.7
Managing conflict	13.7	24.3	15.0	29.0	17
Interpersonal skills	14.7	19.5	24.0	27.1	13.4
Others (specify)	18.8	16.6	14.6	27.6	11.7
Entrepreneurship skills					
Business planning	25.8	18.7	14.6	26.7	13.2
Mobilizing resources (loan, grants)	19.4	33.2	16.3	26.5	6.7
Basic business accounting	21.3	31.9	15.3	24.8	9.7
Marketing	19.3	28.8	20.9	22.2	8.7
Business expansion	18.1	29.2	25.5	19.8	7.3
Others (specify)					
Business skills					
Good communication skill	17.4	25.5	12.2	25.8	19.1
Interviewing skill	20.2	28.0	16.0	24.2	11.6
Managing & delivering on time	17.4	17.1	21.5	26.4	12.5
Networking with employees or business	30.8	7.7	13.4	18.5	9.6
ICT-related skills					
Using Microsoft excel for business	38.8	20.1	18.8	12.2	10.1
Making PowerPoint presentations	39.9	21.7	24.4	10.1	6.9
Using Microsoft word	40	20	10	25	5
Others (specify)					

Table 14: Skill Rating Of Youths

## 4.1.10 DISTRIBUTION OF RESPONDENTS ACCORDING TO SKILL NEED

S/NO	Skills	FREQUENCY	%
1	Job placement support (help with CV and interviewing skill)	963	15.6
2	Identifying job opportunities	1230	19.9
3	Acquiring business knowledge (language etc)	1232	19.9
4	Soft skills (team work etc.)	712	11.5
5	ICT or computer skills (Microsoft office application)	1278	20.7
6	Hands-on training on technical skills (welding, vulcanizer, carpentry)	762	12.3
	<b>Total</b>	<b>6187</b>	<b>100</b>

Table 15: Distribution Of Respondents According To Skill Need



Tables 14 and 15 above addresses the critical issue of skills requirement of Rivers State youth. There is clear verdict that there is real need to improve on the list of basic skills needed to be employable. Between 13.7 to 40% of the respondents believed that these skills are still very poor while only 6% believed that they have excellent basic skills. Specifically, the acquisition of ICT or computer skill ranked as highest skill need of the youth at 20.7% while the ability to identify job requirement as well as business knowledge ranked the same at 19.9%.

In terms of skills, 75% of the respondents believe the average Nigeria graduate has referent skills and competence required for new labour entrants 28% of respondent holds a contrarily view

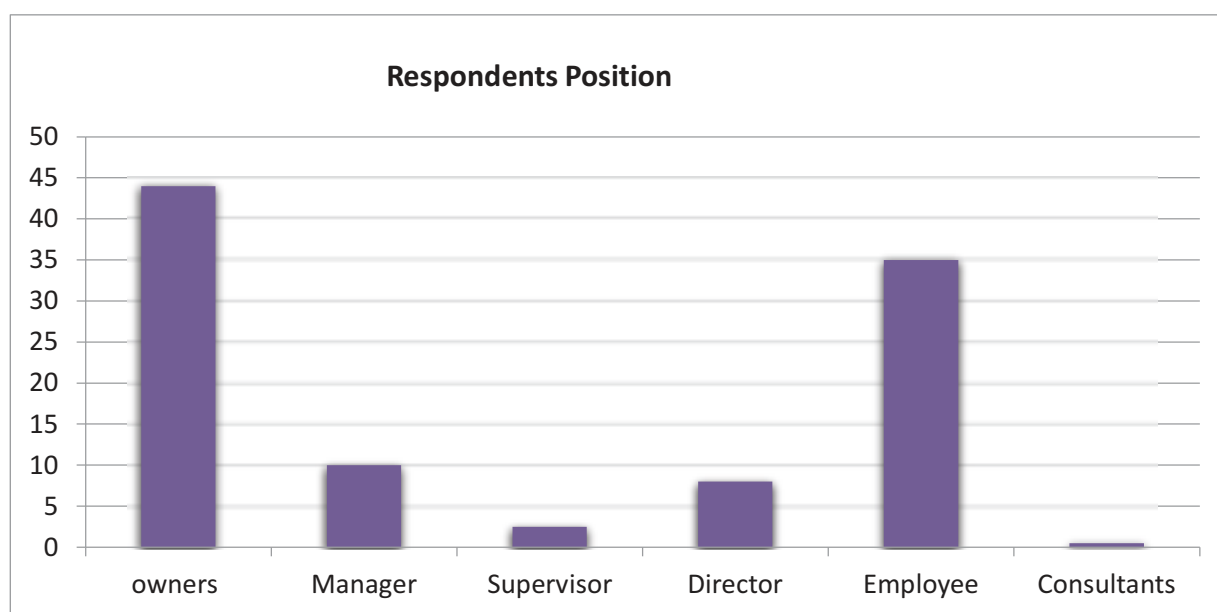
### 4.2. ANALYSIS OF BUSINESS/EMPLOYER SURVEY

The business and employer (as well as informal) sector questionnaire broadly incorporated all kinds of organization that are engaged in providing employment of some sort in Rivers State. The aim of the business/employer survey was to obtain as much information as possible on the views and behaviour of employers as regards various economic/labour development issues. In particular, their view of the current unemployment situation arising in the context of how they see the future. The questionnaire sort to obtain information on;

- How realistic businesses/employment in Rivers State envisaged the negative effects of the employment and redundancy situation
- Whether reduced demand for labour force has caused increased mobility of labour and better filling of job positions
- What have employers learned about the crises and how has the current labour market situation in the State affected their perception, i.e. whether they are looking opportunistically on the future development, with a reserve or pessimistically.

During the reconnaissance visit, we compiled a list of employers at different levels. 4,290 employers with 5 or more employed persons were identified and approached across the study areas. After several visits, the enumerators were able to interview 2,370 out of the 4,290. This list did not cover the public administration; this was covered in the FGDs and KII. The composition of the sample of companies/organization in terms of sizes, number of employed persons and aggregate sector of economic activities was compared with the result that some size classes are slightly under or over presented. The structure of the sample was sufficient for this analysis and results and shows no serious biases in measurement. For this reason, there is no real need to apply correction factor, to reweigh the samples and we decided to take the sample; as is" as application of a reweighting procedure may introduce other biases. In this section, we will discuss the following topics; employment, performance and employability of the current labour force, vacancies and job mobility, expectations for the near future, and employability of young school leavers.

## 4.2.1 RESPONDENTS POSITION IN THE BUSINESS



**Fig 5: Respondents Position in the business**

The figure above is consistent with the generally agreed position in the Nigerian labour market, that most businesses are owner run in whatever form- i.e. whether as a formal business or informal. The figure shows that 44% of responds are owners of their business and 35% are employees. The implication of this is that the labour absorptive capacity of the owner is limited mainly to themselves and close family. However, ownership quite often implies entrepreneurship that should be encouraged with the right government policies.

## 4.2.2 BUSINESS TYPE

S/N	BUSINESS TYPE	FREQUENCY	PERCENT
1	Business Name / Enterprise	607	28
2	PLC / LTD	561	26
3	Foundations / Associations	46	2.1
4	Government Agencies	51	2.3
5	Not Registered	916	42
		2181	100

**Table 16: Business Type**

The table above shows that most business types are informal and not registered. 42% of the businesses sampled are in this category while registered (formal) businesses and large companies are 28% and 26% respectively. This is not surprising and is consistent with the generally agreed position in the Nigerian labour market. This composition implies that there are potentials for growth and business expansion not least, helping to encourage healthy business competition. By so doing these informal/own businesses aspires to grow and formalize beyond subsistence existents and create some form of capacity to absorb additional labour.

## 4.2.3 CHALLENGES FACING BUSINESS

The above table ranks the challenges businesses face. This study found that the number one major challenge facing businesses across the board is inadequate financial support at 13.3% followed by fluctuating energy supply. 12.4% labour availability was ranked least at 3.8%. Respondents were in agreement that they were unlikely to obtain financial support easily when needed. This cripples business expansion and innovation and therefore impacts on their ability to create jobs through expansion. In fact, most of them close shop and release labour into the unemployment queue. The high costs of energy supply also have similar implication

S/N	SECTORS	FREQUENCY	PERCENTAGE	RANKING
1	Lack of market information	756	5.8	9
2	Inadequate Financial Support	1721	13.3	1
3	Government Regulations	1122	8.7	4
4	Market	1421	11.0	3
5	Labour Availability / Appropriate Skill	489	3.8	13
6	Transportation	968	7.5	6
7	Supply of Raw Material	553	4.0	11
8	Access to Technology	440	3.4	14
9	Labour Cost	811	6.3	8
10	Cost of raw material	831	6.4	7
11	Security	1117	8.6	5
12	Weather	635	4.9	10
13	Political Uncertainty	507	3.9	12
14	Energy Supply	1600	12.4	2
	TOTAL	12,971	100	

Table 17: Challenges Facing Businesses

## 4.2.4 YOUTH ENGAGEMENT

Most of the youth polled were involved in technical/artisan at 13.3% followed by trading and agriculture at 12.3% and 10.9% respectively. However, the common response from most of the youth polled were unanimous in saying that better training in these areas are required to enable them, better harness the opportunities that exists in the different sectors highlighted above.

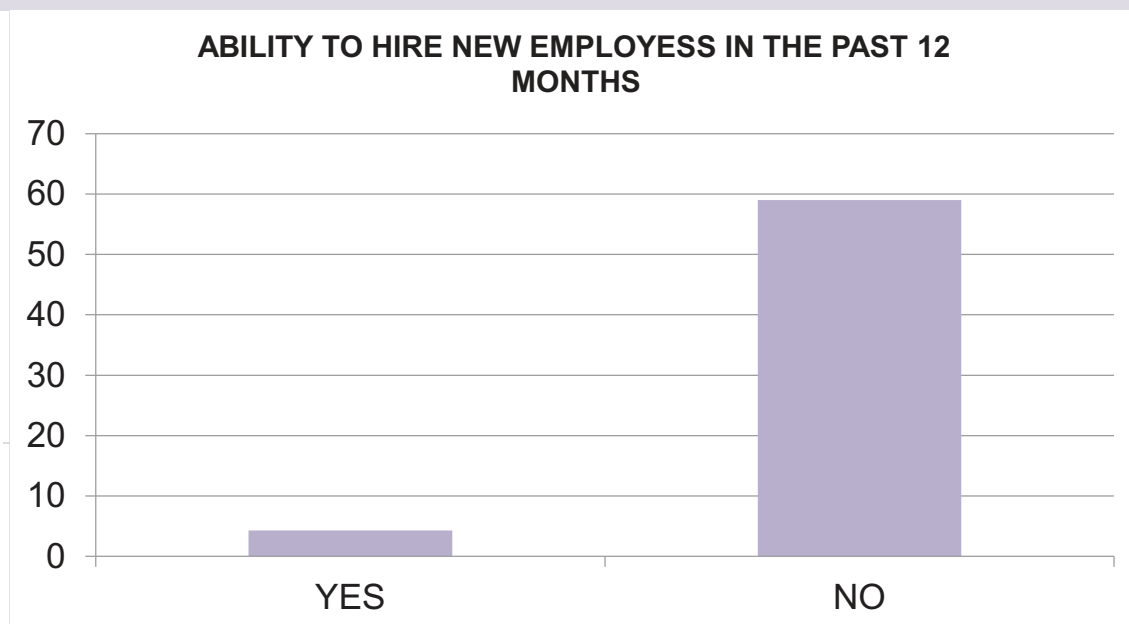
## RIVERS STATE LABOUR MARKET ASSESSMENT REPORT

S/N	SECTORS	FREQUENCY	PERCENTAGE	RANKING
1	Agriculture/farming/fishery/livestock	701	10.9	3
2	Information & communication technology	498	7.8	5
3	Manufacturing/processing	209	3.3	12
4	Wholesale/retail trade	789	12.3	2
5	Administrative support/civil servant	344	5.4	9
6	Construction	305	4.8	10
7	Arts/entertainment/recreation	239	3.7	11
8	Transport/storage	446	7.0	6
9	Finance/insurance	182	2.8	13
10	Real estate/renting	435	6.8	8
11	Education	605	9.4	4
12	Health/social works	179	2.8	14
13	Logging/mining	85	1.3	16
14	Oil & Gas	440	6.9	7
15	Professional scientific/technical activities	96	1.5	15
16	Technician/artisan(welder/carpentry/vulcanizer	853	13.3	1

Table 18: Youth Engagement In Sectors

Fig 6: Employers Ability To Hire New Employees In The Past 12 Months

### 4.2.5 EMPLOYERS ABILITY TO HIRE NEW EMPLOYEES IN THE PAST 12 MONTHS



## RIVERS STATE LABOUR MARKET ASSESSMENT REPORT

Up to 60% of respondents indicated that they were unable to hire new employees in the last 12 months but 86% of respondents were positive that they could hire in the near future and beyond. They cited uncertainty in the State's economy as a major determinant of their ability to employ new labour.

### 4.2.6 FACTORS INFLUENCING EMPLOYERS WILLINGNESS TO HIRE

S/N	AGE	FREQUENCY	PERCENTAGE	RANKING
1	Age	1081	18	3
2	Gender	591	10	5
3	Skill	1271	23	2
4	Religion	140	2.6	6
5	Tribe	140	2.6	6
6	Attitude	1405	25.8	1
7	Qualification	891	16.3	4
	<b>TOTAL</b>	<b>5519</b>	<b>100</b>	

Table 19: Factors Influencing Employers Willingness To Hire

Surprisingly, employer ranked attitude (at 25.8%) as the number one factor influencing their selection of a potential employee for a job while skill at 23% ranked second and age third at 18%. Further investigation revealed employer believes that it is relatively easier to impact new skills into an employee with the right attitude at any age.

### 4.2.7 EMPLOYERS WILLING TO HIRE INTERN

Most of employer indicated their willingness to take on interns. 68% of the respondents as against 32% see internship as a way to fill labour gaps in their organization without the commitment of permanent employment during the period of economic downturn and where vacancies are seasonal. This is encouraging, as the opportunities created by internship quite often leads to employment but more importantly help the unemployed acquire the needed job experience for the labour market.

## EMPLOYERS WILLING TO TAKE INTERN

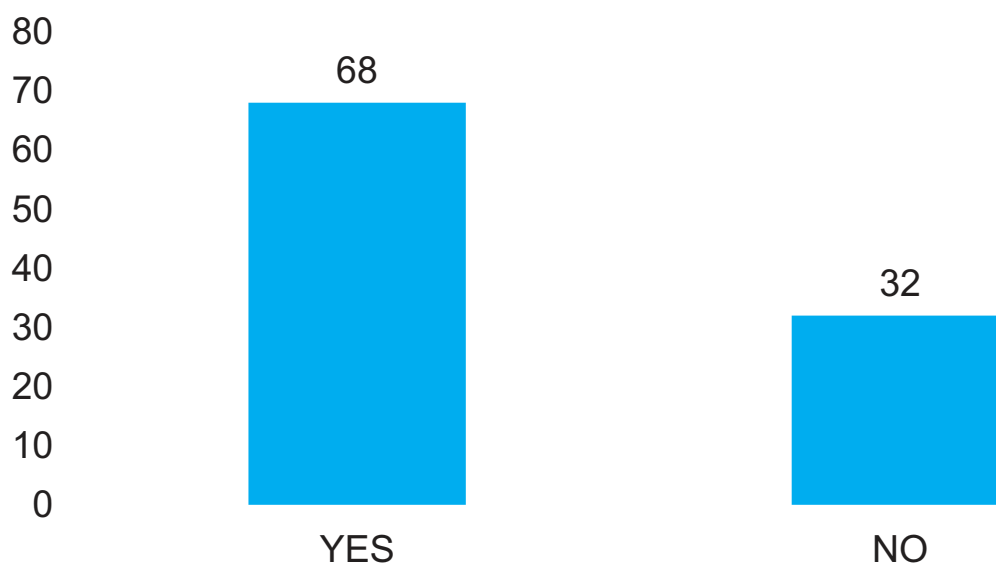


Fig 7: Employers willing to take intern

### 4.2.8 EMPLOYERS RATING OF THE QUALITY OF GRADUATES

Most employers in the sample believe that graduates are generally adequate for their purpose if properly applied. 10% and 47% believe graduates are very adequate and inadequate respectively. Most agreed that quite often graduates are judged on technical skills which are not part of their training curriculum and felt that the adequacy of graduate is a matter of perception and retraining can help create with the required skills particularly once they become employed.

S/NO	QUALITY OF GRADUATES	FREQUENCY	PERCENTAGE	RANKING
1	Very Adequate	209	10	4
2	Adequate	1070	47	1
3	Not Adequate	525	23	2
4	Less Adequate	321	14	3
5	Indifferent	143	6	5
	<b>TOTAL</b>	<b>2268</b>	<b>100</b>	

Table 20: Employers Rating Of The Quality Of Graduates

### 4.2.9 EMPLOYERS REASONS FOR NOT FILING VACANCIES

Employers of labour ranked state of economy first as reasons for not hiring. 52.2% of the respondents believe that the downturn in productive economic activities, and not lack of availability skill (20.3%) that are largely responsible for employers inability to fill vacancies. This is an indication that the productive capacity of Rivers State economy has remained, at best static, but there are strong evidence that this has been in steady decline hence the difficulties in creating jobs and absorbing the unemployed.

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S/NO	EMPLOYERS REASON FOR NOT HIRING	FREQUENCY	PERCENTAGE	RANKING
1	State of the Economy	976	52.9	1
2	Lack of Skills	374	20.3	2
3	Age of Job Seekers	55	3.0	6
4	Lack of Workforce with ICT Skills	30	1.6	8
5	Lack of Experienced Workforce	107	5.8	4
6	Lack of Available Workforce	36	1.9	7
7	Low Wage for Working in the Job	209	11.3	3
8	Motivation Capacity for Work and Habit	58	3.1	5
	<b>TOTAL</b>	<b>1845</b>	<b>100</b>	

Table 21: Employers Reasons For Not Filling Vacancies

### 4.3.0 SUPPLY SIDE

There are ample opportunities for labour supply in the State to fill the demand arising from the various industries/sectors. Rivers State has a robust educational sector which consist of 1 Federal University, 2 State Universities, 1 Private University, 2 State Polytechnics and 5 vocational and technical educational centers. These institutions constitute the main source of labour for the different manpower need within the state (see Table 22). This is complimented with labour from outside the state.

#### 4.3.1 LIST OF HIGHER EDUCATION & VOCATIONAL CENTRES IN RIVERS STATE

S/NO	INSTITUTION TYPE	NAME
1	University	University Of Port Harcourt
		Rivers State University
		Ignatius Ajuru University of Education
		Madonna University
2	Polytechnics	Ken Saro Wiwa Polytechnic
		Rivers State Polytechnic
3	Vocational Institutions	Federal Technical College Omoku
		Rivers State School Of Health And Science Technology
4	Technical Institutions	Government Technical College Port Harcourt
		Government Technical College Ahoada
		Government Technical College Tombia

Table 22: List Of Institutions In Rivers State

## RIVERS STATE LABOUR MARKET ASSESSMENT REPORT

### 4.3.2 PROGRAMME AND COURSE STRUCTURE OF UNIVERSITIES/VOCATIONAL AND TECHNICAL INSTITUTIONS IN RIVERS STATE

S/N	INSTITUTIONS	COLLEGES	SCHOOLS	FACULTY	DEPART- MENTS	NON DEGREE PROGRAMS	RESEARCH INSTITUTE CENTRE
1	University Of Port Harcourt	2		13	65	5	28
2	Rivers State University			7	38	1	
3	Madonna University				35		
4	Ignatius Ajuru College Of Education	1			27		
5	Portharcourt Polytechnic		9		22		

**Table 23: Programme / Course Structure Of Universities / Polytechnics In The State**

The table shows programme structure of the different universities, polytechnics and vocational centers. The University of Port Harcourt takes the lead in the number of courses and programmes run by the university. It boast of 2 colleges, 13 faculties, 65 department, 5 non degree programmes and 25 research centers. A list of programmes and courses of selected Higher Educational Centres in Rivers States are available in Appendix 6.

### 4.3.3 ANNUAL GRADUATE ESTIMATE IN RIVERS STATE

INSTITUTIONS	ANNUAL AVERAGE NUMBER OF GRADUATES	PERCENTAGE
UNIPOINT	7,358	44
RSU	5,155	30
IGAUE	1,501	9
RIV POLY	1,718	10
BORI POLY	1,200	07
TOTAL	16,932	100

**Table 24: Estimate Of Graduates From Main Higher Institutions In Rivers State**

A total of 16955 people graduate annually from the main higher institutions in Rivers State. UNIPOINT alone contributes 44% of the total. RSU contributes 30% of the annual total.



## 4.3.4 CURRICULUM REVIEW IN SELECTED EDUCATIONAL INSTITUTIONS

S/N	CURRICULUM REVIEW	FREQUENCIES	PERCENTAGE
1.	Less than 5 Years	-	-
2.	More than 5 Years	2	25%
3.	Often	-	-
4.	Very rare	6	75%
Total		8	100

Table 25: Frequency of Curriculum Review

Respondents were emphatic that curriculum review was a complex process that took an upward of 5 years minimum to effect. 75% of Respondents said it very rarely occurs. This raises a concern on the currency of our curricula in terms of advances in science, technology and global themes of relevance to citadel of learning. Adapting school's curriculum to current realities remain an urgent task of all training centers if graduates with globally competitive skills is the target.

## 4.3.5 CONTRIBUTION OF INSTITUTIONS TO SKILL DEVELOPMENT

In terms of contribution of skill types. The institutions scored very high (81%) in their contribution to basic skills. While contribution to fundamental and soft skill was significantly in adequate.

Average completion rate is put at about 81% which is quite high. Several factors ranging from pregnancy, cultism, financial constraints, poor academic performance etc account for the difference.

## 4.3.6 LABORATORY EQUIPMENT & ENTREPRENEURSHIP

Vocational centres are poorly equipped. The Government Craft Development Centre reported it last bought tools in 1996 although SEEFOR (a World Bank project intervention is currently ongoing) it only covers 2 of the 13 course areas.

Entrepreneurship training has some what been incorporated into virtually all institutions today but approach is still mostly theoretical as centres lack basic facilities for practical's / practice.

## 4.4.0 LABOUR TREND IN RIVERS STATE

A labour trend which tend to increase on annual basis the level of unemployment is easily discernable in the State as in most other states of the Federation. This trend is fueled by the interplay of the forces of economy, increasing number of graduate population and the issue of skill mis-match.

## 4.4.1 ECONOMY

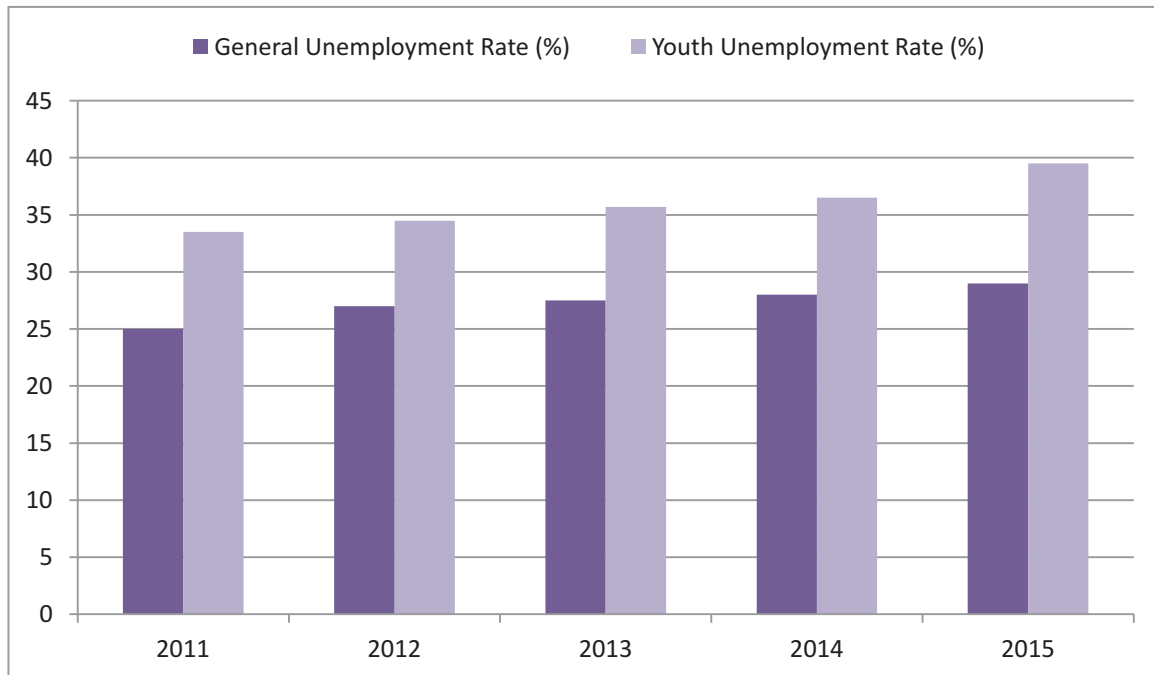


Fig 8: General VS Youth Unemployment in Rivers State

The Figure above shows a worsening from 18% average unemployment rate in 2013, we have unemployment at above 27% today in Rivers state: This is due to the following reasons:

- Global fall in oil price and effect on the economy
- Overall poor economic performance at State, Federal and Local levels
- Increasing numbers of staff redundancy/ lay offs
- Increasing number of business closure within the state
- Absence/ poor infrastructural presence to promote/strengthen growth of businesses and the production sector.
- Over reliance on oil and gas for the sustains of the economy
- Dwindling productive sectors of the economy especially Manufacturing / Agriculture. There is unprecedented increase in consumption and no commiserate increase in productive capacity.

## 4.4.2 INCREASE NEW GRADUATE ENTRANTS INTO THE LABOUR MARKET

The annual total graduate figure of 16,932 in the state is reflective of a most unfavourable situation of the yearly and continuous increase of unemployed university as well as higher institution graduates of those recorded on the increase and there are good prospects for this trend to continue. The number of educational institutions at the all levels (primary, secondary and tertiary) have been on a steady increase in the last 10 years.

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Although these increase in institutions has occasioned very high number of total graduate per year. There are no clear and visible plans on how to cater for this increasing number of graduates in terms of employment. This presents serious problem especially with the state of the economy and her incapacity to absorb graduate output.

### 4.4.3 SKILLS AND MIS-MATCH DEBATE

No doubt unemployment is the increase in the state. This is more giving a growing annual increase of Job seekers from outside Rivers State competing with new labour entrants within the state and the existing unemployed. This scenario has raised questions of “youth employability and skills mis-match between industry and educational system.

While findings from the study observed employers raise great concern about the quality of graduates produced by our educational system, poor economy rather than lack of skills appear to be the number one reason for growing unemployment. Educational institutions will need to up their game in the resolve to produce globally competitive and employable labour force by introducing entrepreneurship programmes backed with practical and internship. The current scenario of poorly equipped scientific and social laboratories in our educational institutions and student staff ratio standing at an average of 1 to 80 per educational institution will need some policy reforms especially with respect to ease of changing curriculum in line with current realities.

A mechanism preferably driven by the organized private sectors in conjunction with relevant MDA's in the state in charge of manpower planning and employment such as Civil Service Commission, Manpower Committee, Ministry Of Employment Generation and Empowerment should be established to galvanize periodic interfacing between industry players and educational institutions in terms of skills requirement for overall effectiveness, employability and global competitiveness.

### 4.5 YOUTH EMPLOYMENT AND EMPOWERMENT INITIATIVES IN RIVERS STATE

S/N	NAME OF PROGRAMME	NATURE OF PROGRAMME	SPONSORS / PARTNERSHIP
1	Livewire Programme	Capacity building / Entrepreneurship Start-up	SPDC
2	Graduate Work Experience Scheme Project	Internship	Port Harcourt Chambers of commerce, industry, mines and agriculture
3	x Youth Employment through small public works x Technical , Vocational and Agricultural Training (VAT)	x Provision of grants to vocational schools x Renovate / Equip labs x Impart relevant skills	World bank, European Union, Rivers State supervised by Ministry of Budget and Economic planning
4	(a) Niger Delta Young Innovators Programme (b) Niger Delta Skill Improvement Programme	Discover and empower young innovators Skill Training	NDDC

Table 26: Ongoing Youth Employment /Empowerment Programmes In Rivers State

The above table shows different initiatives being implemented to improve youth employment and empowerment in Rivers State. A major observation from youth groups about low level awareness about these initiatives and many others raises about their effectiveness, inclusiveness and communication strategies involved in their implementation.

## 4.6 THE RIVER STATE LABOUR MARKET TRIANGLE

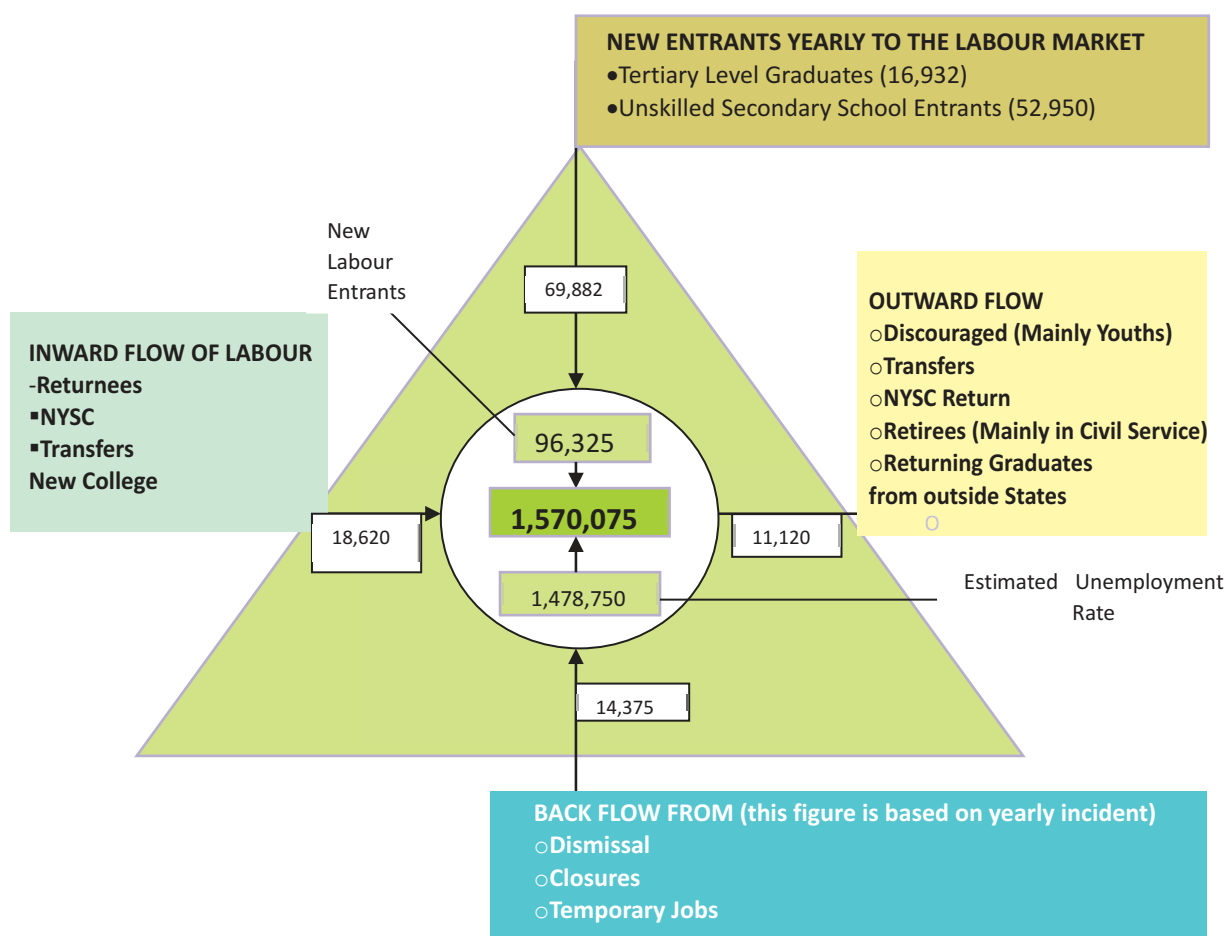


Fig 9: Rivers State Labour Market Triangle

Our analysis of the available supply of labour seems incomplete without making projections. Making projections of happenings in the labour market will quite often take account of labour supply. For instance, will enough people be available to fill the jobs? It is very difficult to answer this question because current information about unemployment is lacking on a regular basis. In the literature information about unemployment in Rivers State, were highly speculative and whatever is available is treated as confidential. In the light of changes to this real-time data and in other to help simplify data analysis as well as sustain long-term data analysis and planning in Rivers State, we have adapted a simple model to augment our theory of the **RIVERS STATE LABOUR MARKET TRIANGLE**.

The use of such measure of Labour Market Slack gives a better understanding of the mechanism through which distortions in the labour market affects employment / unemployment and gives better identification of potential beneficiaries of reforms. In a simple form, we develop a labour market model (in the form of Layand et al 1991) which is:

- $U = U(w, if, m, z)$
- $W = W(u, if, m, x)$
- $IF = IF(w, u, m, Y)$

Where:

- $U$  = Total Unemployment
- $W$  = Real Wage
- $IF$  = Labour Force
- $M$  = Migration / Immigration (net)(migration is not based on wage expectations but on the ability to have something to do in the first instance)

Variables  $z, x, y, k$  represent vectors of exogenous factors which affect aggregates such as business cycles (i.e economic recession or boom) or supply side dependent on the uniqueness of Rivers State Labour Market. An adoption of this bespoke model will help to sustain the final outcome of this exercise.

The **Labour Market Triangle** brings out interesting results in the absence of an econometric analysis using the above model because of lack of current secondary information (data).

## A. THE INFLOW

The inflows are derived from returnees inclusive of those who have just completed the NYSC service both within the State and from other locations. The transfer group are not just those in jobs but those migrating from other states and overseas and of course, new college entrants that are likely to stay on after school. Given our (M) above, we estimate this to be 18,620 yearly.

## B. NEW ENTRANTS INTO THE LABOUR MARKET

For the purposes of this analysis, this is broadly defined as all those that have completed their tertiary level education estimated to be 16,955 yearly and unskilled secondary level entrants estimated to be 52,950 (derived as 65% of the secondary level graduates of 81,462 as only 35% find immediate admission to further their education). This is consistent with the level of youth (unskilled) unemployment we currently observe.

## C. THE OUTFLOW

This include transfers out, NYSC returns, retired (but still within the definition of active labour force mainly within the civil service), discouraged workers (mainly youths who find employment a drag), students from other states returning home on graduation. This figure is a moderate 11,120.

## D. BACK FLOW

The "Back flow" are those who are at one time employed and still within active labour force but were

dismissed or lost their jobs through business closures and forced redundancies. It also includes those that are constantly in temporary jobs and therefore move in and out of the unemployment queue. This are estimated to be about 14,375 for the base year 2016.

From this rather apt analysis, we believe that the current unemployment of Rivers State will hover around 1,575,075 which is 37.27% of the labour force with an estimated amount of over 100,000 entry into the labour market every year.

The idea of Rivers Labour Triangle is to help in segmenting and accurately targeting interventions aimed at proffering solution to the problem of youth employment in the state.

## 4.7 YOUTH PERCEPTION OF UNEMPLOYMENT IN RIVERS STATE (LGA YOUTH GROUPS)

### 4.7.1: Introduction

This report covers findings from series of focus group discussions held with youths under the Nigeria Stability and reconciliation Programme (NSRP)-assisted Labour Market Assessment (LMA) in Rivers State. The major aim of the assessment is to understand underlining causes of growing youth unemployment in the State with a view to using findings in designing appropriate interventions in future to address the problem.

To this effect, strategic focus group discussions guided by structured checklist were carried out in some Local Government Areas of the State. To elicit relevant information from discussants, contents and probes of the checklist covered salient areas including;

- The age bracket really considered as youths in the State
- Major economic activities that youths of the State are engaged in (x-raying male and female youths involvement)
- Existing economic and employment opportunities that youths of the State are not optimally taking advantage of, and reasons for this
- The level of unemployment among youths in the State
- Major causes of growing youth unemployment in the State
- Effects of youth unemployment in the State
- Conflict incidences generated by the situation of growing youth unemployment in the State
- Available skills among youths in the State which can help them get employed
- The means, and adequacy of the means through which these skills were/are acquired by the youths in the State
- Perception of youths in the state on the quality of skills handed down by the conventional education system
- Major employers of labour in the State

- Efforts of the government in addressing youth unemployment in the State
- Efforts of oil and gas companies in the state in addressing youth unemployment in the State
- Other skills that youths of the State think are relevant to boost their employment in the area

Six (6) Local Government Areas, with 2 LGAs selected from each of the three (3) senatorial districts of Rivers State were covered in the FGD exercises. These include Ahoada East and Bonny LGAs (in Rivers East senatorial district), Port Harcourt City LGA (PHALGA) and Obio Akpor LGA (in Rivers West senatorial district) as well as Eleme and Oyigbo LGAs (in Rivers South-East senatorial districts).

Amongst the challenges encountered in the field are demands from the youths for financial incentives before involving in the discussion, political polarity in the state and high expectations from the youths. However, these were successfully managed and reliable information elicited in the process.

## 4.7.2 FINDINGS

### A. ACCEPTABLE DEFINITION OF A YOUTH (BY AGE AND GENDER) IN THE STATE

S/N	LGA	AGE BRACKET CONSIDERED AS YOUTHS
1	Ahoada-East	18-35 yrs
2	Obio Akpor	18-35 yrs
3	Oyigbo	18 -40 yrs
4	PHALGA	18-35 yrs
5	Eleme	18-35 yrs
6	Bonny	18-40 yrs

Table 2: Age Brackets Considered As Youths In The L GAs

Generally in the State, young persons between the ages of 18 and 35 years are regarded as youths. However, slight variations exist in Oyigbo and Bonny where persons up to the ages of 40 and 43 are included in this group. In exceptional cases like Azuabie community in PHALGA, a young person within these age brackets can only be accorded full recognition as a youth from the age of 25. Following discussions with the youths, male and females within these age brackets are considered as youths even though the male counterparts are more pronounced in activities that have to do with this group in various communities of the State.



## 4.7.3 MAJOR ECONOMIC ACTIVITIES ENGAGED IN BY YOUTHS AND DISTRIBUTED BY GENDER

The line of economic activities in which majority of youths in Rivers State are engaged in (as gleaned from discussion across the LGAs) are seen in low to moderate-tech artisanal works needed in oil and gas industries and construction companies (support activities), commerce and trading, transport as well as civil service.

Some of these majors in oil and gas and construction industries include welding and fabrication (especially structural welding), iron works, painting, electrical installation, plumbing, driving, auto-mechanical works and several other low-skilled rig operations (especially roustabout and roughnecks activities). Youths in the State are also engaged dominantly in other self-employed artisanal works including GSM phone repairs and maintenance, computer hardware repairs and maintenance, paraplet installation in buildings, aluminium fabrication and installation, electronic repairs. Other activities that youths dominate in the area are hair dressing and barbing, fashion works/ designing, interior decoration, video works, catering, hotel management, event management and photography. Trading and civil service constitute other major areas that youths are engaged for their livelihoods in the State. In transport sector, boat (marine) transport, commercial taxi driving, commercial motorcycle business (popularly known as 'okada') and recently commercial tricycle business (popularly known as 'Keke NAPEP') have got a good number of youths involved.

In terms of distribution by gender, economic activities like civil service, catering, hair dressing, Basal activities in Information and technology (ICT) especially computer operation/cyber cafe management (popularly referred to as 'business centres'), events management, hotel management, interior decoration, fashion and design have more female youths participation than their male counterparts who dominate more in artisanal activities like welding, painting, plumbing and the likes as mentioned earlier. Male youths are also more into transport businesses of all categories while the males and the females are into trading almost in same proportion. However, there is a current trend (as elicited from Ahoada-East LGA discussants) as more female youths in the State are going into technical skill areas like welding and others considered as masculine (by social construct).

## 4.7.4 ECONOMIC/EMPLOYMENT OPPORTUNITIES NOT OPTIMALLY USED BY YOUTHS IN THE STATE

While majority of youths in Rivers State are engaged in economic activities captured above, there are other salient skill areas and economic activities with employment potentials that the youths are not optimally making use of. These are considered as hi-tech skill areas needed in both oil and gas as well as construction industries. Some of them can help the youths get well established under self employment. These skills/opportunities as mentioned by the youths include sand blasting, pipe coating, pipe fitting, argon welding, instrumentation and calibration, under-water diving, scaffolding, industrial electrical works,

drilling, off-shore derrick operations, solar energy technology, building technology, waste management and recycling and digital TV installation. High-level ICT activities like computer programming is also not also well utilised while opportunities in outboard engine repairs/maintenance and operation of industrial machines like cranes, excavators, swamp boogies, sand dredgers and the likes are also under-utilized by the youths. Strong among reasons given as accounting for these was that not a good number of youths in the area are trained in these hi-tech skill areas either by the government or the oil and gas companies.

It re-occurred in almost all the local government areas discussed with in the study, that the youths are not optimally taking advantage of employment opportunities available in the agro sector. many youths have not been engaging in agro businesses including aquaculture, poultry and other forms of livestock farming as well as crop farming. Reasons adduced was that the youths are still holding on to the old mentality that agricultural investments do not yield appreciable incentives, and so are meant for the rural dwellers.

#### 4.7.5 LEVEL OF YOUTH UNEMPLOYMENT IN THE STATE

S/N	LGA	YOUTH UNEMPLOYMENT RATING	PROPORTIONAL REPRESENTATION
1	Ahoada East	High	8 out of every 10 youths
2	Obio Akpor	High	9 out of every 10 youths
3	Oyigbo	High	8 out of every 10 youths
4	PHALGA	High	9 out of every 10 youths
5	Eleme	High	8 out of every 10 youths
6	Bonny	High	7 out of every 10 youths

**Table 27: Proportional Rating Of Youth Unemployment In The LGAS**

From the discussions, it was inferred that unemployment is generally high among youths in Rivers State. It stands at an average of 8 in every 10 youths counted.

#### 4.7.6 MAJOR CAUSES OF GROWING YOUTH UNEMPLOYMENT IN THE STATE

Some reasons mentioned by the youths as responsible for this scenario include the following;

- Inadequate investment capital and lack of access to credit facilities for the youths making it difficult for those that have acquired one form of skills or the other to establish businesses and get self-employed
- Poverty and lack of financial means for many youths to either get conventional education

- or get themselves trained in vocational skill institutions
- Many companies are not employing youths. Where employment slots exist, favouritism and influence of benefit captors in many communities of the state hijack such opportunities out from the hands of the youths
- There are not much companies in the state generally outside areas like Port Harcourt, Onne and Bonny. Even in Bonny, it is prevalently oil and gas companies with restrictive opportunities of employment. A lot of companies in the State have closed down and many workers sacked (more of these victims are youths)
- Lack of energy infrastructures and other facilities to support growth of cottage industries in the rural and semi-urban areas of the State (An instance was captured in Ahoada East LGA where a privately owned cassava processing industry (Rosy Endeavour) with potentials of employing youths of the area across several value chains has remained non-functional for lack of power
- Poor information dissemination to youths of the State on employment and empowerment opportunities available (Instances were captured in Ahoada-East, Obio-Akpor and Oyigbo LGAs where the youths were not aware of the opportunities thrown up by the World bank-assisted SEEFOR project in the State)
- Lack of hi-tech skilled personnel among youths on areas required in oil and gas companies in the State. Majority of the youths do not have financial capacity to undertake these trainings
- Most job opportunities offered to many youths by the oil and gas companies are very short-term, temporary and unskilled jobs that puts them in the labour market from time to time
- Increasing population of youths in the State especially in urban cities. Part of this is as a result of rural-urban migration by youths in search of better living conditions
- Some youths are just not interested in going through the stress of learning skills for appreciable period of time. They prefer the easy lives. This is prevalent in Bonny- a hangover of the period of job boom for Bonny youths in the early days of the oil and gas companies in the area
- Poor government policies and uncoordinated government interventions (An instance was captured in Oyigbo LGA where the youths reported that the care-taker committee chairman trained about 800 youth in various skills and after then, none has been assisted to get self-employed)

Given these reasons above, the youths were of the view that the surging rate of youth unemployment in the State is not absolutely because the youths lack employable skills but as a result of a number of factors.

## 4.7.7 EFFECTS OF THIS SITUATION IN THE STATE

This situation has got some negative effects on the youths, the companies, communities and the State in general. Some of these include;

- Touting for survival is increasing among youths in the State. They extort money from innocent people forcefully
- Increasing criminality and social vices perpetuated by youths (kidnapping, stealing, armed robbery, piracy, cultism etc)
- Some young ladies are helplessly marrying men they ordinarily do not wish to marry because of poverty, and for economic survival
- So many of the young female youths are delving into prostitution for a living
- Some youths that claim to be cultists are not really cultists but are hiding under this cloak to survive in the negative way (For instance, the so called 'bad boys' in Ahoada-East LGA have now assumed the strange dimension of coming out to town to rob households)
- Increasing involvement of youths in criminalities have led to loss of lives of the youths and other innocent people in the state
- The youths are becoming ready tools in the hands of politicians to perpetuate violence in the state
- Increasing youth restiveness, protests and disruption of operations of oil and gas companies
- Vandalism of facilities of oil and gas companies in the state
- Increasing household poverty in the state
- Rural-urban drift

## 4.7.8 CONFLICT INCIDENCES GENERATED BY THE SITUATION OF GROWING YOUTH UNEMPLOYMENT IN THE STATE

The nature of conflict incidences generated by the situation of youth unemployment across the state are largely similar. These are more of social crisis and industrial disputes. Cultism attacks and armed robbery were most mentioned in Ahoada East LGA, incessant blocking of oil companies' gates and eventual shut down of their activities were rampant in Obio-Akpor, PHALGA, Eleme, Oyigbo and Bonny LGAs. Recently, activities of Afam gas plant was shut down by Oyigbo youths who were not happy that the company is doing little or nothing in terms of employing them as well as developing the area. There was a major shut down of Mobil activities in Bonny sometime in 2016 by Bonny/Finima youths for the same reason which eventually led to eruption of violence. It can be rightly inferred that youth unemployment in Rivers State is among major drivers of violent conflicts in the area.

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### 4.7.9 SKILLS AMONG YOUTHS TO ENHANCE EMPLOYMENT

A number of special skills exist among youths in Rivers State which can help them get either paid employment or become adequately self-employed. Most of these skills as captured across the local government areas engaged in this discussion include:

S/NO	SKILLS	
1	Pipeline welding	Argon welding
2	Pipe fitting	Rig platform operations
3	Pipe coating	Sand blasting
4	Agro skills (especially Aquaculture & Poultry)	Electrical installation
5	Crane operation	Dredging operations
6	Entertainment (mostly Film production & music)	Quality control
7	Scaffolding	Marine operations
8	Auto-mechanics	Various artisanal works
9	Crude oil refining (mentioned in Ahoada-East LGA)	landscaping

Table 28: Employable Skill Areas Available Among Youths In Rivers State

\*However, it was noted that these skills are not many among youths in the state

### 4.7.10 MEANS AND ADEQUACY OF MEANS OF SKILLS ACQUIRED

Acquisition of skills by youths of Rivers State over the years have come through various means as elicited from the discussions. These are shown in the table below;

S/N	MEANS OF SKILLS ACQUISITION	COMMENT
1	Self-sponsorship	In a apprenticeship schemes (Master trainer-trainees model)
2	Self-sponsorship	In vocational training centres (Vocational school type model)

3	Sponsorship by oil and gas companies	Using any of the models above. These are mostly done for youths of such companies' host communities. For instance, training of youths in Bonny Vocational Training Centre (BVC), training of youths by JIBES Engineering for a parent oil company in Port Harcourt (PHALGA), training of youths in various training centres by Oil and gas Industries Foundation (OGIF) under the FG-assisted Post-Amnesty programme etc.
4	Conventional school system	In Universities, Polytechnics, Colleges of education, school of Nursing etc.
<p><b>Table 29: Means Of Skills Acquisition By Youths In Rivers State</b></p>		

According to youth respondents, these various means through which they have acquired skills are adequate in terms of quality and contents. However, what is lacking is the entrepreneurship orientation that will help trainees think outside the box for self-employment after acquiring the skills instead of paid employments only.

#### **4.7.11 Youths Perception On Conventional Education System And Quality Of Skills Handed Down**

It was a general perception by the youths in all the local governments engaged that the current conventional education system as obtained in our universities especially is largely theory-based than practical orientations.. Comparing the system to the standard obtained in most vocational training institutions like in Bonny Vocational Training for instance, funded by NLNG where there are available equipment for practical learning, quality trainee/trainer ratio (15:1) and standard industrial training programmes for trainees, youth graduates from these vocational institutions fit in more in technical skill activities needed in companies than their universities counterparts who often times will need refresher courses to perfectly fit in. They advocated for restructuring of the education curriculum and funding of the schools to accommodate more of practical learning to make complete graduates.

## 4.7.12 Major Employers and Potential Employers of Labour In The State

A number of major employers and potential employers of labour in the state were identified from the discussions held with the youths in the various LGAs. Key among these entities are captured in the table below with their locations;

S/N	MAJOR/POTENTIAL LABOUR EMPLOYER	LOCATION
1	Shell Petroleum Development Company (SPDC)	Ahoada, Obio-Akpor, PHALGA, Eleme, Obigbo, Bonny
2	Nigerian Liquefied Natural gas (NLNG)	Obio-Akpor, Bonny, Ahaoda
3	Nigerian Agip Oil Company (NAOC)	Obio-Akpor, Bonny, Ahaoda
4	Niger Delta Petroleum Resources (NDPR)	Ahoada
5	PISCON (Oil and gas servicing)	Obio- Akpor
6	DEC Oil (Oil and gas servicing)	Obio Akpor
7	Benek Engineering (Construction/ equipment)	Obio Akpor
8	Lulu Briggs Construction Company (LCC)	Obio Akpor
9	Monier Construction Company (MCC)	Obio Akpor
10	Adamac group (Oil and gas servicing)	Obio Akpor, Eleme
11	Trans-Ocean (Oil and gas servicing/drilling)	Obio Akpor
12	KC Deutag (Oil and gas servicing)	Obio Akpor
13	Pabod Breweries	Obio Akpor
14	Expro (Oil and gas servicing)	Obio Akpor
15	Boskel (Oil and gas servicing)	Obio Akpor

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16	Axion (Oil and gas servicing)	Obio Akpor
17	Pitman (Oil and gas servicing)	Obio Akpor
18	Ferottex Construction Company	Obio Akpor
19	C. Ohakwe Nig. Ltd	Obio Akpor
20	Baker Hughes (Oil and gas)	Obio Akpor
21	Addax Petroleum Nigeria Ltd	Obio Akpor
22	Basilman Ltd (Oil and gas servicing)	Obio Akpor
23	Intels (Oil and gas servicing)	Obio Akpor, Eleme
24	Afam Power Plant (Energy)	Oyigbo
25	PHEDC (Port Harcourt Electricity Distribution Company)	Obio Akpor
26	MTN (Communication)	Obio Akpor
27	Oil Data (Oil and gas servicing)	Obio Akpor
28	Candit (Street light installation)	Obio Akpor
29	Nestoil (Oil and gas servicing)	Obio Akpor
30	NDDC (Development)	PHALGA
31	JIBES Engineering (Oil and gas servicing)	PHALGA
32	Eagle cement	PHALGA
33	Indorama (Fertilizer production)	Eleme
34	Sea Port	Eleme
35	Petronella (Oil and gas servicing)	Obio Akpor
36	Mobil Un producing	Eleme, Bonny



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37	Bonny Utility Company (BUC)	Bonny
38	Chevron Nigeria Ltd (CNL)	Obio Akpor, Bonny
39	Kudo catering Services (Oil and gas servicing)	Bonny
40	S. Jabel Catering Services (Oil and gas servicing)	Bonny
41	Julius Berger (Construction)	Bonny, Obio Akpor, PHALGA
42	ALCON (Oil and gas servicing)	PHALGA
43	Lonestar (Drilling)	Obio Akpor
44	Pivot (Oil and gas servicing)	Bonny
45	Eleme Petrochemical	Eleme
46	Port Harcourt Refinery	Eleme
47	Rosy Endeavour Farm	Ahoadia
48	Westend Catering Services	Obio Akpor
49	Munopoli (Oil and gas servicing)	Obio Akpor
50	Indomarine (Oil and gas servicing)	Obio Akpor
51	Epenal Boat Construction company	PHALGA
52	Phonic Marine Services	PHALGA
53	Port Harcourt Wharf	PHALGA
54	Hotels (Hospitality industries)	PHALGA, Obio Akpor, Bonny, Eleme, Oyigbo

**Table 30. Major And Potential Employers Of Labour In Rivers State**

## 4.7.13 EFFORTS OF THE GOVERNMENT IN ADDRESSING YOUTH UNEMPLOYMENT IN THE STATE

There have been no substantial efforts from the government (at the Federal, State and Local Government level) in almost all the LGAs covered to address youth employment in the State. All have ended in empty promises that were never fulfilled. However, the youths attested to very little efforts of the state government in Ahoada LGA where it has acquired about 15,000 acres of land for rice farming project (still not started), and the Oyigbo Local Government Council through the caretaker committee chairman who recently trained about 800 youths in various skill areas but did not empower any of them with starter packs.

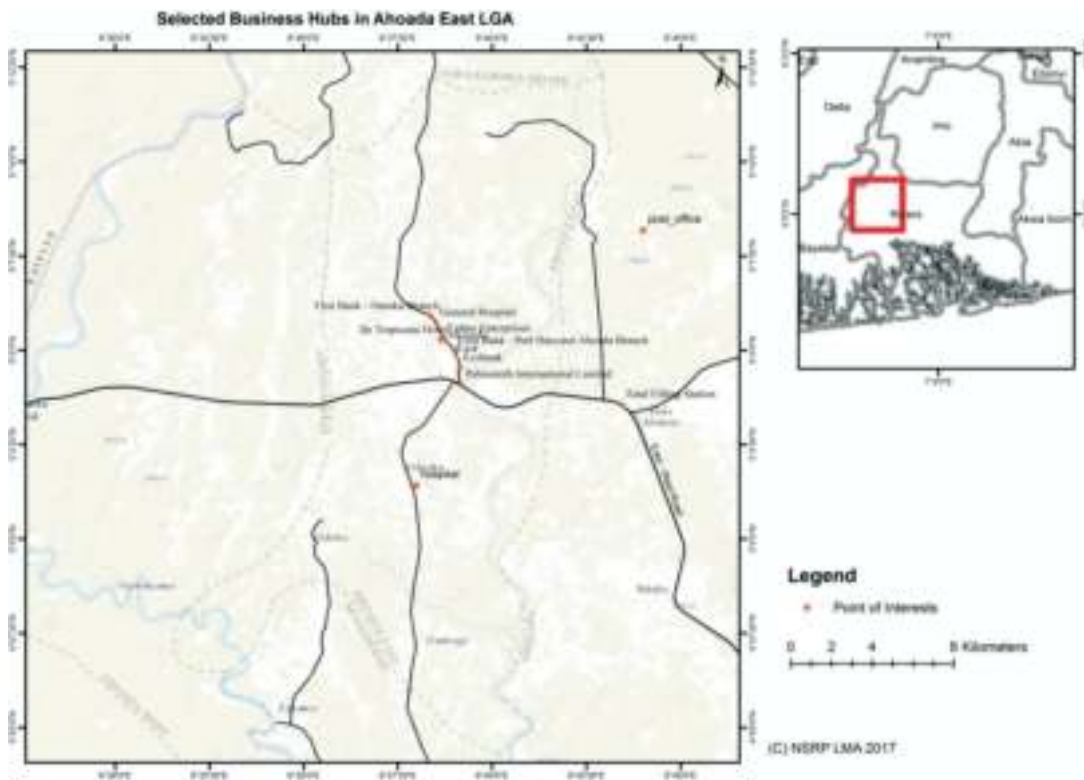
But generally to the youths, the government is not doing enough to addressing the problem of youth unemployment in the State. In fact in their own words, the government is not youth-friendly.

## 4.7.14 EFFORTS OF OIL AND GAS COMPANIES IN ADDRESSING YOUTH UNEMPLOYMENT IN THE STATE

The oil and gas companies have done a little in the area of empowerment and employment especially for youths of host communities. They have been contributing (but in small measures) in organizing and funding some skills acquisition programmes for the youths. Most of these end up not providing the trained youths with necessary starter packs to enable them get self-employed. However, the NLNG model in Bonny is a departure where it has tried to structure the skills building intervention by establishing and funding the Bonny Vocational Centre that offer Diploma 1, 2 and 3 certificates to graduates, as well as City and Guild (London). Also, some of these companies in their host communities often contribute to making some youths have access to conventional education through scholarship schemes. However, in all of these, the presence of benefit captors in most communities foil these good gestures and neutralize expected impacts.

4.8 SELECTED MAPS OF BUSINESS HUBS ACROSS STUDY AREA

4.8.1 SELECTED BUSINESS HUBS IN AHOADA EAST LGA



4.8.2 SELECTED BUSINESS HUBS IN BONNY LGA

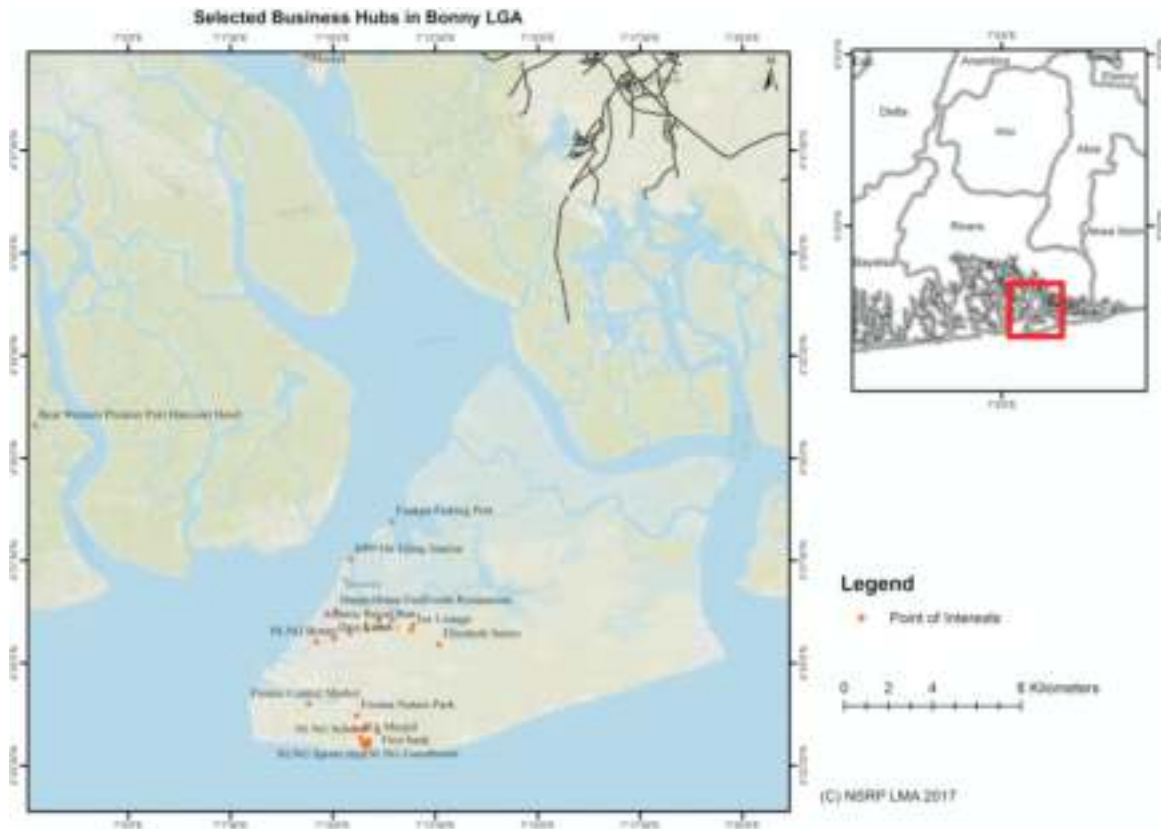
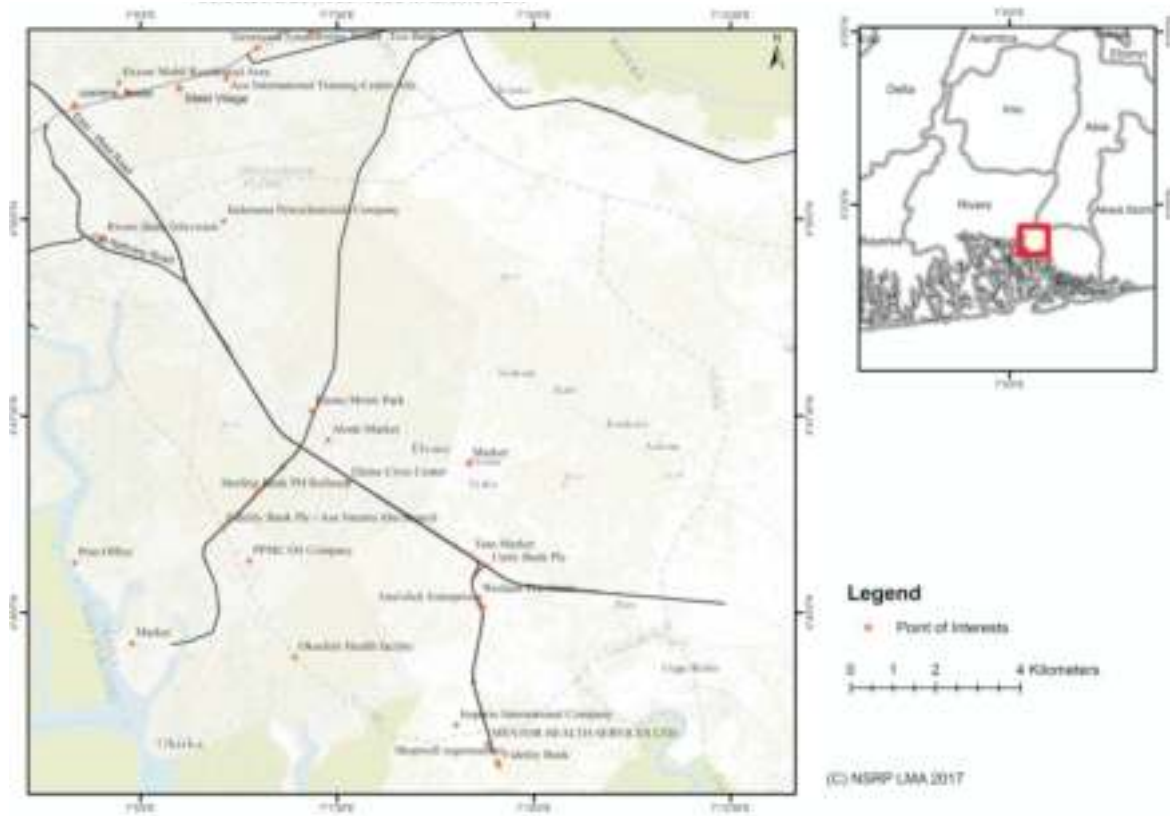


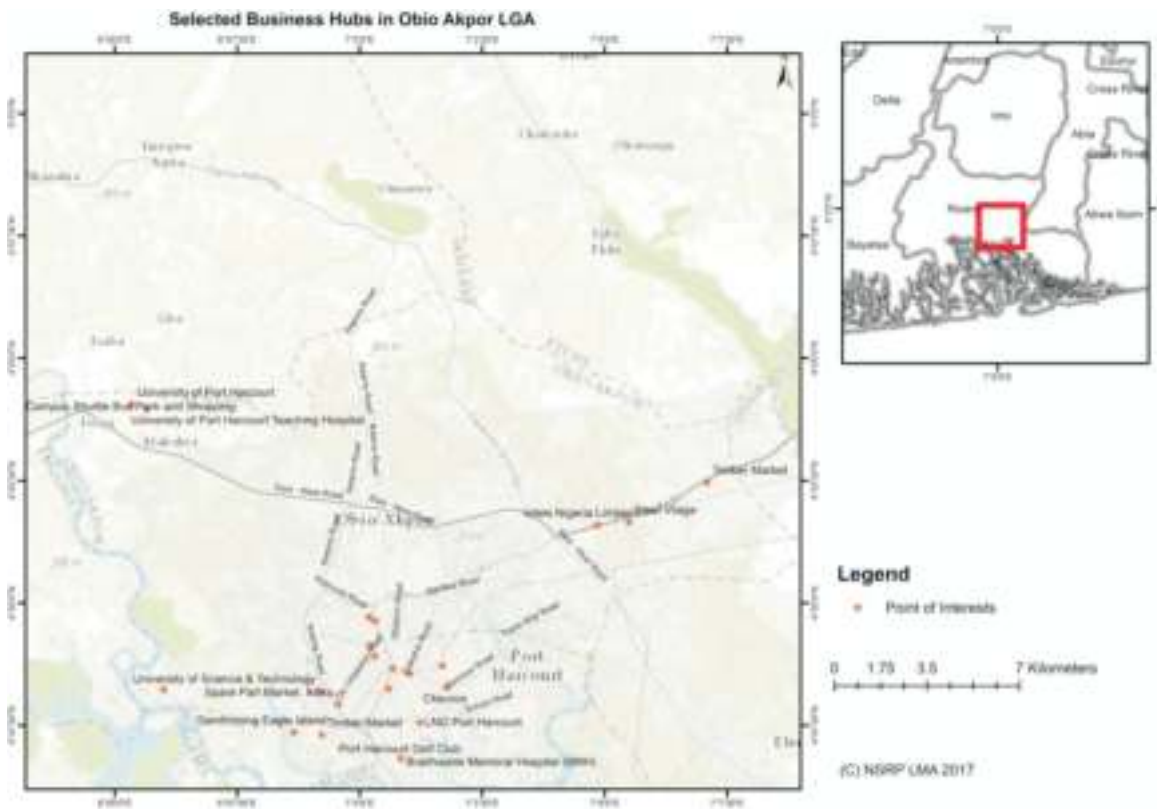
Fig 11: Selected Business Hubs in Bonny LGA

## 4.8.3 SELECTED BUSINESS HUBS IN ELEME LGA



Selected Business Hubs in Eleme LGA

## 4.8.4 SELECTED BUSINESS HUBS IN OBIO AKPOR LGA



Selected Business Hubs in Obio Akpor LGA





## SECTION 5

### FINDINGS, SUGGESTIONS AND RECOMMENDATIONS

#### 5.0 SUMMARY OF FINDINGS

1. There is no actionable employment policy in Rivers State. Although a Ministry for employment generation and employment exist along side a few partnership initiatives e.g. SEEFOR, NDDC which aim at improved employment generation; the basic policy framework and tool required to facilitate this process is unavailable.
2. Unlike other sectors in the State in which the Civil Society Organization (CSO) are actively engaged such as environment, institutional building ,governance etc CSO/NGO involvement in youth employment sector is at all-time low.
3. Public awareness of on-going and planned initiatives either by government, development partners, international oil companies, private sectors on youth employment and empowerment is low. Youth observed their lack of knowledge about SEEFOR programme which is currently ongoing.
4. There is a significant difference between entry level skill types requirement by employer of labour and basic skills acquired from most of our educational institutions. There is no platform which brings the higher institutions including technical and vocational centres together with employer of labours to agree on skill types and development aimed at global competitiveness and employability.
5. There is a glowing influx of artisans, skilled and semi-skilled labour particularly in the housing and building sectors from neighbouring countries like Ghana, Togo, Benin, Senegal, Mali etc into Rivers State. This has reduced available jobs for counterparts within the state. This clearly raises a question about the quality of available skills and standards. The state boasts of 2 renowned polytechnic and 5 technical and vocational schools which ideally should supply those skill type.
6. Rivers State has a very robust educational system covering all levels - primary, secondary and tertiary which contributes about 69, 540 new labour entrants annually into the labour market. Although a few of these number migrate outside the state. A significant number of job seekers are also observed to migrate from other states of the federation into Rivers State which currently oscillate between 3<sup>rd</sup> and 4<sup>th</sup> position as job hot spot in Nigeria. The Rivers Labour Triangle gives further details.
7. On the supply side. The observation that most institutions very rarely (75%) review their curriculum raises concern about how attuned to realities are our education institutions to advances in science, technology and global themes.
8. Prompt and adequate funding remains a major issue if students are to be impacted with globally competitive skills. All institutions interviewed during the study reported being inadequately equipped. An institution reported acquiring the last equipment in 1990. Although entrepreneurship has been incorporated into the curriculum of most institutions. The approach and methodology is still largely theory based with no hands on experience, internship or practice.
9. The informal sector appears to be doing very well and has been termed the Rivers State Growth Opportunity Window which CSO, Development Partners in partnership with government can leverage in with a broad based programme of strengthening the capacity of the sector to deliver optimally through interventions that provide relevant support and build their transitional capacities to MSMES
10. The economy rather than skill seems to be the major reason for growing unemployment in Rivers State. The survey established significant job losses due to lay offs and closure of businesses in the last 2-3 years in the state. Skill is closely ranked as second most important factor for youth unemployment.
11. The survey also recognizes the difficulty in ascertaining accurate level of unemployment as most under-employed easily count themselves as unemployed. With this ambiguity, initiatives aimed at

improving unemployment often end up having underemployed as main beneficiaries with little or no significant impact on the level of unemployment. Detailed clarification, definitions and high level segregation should be observed in selecting beneficiaries for youth employment and empowerment initiatives

12. Respondents from Rivers MDAs are unanimous that sizeable vacancies exist in Rivers State civil service. They differ on reasons while these vacancies are not been filled. They reported that the last mass recruitment was in the late 1980 and most recruits at the time have either retired about to retire. The situation is fuelling palpable fear that new and future entrants may not have the opportunity to learn the civil service rule and operations from the retiring group.
13. Approximately 27% of Rivers State Labour Force can be classified as unemployed. Youth employment rate is almost twice the general unemployment rate.
14. Most employers indicated problems in finding personnel although this is not as a result of lack of available skill but more because of the downturn in economic activities. The productive capacity of the economy has remained at best static but there is strong evidence that this has been in decline and hence difficulty in creating job and absorbing the unemployed.
15. Employers signal shortcomings in the available labour force and worst still the capabilities of those yet to join the labour force. Employers also signaled future problems in hiring people for some specific positions such as managers.
16. Rivers State education system is too much focused on academic skills and does not provide pupils with the type of skills they need in the labour market.
17. Unemployment in the State results from a combination of factors which includes poor resource utilization, lack of unemployment policy/laws. Although the elusive state labour law provides for automatic employment of indigenes for levels 1-4. This has not been adhered to by businesses in the State. The indigene quota has been taken over by labour from neighboring states in the South-South (especially Akwa Ibom) South-East and a few from the South-West and Northern Nigeria.
18. Absence of a system/mechanism to coordinate existing/upcoming initiatives aimed at addressing youth employment and unemployment has continued to undermining the impacts of such projects.
19. Vocational centres should be moved from the current Ministry of Education to the National Board for Technical Education.

## 5.1 SUGGESTION AND RECOMMENDATIONS

A combination of factors has resulted in the growing youth unemployment in the State. This ranges from state of economy, increasing number of new entrants into labour market, growing mis-match between skills of youth and those employers need. Government failure to expand economic base and create jobs. It is therefore clear that addressing the challenge of youth unemployment requires a broad based framework and strategy involving various stakeholders, such as government, development partners, educational institutions, employers of labour, civil society, communities and households.

These strategic frameworks should include:

- Strengthening the informal sector through capacity building, access to credit and transitioning to micro, small, medium enterprises.
- State wide Action Plan on massive job creation targeting youth employment by evolving mechanism and projects that hire and train young people.

- Robust Internship program which serve to prepare young people for the job market. Through the creation of entry level job opportunities, school to work apprenticeships, graduate mentorship programme and on the job training programmes.
- Boost youth entrepreneurship by incorporating entrepreneurship into curriculum of educational institution with vast opportunities for hands on training and practicals including linkage programme between the institutions and organized private sector to ensure students are equipped with requisite knowledge and skills to be globally competitive in the job market
- A mechanism or platform that foster greater collaboration among employers, government, educational institutions and society
- Improved investment in agricultural and manufacturing sectors with inherent great potentials to promote employment
- ICT, internet and technology sector offers a huge window of opportunity that can be harnessed. Capacity and skills of youth should be built in the areas of IT and software solution and benefit from the booming technology sector and becoming a huge service export to emerging markets in Sub Sahara Africa in need of software solutions like India and South Africa
- The quest for University degree which contributes only 20% to industry level skill requirement is very high. A program to encourage youths to pursue technical/vocational training should be done to reduce high rate of lack of skills and skills mis-match.
- Relevant government agencies should carry out a comprehensive state wide census to determine level of unemployment in the state.
- Rivers State to review employment policy to an actionable one which is consistent with current socio-economic realities
- The informal sector is growing and provide window of opportunity to explore as a collaborative action for practical solution to the issue of growing youth unemployment. Government and organized private sector should be galvanized to provide support and growth opportunity schemes to the sector especially in the areas of capacity building and access to credit.
- Employers have ranked attitude higher than skill in the qualities required in employees. There is a need to embark on a large scale communication for behavioral change and re-orientation of youth for career optimization and development.
- Skills Incubation Centres: its trite knowledge that universities are not technical/vocational centres and have limit to which it can impart skills other than the basic skills of “intelligent reasoning and inquiry. Skill incubation centres can leverage on the basic skill by building capacity of young people in industry level skills in different subject areas/specialist field for 3-12 months.
- Creating a live register of the unemployed and job seekers which help to profile and help prioritize intervention
- Focus on rigorous evaluation of programmes in order to ensure that the limited resources available for employment creation are being put to best use and delivering the best outcome for all.
- Government should create initiative which will use private sector expertise to compliment



existing services for long term unemployed people and youths

- Government is encouraged to create a new labour activation service aimed specifically at long term unemployed and those most risked of becoming long term unemployed.

## 5.2 STUDY LIMITATION

The study had some level of limitation in terms of time and financial resources required to undertake a more comprehensive and inclusive study population and corresponding sample size. For instance only 6 LGAs selected from the 3 senatorial districts were covered from a total of 23 LGAs in the state. Although valid inferences statistically can be made from sample population and sample size used for the study our confidence level would substantially increase with a higher coverage.

The study did not take a critical look at unskilled labour mainly for want of time and financial limitation. The total allotted time of 2 months was also not enough to undertake a robust labour census for the state.

## 5.3 AREAS FOR FURTHER STUDIES

1. Comprehensive database of unemployed youth in Rivers State
2. Labour migration into and from Rivers State to ascertain the critical mass for intervention programmes
3. The general state of economic in Nigeria seems to have had very significant shadow on present finding. A Labour Market Assessment in a more stable economy may have significantly different outcomes and finding.

## SECTION 6

### REFERENCES AND APPENDIX

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**APPENDIX 1: BUSINESS/EMPLOYER SURVEY QUESTIONNAIRE**

**Business/Employer Survey Questionnaire**

The Nigeria Stability and Reconciliation Project (NSRP) is undertaking a labour market assessment in Rivers State. The main aim of the assessment is to understand underlining causes of growing youth unemployment in Rivers State. Findings from this exercise will be helpful in the design of appropriate intervention plans aimed at proffering solution to the problem.

The interview will take between 10 to 20 minutes to complete and elicited information will be treated with strict confidence. Participation in the interview is voluntary and may choose not to answer some or all of the questions. Your views are very important however, and we hope you will fully participate.

**Consent Statement**

Do you agree to be interviewed?

Yes  No

Interviewee Name & Signature .....

Interviewer Name & Signature.....

Interview Date.....

Interview Start Time.....End Time.....

Interview Location.....

Name of Supervisor.....

**Business Survey Questions**

Business Name

LGA

# RIVERS STATE LABOUR MARKET ASSESSMENT REPORT

## Respondent Information

- 1.1 Full Name of Respondent.....
- 1.2 Phone number (optional).....
- 1.3 Sex: Male  Female
- 1.4 Age: under 18  18 – 35yrs  Over 35 yrs
- 1.5 Position of respondent in the business: Owner  Manager  Supervisor   
Director  Employee

## Business Information

- 2.1 When was business established/moved into area.....
- 2.2 City/town where business is located.....
- 2.3 Name and address of business.....
- 2.5 Are you a registered business in any of these forms?  
Business name /Enterprise  Registered with CAC  Not registered
- 2.5 What is your business all about? .....
- 2.6 Which of these best describe your type of business?  
Micro Enterprise  Small Enterprise  Medium Enterprise   
Large Enterprise  Informal Sector/ “my own business”
- 2.7 In which sector is this business?

S/N	Sectors	Please tick
1	Agriculture/farming/fishery/livestock	
2	Information & communication technology	
3	Manufacturing/processing	
4	Wholesale/retail trade	
5	Administrative support/civil servant	
6	Construction	
7	Arts/entertainment/recreation	
8	Transport/storage	
9	Finance/insurance	
10	Real estate/renting	
11	Education	
12	Health/social works	
13	Logging/mining	
14	Oil & Gas	
15	Professional scientific/technical activities	
16	Technician/artisan(welder/carpentry/vulcanizer etc)	
17	Others (specify)	

# RIVERS STATE LABOUR MARKET ASSESSMENT REPORT

### 3. Ease of doing business information

3.1 What are the 7 most important challenges facing the business?

S/N	Sectors	Please tick
1	Lack of market information	
2	Inadequate Financial Support	
3	Government Regulations	
4	Market Competition	
5	Labour Availability / Appropriate Skill	
6	Transportation	
7	Supply of Raw Material	
8	Access to Technology	
9	Labour Cost	
10	Cost of raw material	
11	Security	
12	Weather	
13	Political Uncertainty	

### 4. Business Employment Information

4.1 What is the total number of people working in the business including you? ..... Male.....  
Female .....

4.2 In which age bracket are the majority of employees?    17yrs and below    18-35yrs    36yrs  
and above

4.3 At this time last year, were there more, fewer, or same numbers of employees in the business?  
.....

4.4 Have you faced problems recruiting the kind of employees you require for your business?  
Yes / NO

4.5 Have you hired any employees in the past 12 months?    Yes / NO

4.6 Do you plan to hire any employees in the near future?    Yes / NO

4.7 If yes (Q4.6), what factor(s) will you consider?  
Age    Gender    Skills    Religion    Tribe/geo-location    Qualification

4.8 Is this business willing to take on interns/on-the-job trainees?    Yes / NO

4.9 As an employer / business, how would you rate the quality of our graduates produced by our  
educational institutions in the last five to ten years?  
Very Adequate    Adequate    Not Adequate    Less Adequate    Indifferent

4.10 In terms of skills, do graduates have the relevant skills and competencies for new labour  
entrants?

Yes / No

4.11 If no, what would you suggest be added to our vocational/educational institutions current curriculum?

.....  
 .....  
 .....

4.12 How do you normally find new employees?

Advertisement	Through relatives and friends	Referral from education training
Institutions	From employment agencies	Promotion from within
Through internship		

4.13 What kind of employment does your business offer to young people?

Daily casual contract	Monthly seasonal contract	Temporary employment
Permanent employment	Others (specify).....	

4.14 What is your current number of employees? .....

4.15 What is your expected number of employees? .....

4.16 Did you have vacancies in the last two years that you did not fill? Yes / No

4.17 Did you have excessive workforce in the past two years? Yes / No

4.18 Did you have vacancies to which you were unable to hire anyone? Yes / No

4.19 Please indicate reasons for not filling vacancies?

4.20 What is your expected number of employment within the next 2 years?

4.21 Does your firm have skill improvement program for the youth? Yes / No

If yes, please list these programs

.....  
 .....

4.22 Have you hired people with disabilities in the past two years? Yes / No

4.23 Are you familiar with statutory incentives for the employment of persons with disabilities? Yes/No

4.24 Do you plan to hire person with disabilities under specific legally prescribed incentives? Yes / No

## 5. SKILL INFORMATION

5.1 When recruiting your employees, what are the 3 most important job-related skills a potential employee must have?

.....  
 ...  
 .....  
 .....

5.2 What kind of job specific skills training would you or your company be willing to provide to new employees?

.....  
 .  
 .....

5.3 Given the current growing unemployment among youths and economic recession, in your opinion, what can youths in Rivers State do to survive?

.....

**APPENDIX 2: : HOUSEHOLD/YOUTH SURVEY QUESTIONNAIRE**

**HOUSEHOLD/YOUTH SURVEY QUESTIONNAIRE**

The Nigeria Stability and Reconciliation Project (NSRP) is undertaking a Labour Market Assessment in Rivers State. The main aim of the assessment is to understand underlining causes of growing youth unemployment in Rivers State. Findings from this exercise will be helpful in the design of appropriate intervention plans aimed at proffering solution to the problem.

The interview will take between 10 to 20 minutes to complete and elicited information will be treated with strict confidence. Participation in the interview is voluntary and may choose not to answer some or all of the questions. Your views are very important however, and we hope you will fully participate.

**Consent Statement**

Do you agree to be interviewed?

Yes  No

Interviewee Name & Signature .....

Interviewer Name & Signature.....

Interview Date.....

Interview Start Time .....End Time.....

Interview Location.....

Name of Supervisor.....

LGA/Locality

# RIVERS STATE LABOUR MARKET ASSESSMENT REPORT

## 1. Respondent's Demographic Information

- 1.1 Where do you reside in Rivers State? -----
- 1.2 In which is your Local Government Area -----
- 1.3 Gender of Respondent            Male            Female
- 1.4 Which of these age bracket do you belong?    Under 18            18 – 35 years            Over 35 years
- 1.5 Which of these is your highest level of education  
 Primary            Secondary            Vocational / Technical            Tertiary            Non-formal Education
- 1.6 What is your marital status?    Single            Married            Divorced            Separated  
 Widowed
- 1.7 If married, what is your family size?    1-2            3-4            5-7            7-9            10 and above
- 1.8 How many other dependents are living with you? ----- Male ----- Female -----
- 1.9 What is the total number of persons in your household? ----- Male ----- Female -----
- 1.10 Age and sex structure of household members

Age and sex structure of household members

Age	Male	Female	Total
Under 18			
18 _ 35 years			
35 Years and above			

## 2. Economic Activities

- 2.1 What is your main occupation/source of livelihood? -----
- 2.2 How long have you been in your occupation?    < 1 yr    1-5    6-10    11 -20    > 20
- 2.3 What is your employment status?    Permanent    Temporary    Seasonal    Self-employed    Unemployed
- 2.4 If you are not working (unemployed/no occupation) at the moment, for how long have you remained unemployed?    < 1 yr    1-2    3-4    4 - 5    5 and above
- 2.5 What will you consider as your major hindrance/challenges in not finding work/employment?  
 No job vacancy            Lack of relevant skill/ Training            Corrupt employment system  
 Low Salary / Wages            Lack of Funds            Unfair employment policies (Quota System)  
 Lacking Knowledge of employment opportunities            Disability
- 2.6 Do you consider yourself qualified to work in any of the companies in your area?    Yes / No
- 2.7 If no, why are you not qualified to work in establishments in your area?    Lack of Experience    Don't have the required Skills for the job    Don't have the required educational training    Don't have a "Godfather to recommend me"    Others (specify)--  
 -----
- 2.8 What training will you like to do to qualify to work in those establishments in your area?  
 On Job training    Further my education    Acquire some vocational / Technical Skills  
 others -----
- 2.9 If currently employed, please tell us where you work? -----  
 If you are unemployed, what are the things you have done to search for work or start a business?



## RIVERS STATE LABOUR MARKET ASSESSMENT REPORT

-----  
 -----  
 --  
 2.10 Please tell us number of your household members between ages 18 – 35 residing in Rivers State that are not employed and why? -----

2.11 In which of the following sectors are youths in your area adequately engaged?

S/N	Sectors	Please tick
1	Agriculture/farming/fishery/livestock	
2	Information & communication technology	
3	Manufacturing/processing	
4	Wholesale/retail trade	
5	Administrative support/civil servant	
6	Construction	
7	Arts/entertainment/recreation	
8	Transport/storage	
9	Finance/insurance	
10	Real estate/renting	
11	Education	
12	Health/social works	
13	Logging/mining	
14	Oil & Gas	
15	Professional scientific/technical activities	
16	Technician/artisan(welder/carpentry/vulcanizer etc)	
17	Others (specify)	

1.1 Are you self-employed?      Yes / No      If yes, is your business registered?  
 Yes / No

1.2 Do you have employees?      Yes / No.      If yes, how many? -----

1.3 If you are not self-employed and unemployed, please indicates what kind of skills/training you think you need to a start small business in any sector/area of interest?

## RIVERS STATE LABOUR MARKET ASSESSMENT REPORT

Skills	Please tick
Business idea incubation	
Technical skills	
Entrepreneurship skills	
Soft skills (customer relations, managing conflict etc.)	
ICT or computer skills (Microsoft office applications etc)	
Others (specify).....	

2.15 How would you rate your skills in the following areas?

Skills	Very poor	Poor	Fair	Good	Excellent
Soft skills					
Leadership skills					
Facilitation skills (group/team)					
Team work					
Managing conflict					
Interpersonal skills					
Others (specify)					
Entrepreneurship skills					
Business planning					
Mobilizing resources (loan,					
Basic business accounting					
Marketing					
Business expansion					
Others (specify)					
Business skills					
Good communication skill					
Interviewing skill					
Managing & delivering on time					
Networking with employees or					
ICT related skills					
business partners					
Using Microsoft excel for					
business accounting/book					
Making PowerPoint					
presentations using microsoft word					
Others (specify)					

2.16 Indicate what kinds of skills training or support you need for job placement?

Skills	Please tick
Job placement support (help with CV and interviewing skills etc.)	
Identifying job opportunities	
Acquiring business knowledge (language etc)	
Soft skills (team work etc.)	
ICT or computer skills (Microsoft office application)	
Hands-on training on technical skills (welding, vulcanizer, carpentry)	

## RIVERS STATE LABOUR MARKET ASSESSMENT REPORT

1.1 What do you see as challenges in terms of requiring additional knowledge, skills and resources to get a job?

Need more entrepreneurship skills     Need more soft skills   
Need more technical skills     Need ICT or computer skills

1.2 As a youth/employee, how would you rate the quality of our graduates produced by our educational institutions?

Very Adequate     Adequate     Not Adequate     Less Adequate   
Indifferent

1.3 In terms of skills, do you think Nigerian graduates have the relevant skills and competencies for new labour entrants?      Yes / No

1.4 If no, what would you suggest be added to our vocational/educational institutions current curriculum?

-----  
-----  
-----  
-----

1.5 Where do you see yourself in the next 5-10 years? What are your future employment goals? -----

-----  
-----  
-----

Given the current growing unemployment among youths and economic recession, in your opinion, what can youths in Rivers State do to survive? -----

-----  
-----

## APPENDIX 3: INSTITUTIONS/VOCATIONAL TRAINING CENTRES QUESTIONNAIRE

### LABOUR MARKET ASSESEMENTS IN RIVERS STATE Institutions/Vocational Training Centres Questionnaire

The Nigeria Stability and Reconciliation Program (NSRP) is undertaking Labour Market Assessment in Rivers State. The main aim of the assessment is to understand underlining causes of growing youth unemployment in Rivers State. Findings from his exercise will be helpful in the design of appropriate intervention plans aimed at proffering solutions to the problem.

The interview will take between 10 and 20 minutes to complete and elicited information will be treated with strict confidence. Participation in the interview is voluntary and you may choose not to answer some or all of the questions. Your views are very important however, and we hope you will fully participate.

Interviewee Name & Signature (optional) .....

Interviewer Name & Signature .....

Interview Date .....

Interview Start Time .....

Interview Location .....

Name of Supervisor .....

Date of Inspection by Supervisor .....

1. Name of Institution .....
2. Year of Establishment .....
3. Number of:

Colleges	Faculties	Schools	Departments	Non Degree Programs	Others

4. Total enrolment in the last five years

Category	2010		2011		2012		2013		2014		2015		2016	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Total														

## RIVERS STATE LABOUR MARKET ASSESSMENT REPORT

Rivers Indigene															
--------------------	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

5. Total completion rate in the last five years

Category	2010		2011		2012		2013		2014		2015		2016	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Total														
Rivers Indigene														

6. Is total completion rate lesser than enrolment?

Yes     No

7. If yes, what accounts for lower completion rate? .....

.....

.....

.....

8. What will you say are your five major goals as a manpower development centre

.....

.....

9. What basic /special skills are graduates of your institution equipped with irrespective of their course of study?

.....

.....

10. On the average, how long does it take to review/change an academic curriculum?

Less than 5 years     More than 5 Years     Often     Very Rare

11. As an institution, how would you rate your contribution to the provision of the following skill types?

Skill Types	NONE	SOMEWHAT	INADEQUATELY	ADEQUATELY
Basic Skills				
Foundational Skills				
Skills				

## RIVERS STATE LABOUR MARKET ASSESSMENT REPORT

12. In view of changing jobs/skill demands by employers of labour, what is your institution doing to promote employability of its grandaunts?  
.....

13. In your view, why is youth unemployment on the increase?

- a) Youths lack necessary skills for employment
- b) Youths are lazy
- c) Poor policy environment regarding employment
- d) Increasing number of "half baked" graduates from our schools/institutions
- e) Outcome of our poor/falling educational standard

14. To produce globally competitive grandaunts, list 5 academic / skill areas you would want educational institutions to focus on.

- a) .....
- b) .....
- c) .....
- d) .....
- e) .....

15. How equipped is your institution / vocational centre in improving youth employment?

Not Equipped

Poorly Equipped

Adequately Equipped

16. More institutions now incorporate entrepreneurship training into their curriculum, is this true for your school?

Yes

No

Not Sure

17. What do you think academic /vocational manpower development centre should do differently to improve the acceptance of their grandaunts in labour market ?

.....  
.....  
.....

Thank you for you

**Appendix 4: KEY INFORMATION INTERVIEW GUIDE**

**KEY INFORMANT INTERVIEW GUIDE**

(MDAs, NGOs, Development Partners, Youth Institutions and Other Key Stakeholders)

Name of Respondent. ....

Title/Position. ....

Name of Organization. ....

1. What do you think about the issue of growing unemployment among youths of Rivers State?  
.....  
.....

2. What implications can this have on the society?  
.....  
.....

3. What in your opinion are the underlining causes of youth unemployment?  
.....  
.....  
.....

4. Would you think the existing policy on unemployment promote unemployment in the state?  
.....  
.....  
.....

5. Do you know of planned development projects aimed at promoting youths employment in the state? (Government, NGO, Private Sector, Etc) , Please give details. What Sector? What Skills will be needed?  
.....  
.....  
.....

6. How do you think current Labour Market Assessment can assist in addressing the challenge of youth unemployment?  
.....  
.....  
.....

7. What role can you/your organization play in improving youth’s unemployment in the state?  
.....  
.....  
.....

## RIVERS STATE LABOUR MARKET ASSESSMENT REPORT

8. What efforts are being made to promote livelihood opportunities for young women?

.....  
.....  
.....

9. What efforts are being made to promote livelihood opportunities for disabled youths?

.....  
.....  
.....

10. What is the government doing to promote income opportunities for youths (policies, activities)

.....  
.....  
.....

11. In your view, are educational institutions in any way contributing to growing youths unemployment?.....

.....  
.....

12. What special skills would you want upward, mobile youths to acquire to be globally competitive and employable?

.....  
.....  
.....

13. Do you share the opinion that youth's unemployment is due largely to lack of skills by youths or the absence of jobs or a combination of both?

.....  
.....  
.....

As we collaborate to reduce youth unemployment in the state, what do you think we (Government, NGO, Private Sector etc.) should do differently



## Appendix 5:LIST OF PROGRAMMES AND COURSES AVAILABLE IN SOME HIGHER EDUCATIONAL INSTITUTES IN RIVER STATE

### Courses Of Study At The Port Harcourt Polytechnic

S/No.	Schools/Institutes	Departments
1.	Business and Administrative Studies	X Business Administration and Management X Marketing X Office Technology and Management X Public Administration
2.	Engineering Technology	X Computer Engineering Technology X Electrical/Electronic Engineering Technology
3.	Environmental Sciences	X Architectural Technology X Building Technology X Surveying and Geo-Informatics X Urban and Regional Planning
4.	Financial Studies	X Accountancy X Banking and Finance
5.	Foundation and General Studies	X Foundation Studies X Remedial Programme – IJMBE Programme X Cambridge A/Level programme X Niger Delta Science School (NDSS) X General Studies
6.	Information and Communication Technology	X Library and Information Science X Mass Communication.
7.	Institute of Continuing Education (ICE)	X Part time Diploma/Certificate Programmes X SSCE/GCE/JAMB Preparatory programme
8.	Institute of Legal and Global Studies (ILGS)	X Law
9.	Science and Technology	X Agricultural Technology X Computer Science X Science Laboratory Technology X Statistics
x	Higher National Diploma (HND) in Accountancy	
x	National Diploma in Law	
x	National Diploma in Accountancy	
x	National Diploma in Statistics	
x	National Diploma in Computer Science	
x	National Diploma in Public Administration	
x	National Diploma in Electrical/Electronic Engineering Technology	
x	National Diploma in Banking and Finance	

## COURSES OFFERED BY RIVERS STATE UNIVERSITY

Accounting

Adult and Community Education

Agric-Econs and Extension

Agricultural Education

Agricultural Engineering

Animal Science

Business Administration

Business Education

Business Management

Chemical/Petroleum/Petrochemical Engineering

Civil Engineering

Crop Science

Education and Science

Electrical Engineering

Fisheries Management

Food Science and Technology

Forestry/Forest Resources Management

Law

Marine Engineering

Mass Communication

Mechanical Engineering

Medical Laboratory Science

Petroleum Engineering

Soil Science

Technical Education

Urban and Regional Planning

**COURSES OFFERED AT IGNATIUS AJURU UNIVERSITY OF EDUCATION**

Economics

Geography

International Relations

Political Science

Social Studies

Accounting

Banking And Finance

Management

Marketing

Secretarial Studies Curriculum Studies

Education Foundation

General Studies

Guidance And Counselling

Library And Information Science

Primary Education Studies

English

Fine And Applied Arts

French

Igbo

## COURSES / DEPARTMENTS IN MADONNA UNIVERSITY

- » Accountancy / Accounting
- » Anatomy
- » Banking and Finance (Admin)
- » Biochemistry
- » Business Education
- » Chemical Engineering
- » Civil Engineering
- » Computer Engineering
- » Computer Science
- » Economics
- » Education and Science
- » Electrical / Electronic Engineering
- » English Language
- » Food Science and Technology
- » Hospitality And Tourism Management
- » Industrial Chemistry
- » Information Resource Management
- » Library and Information Science
- » Marketing
- » Mass Communication
- » Mechanical Engineering
- » Medicine and Surgery
- » Microbiology
- » Nursing / Nursing Science
- » Optometry
- » Petroleum Engineering
- » Pharmacy
- » Philosophy
- » Physiology
- » Political Science
- » Psychology
- » Public Health Technology
- » Religious Studies
- » Sociology
- » Theology

## **COURSES / DEPARTMENTS IN UNIPOINT**

- » Accountancy / Accounting
- » Adult and Non-Formal Education
- » Adult Education
- » Agricultural Economics and Extension
- » Agricultural Economics and Farm Management
- » Anatomy
- » Animal and Environmental Biology
- » Animal Science
- » Banking and Finance (Admin)
- » Biochemistry
- » Chemical Engineering
- » Chemistry
- » Civil Engineering
- » Computer Science
- » Computer Science And Mathematics
- » Computer with Statistics
- » Creative Arts
- » Dentistry And Dental Surgery
- » Drama / Dramatic / Performing Arts
- » Economics
- » Education / Fine Art
- » Education and Accountancy
- » Education and Biology
- » Education and Chemistry
- » Education and Computer Science
- » Education and Economics
- » Education and English Language
- » Education and French
- » Education and Geography / Physics
- » Education and Mathematics
- » Education and Physics
- » Education and Political Science
- » Education and Religious Studies
- » Education and Social Science
- » Education Arts
- » Education Foundation and Management
- » Educational / Psychology, Guidance and Counseling
- » Electrical / Electronic Engineering
- » Electrical Engineering
- » English Language

- » Environmental Technology
- » Fine Arts And Design
- » Fisheries
- » Forestry And WildLife
- » French
- » Geology
- » History and Diplomatic Studies
- » Hospitality And Tourism Management
- » Human Kinetics and Health Education
- » Industrial Chemistry
- » Languages and Linguistics
- » Marketing
- » Mathematics
- » Mathematics with Computer Science
- » Mechanical Engineering
- » Medicine and Surgery
- » Microbiology
- » Music
- » Nursing / Nursing Science
- » Petroleum and Gas Engineering
- » Pharmacy
- » Philosophy
- » Physical Education
- » Physics
- » Physics with Electronics
- » Physiology
- » Plant Science and Biotechnology
- » Political and Administrative Studies
- » Pure / Applied Mathematics
- » Pure and Industrial Chemistry
- » Religious and Cultural Studies
- » Science Education
- » Science Laboratory Technology
- » Sociology
- » Theatre And Film Studies
- » Zoology

**COURSES OFFERED BY RIVER STATE POLYTECHNIC (KEN SARO-SARO)**

Accountancy

Banking and Finance

Business Administration and Management

Insurance

Marketing

Mass Communication

Office Technology and Management

Civil Engineering

Electrical/ Electronics

Mechanical Engineering

Computer Science

Science Laboratory Technology

Statistics

Surveying/ Geo-informatics

Architecture



**Appendix 6: PARTICIPANTS AT YOUTH FGD ACROSS STATE**

LGAs visited and participants at the FGD sessions

LGA	Senatorial district	Date of engagement	Venue of engagement	Discussants
Ahoda-East	Rivers West	10th May 2017	Ahoda East Council Secretariat, Ahoda main town	<ol style="list-style-type: none"> <li>1. Harold C Edema (National Youth Council of Nigeria (NYCN) co-ordinator Ahoda-East LGA. 08037789320)</li> <li>2. Cyril Job (08064689731)</li> <li>3. Ekiye John (08060672422)</li> <li>4. Frank Nvikichukwu (08066846857)</li> <li>5. ThankGod Moses (08165060609)</li> </ol>
Bonny		15th May 2017	Bonny Island	<ol style="list-style-type: none"> <li>1. Opubo Dabibi (09056206909)-NYCN coordinator Bonny LGA</li> <li>2. Dickson Brown (07063706098)-Director of Empowerment, social welfare &amp; youth development, Finima Youth Congress (FYC)</li> <li>3. Tamuno Hart</li> <li>4. Ezekiel Wilcox</li> <li>5. Saima Brown</li> </ol>
PHALGA		13th May 2017	Azuabie community	<ol style="list-style-type: none"> <li>1. Dokusoma Pius. 080 (representing Comrade Appollos-NYCN coordinator PHALGA. 08036633009)</li> <li>2. Jackson Clever</li> <li>3. Adokiye Christian</li> <li>4. Ayanakalaye Amoni</li> <li>5. Jein Vincent</li> <li>6. Ibibia Collumbus</li> <li>7. Tonye ibani Chuka</li> </ol>

## RIVERS STATE LABOUR MARKET ASSESSMENT REPORT

				8. Emmanuel Joseph
<b>Obio-Akpor</b>	Rivers East	11th May 2017	Obio- Akpor Council Secretariat	<ol style="list-style-type: none"> <li>1. Chijioke Ihunwo (NYCN coordinator Obio Akpor LGA. 08068691899)</li> <li>2. Ibe Nwonfu</li> <li>3. Nna Wopara</li> <li>4. Chizi Wopara</li> <li>5. Walter Stanley</li> </ol>
<b>Eleme</b>	Rivers South-East	13th May 2017	Ogale, Eleme	<ol style="list-style-type: none"> <li>1. Comrade Brain Eleme (NYCN coordinator, Eleme LGA. 07035018004)</li> <li>2. Oluka John</li> <li>3. Chu Simeon</li> <li>4. Mirian Olaka</li> <li>5. Gabriel Sylvester</li> </ol>
<b>Oyigbo</b>	Rivers South-East	12th May 2017	Oyigbo main town	<ol style="list-style-type: none"> <li>1. Ogugua Kennedy E (NYCN coordinator Oyigbo LGA. 07037101208)</li> <li>2. Ajaka Opusunju</li> <li>3. Jaja Joy</li> <li>4. Favour Achor</li> <li>5. Achor Chinwendu</li> <li>6. Green Coockey</li> <li>7. Okechukwu Ikeagwuonu</li> </ol>

Appendix 7: PHOTO GALLERY



FGD participants in Ahaoda-East LGA



FGD participants in Obio-Akpor LGA



FGD participants in PHALGA



FGD participants in Bonny LGA



FGD participants in Eleme LGA



FGD participants in Oyigbo LGA

# RIVERS STATE LABOUR MARKET ASSESSMENT REPORT



Training sessions for LMA field enumerators





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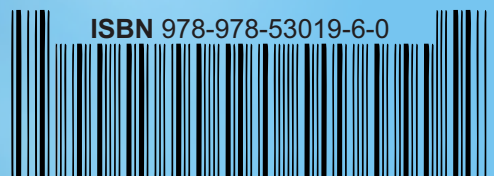
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