

# Employment and Labour Market Analysis (ELMA)

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**Nigeria**

**ELMA Plateau-State**

***Draft***



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**SKYE** Skills  
Development  
for Youth  
Employment

Presented to:

Detlef Barth

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**Your contact person**

SKYE / Work Package 2 / ELMA

Sylvia von dem Busche

**Skills Development for Youth  
Employment (SKYE)**

**Nigeria ELMA Plateau State**

*Draft*

**Samuel Okwa**

## **Address**

GFA Consulting Group GmbH

Eulenkrugestrasse 82

DE-22359 Hamburg

Germany

E-mail [Thorsten.Kirschner@gfa-group.de](mailto:Thorsten.Kirschner@gfa-group.de)

# TABLE OF CONTENTS

<b>FOREWORD</b>	<b>1</b>
<b>EXECUTIVE SUMMARY</b>	<b>2</b>
<b>1      FRAMEWORK CONDITIONS FOR EMPLOYMENT GENERATION</b>	<b>2</b>
1.1      Geographical Situation	2
1.2      Demographic Development	2
1.3      Migration	3
1.4      Economic Development	4
1.5      Business Environment	6
1.6      Employment Figures	8
1.7      Governance, Political and Institutional Situation	11
1.8      ELMA in Contexts of Conflict, Fragility and Violence	12
1.9      Actors	13
<b>2      LABOUR DEMAND</b>	<b>14</b>
2.1      Regional Disparities	14
2.2      Structure of Companies	14
2.3      Sectors for Employment Generation	17
2.4      Labour Market Trends	19
2.5      Actors	23
<b>3      LABOUR SUPPLY</b>	<b>25</b>
3.1      Framework and Permeability of Education and Vocational Training	25
3.2      TVET-System	27
3.3      Non-Formal and Informal Education and Training	29
3.4      Life and Soft Skills Training	29
3.5      Gender-Specific Education	31
3.6      Cultural Perception of Employment and Jobs	31
3.7      Actors	31
<b>4      MATCHING DEMAND AND SUPPLY</b>	<b>32</b>
4.1      Labour Market Information	32
4.2      Active Labour Market Policy	32
4.3      Passive Labour Market Policy	33
4.4      Actors	34
<b>5      SUMMARY AND CONCLUSIONS</b>	<b>35</b>

5.1	Framework Conditions	35
5.2	Demand Side	37
5.3	Supply Side	38
5.4	Matching Demand and Supply	38
5.5	Next Steps	39
<b>ANNEX 1: GLOSSARY</b>		<b>40</b>
<b>ANNEX 2: FURTHER READING</b>		<b>47</b>
<b>ANNEX 3: FORMS OF ELMA, POSSIBILITIES AND LIMITATIONS</b>		<b>50</b>
<b>ANNEX 4: APPLIED METHODOLOGY FOR ELMA PLATEAU-STATE</b>		<b>52</b>
<b>ANNEX 5: BIBLIOGRAPHY</b>		<b>53</b>
<b>ANNEX 6: RELEVANT ACTORS FOR ELMA PLATEAU-STATE</b>		<b>54</b>
<b>ANNEX 7: RESOURCE PERSONS</b>		<b>60</b>
<b>ANNEX 8: COMPARISON OF SELECTED STATES</b>		<b>61</b>

## LIST OF FIGURES

Figure 1: Overview of the structure of ELMA	1
Figure 2: Share of the Oil-Sector in the State Economy (2013-2017)	4
Figure 3: Trade Openness of Goods and Services (2015-2017)	4
Figure 4: Nigeria's GDP (%) and Oil Prices (\$) 1988-2020	5
Figure 5: Most Problematic Factors for Doing Business in Nigeria	6
Figure 6: Business Environment Reforms (2019)	7
Figure 7: Facets of Employment	9
Figure 8: GDP Contribution per Sector and Numbers of Employees	18
Figure 9: Foresight of Priority Sectors in Nigeria	19
Figure 10: Employment Elasticity of Sectors	20
Figure 11: Economic Transformers and Mass Employers Sectors	21
Figure 12: Mapping of Priority Sectors	22
Figure 13: Innovation Ecosystem in Nigeria (2017)	23
Figure 14: Nigerian 9-3-4 Education Model	27
Figure 15: Stakeholder Categories of NSQ	28

## LIST OF TABLES

Table 1: Actors for Framework Conditions / Alphabetical Order)	13
Table 2: 5-Years Employment Forecast for Sectors in Nigeria	21
Table 3: Labour Market Trend: Sector xxx	23
Table 4: Actors for Demand Side of Labour Market (Alphabetical Order)	23
Table 5: Actors for Supply Side of Labour Market (Alphabetical Order)	31
Table 6: Actors for Matching Demand and Supply Side (Alphabetical Order)	34
Table 7: Summary for Framework Conditions	35
Table 8: Recommendations for Framework Conditions	36
Table 9: Summary for Demand Side	37
Table 10: Recommendations for Demand Side	37
Table 11: Summary for Supply Side	38
Table 12: Recommendations for Supply Side	38
Table 13: Summary for Matching Demand and Supply	38
Table 14: Recommendations for Matching Demand and Supply	39
Table 15: Possibilities and Limits of ELMA	51
Table 16: ELMA Key Success Factors for ELMA Lagos-State	52
Table 17: Actors and Role with regard to ELMA	57
Table 18: Resource Persons	63
Table 19: Comparison of Selected States	64



## ACRONYMS

Revise at the end

<b>ANWBN</b>	Association of Nigerian Women Business Network
<b>ALMM</b>	Active Labour Market Measures
<b>ATVET</b>	Agricultural Technical and Vocational Education and Training
<b>BMO</b>	Business Membership Organisations
<b>BMZ</b>	German Federal Ministry for Economic Cooperation and Development
<b>BRICS</b>	Brazil, Russia, India, China and South Africa
<b>DFID</b>	Development for International Development
<b>ELMA</b>	Employment and Labour Market Analysis
<b>ECOWAS</b>	Economic Community of West African States
<b>EU</b>	European Union
<b>FCT</b>	Federal Capital Territory
<b>FME</b>	Federal Ministry of Education
<b>FMLP</b>	Federal Ministry of Labour and Productivity
<b>GDP</b>	Gross Domestic Product
<b>GIZ</b>	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
<b>IGR</b>	Internally Generated Revenue
<b>ILO</b>	International Labour Organisation
<b>ICT</b>	Information and Communication Technology
<b>IMF</b>	International Monetary Fund
<b>ITF</b>	Industrial Training Fund
<b>JCU</b>	Job Creation Unit
<b>KILM</b>	Key Indicators of the Labour Market
<b>LSCS</b>	Lagos-State Civil Service
<b>M&amp;E</b>	Monitoring and Evaluation
<b>MINT</b>	Mexico, Indonesia, Nigeria, Turkey
<b>MSME</b>	Micro, Small and Medium-sized Enterprises
<b>NBS</b>	National Bureau of Statistics
<b>NBTE</b>	National Board for Technical Education
<b>NECA</b>	Nigeria Employers' Consultative Association
<b>NELEX</b>	National Electronic Labour Exchange
<b>NGO</b>	Non-Government Organisations
<b>NOS</b>	National Occupational Standards
<b>N-SIP</b>	Nigeria Social Investment Programme
<b>NSE</b>	Nigerian Stock Exchange
<b>NSQF</b>	Nigeria Skills Qualification Framework
<b>PATH</b>	Power, Agriculture, Transportation and Housing
<b>PR</b>	Personnel Recruitment
<b>RS</b>	Retention Strategies
<b>SSC</b>	Sector Skills Council
<b>SSCE</b>	Senior School Certificate Examination
<b>SMEDAN</b>	Small and Medium Enterprises Development Agency of Nigeria
<b>SPARC</b>	State Partnership for Accountability, Responsiveness and Capability

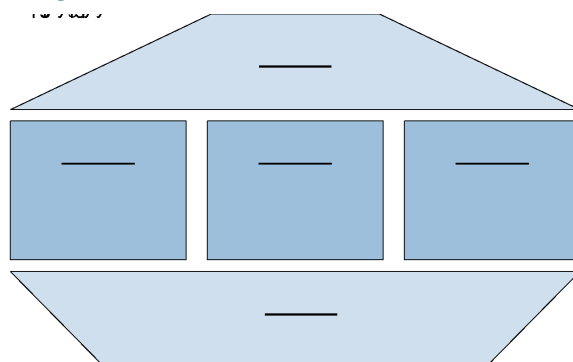
<b>SWOT</b>	Strengths-Weaknesses-Opportunities-Threats
<b>TVET</b>	Technical and Vocational Education and Training
<b>UNESCO</b>	United Nations Educational, Scientific and Cultural Organization
<b>UNIDO</b>	United Nations Industrial Development Organization

## FOREWORD

The Employment and Labour Market Analysis (ELMA) provides a comprehensive overview of the Labour Market, its actors and its framework conditions. It explores current labour market trends, the impact of business and sector development on employment generation, the qualitative development of labour force development and the matching of supply and demand in the labour market. In addition, ELMA provides a profile of sectors which have large potential for job creation or income generation and recommendations for key stakeholders on how to improve the situation. The time perspective is medium (2-5 years) to long-term (up to 10 years).

In its most comprehensive form, ELMA would analyse the national framework conditions for employment across all regions in a country, the supply and demand side across all economic sectors of the labour market as well as the matching mechanisms in a country. It would also look into the relevant international relations and international trade relations. An ELMA with a regional focus, however, looks at a sub-system within a country. In this case, the sub-system “Plateau-State” as an administrative territory of the Federal Republic of Nigeria is analysed. As a sub-system cannot entirely be separated from its super system, each main chapter starts with a brief description on the situation in Nigeria.

Figure 1: Overview of the structure of ELMA



Source: Adapted by author, based on GIZ (2014): Handout “Employment and Labour Market Analysis”

The analysis was carried out within the project “Skills Development for Youth Employment (SKYE)”. The project aims at improving the opportunities for income-generating employment of Nigerian young people and young adults, including returnees. The project is commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) and implemented by GIZ. GIZ has mandated several Work Packages to the consortium of GFA Consulting Group (lead) and FAKT which also include the development of Employment and Labour Market Analysis in four States:

- Edo-State and Lagos-State, carried out by consultants of GFA-FAKT (one international and two national experts)
- Ogun-State and Plateau-State, carried out by selected national stakeholders of the respective State who will first benefit from a training on ELMA and then be coached by an international and a national expert during the elaboration process.

For further information on the methodology, please see [Annex 4](#).



## EXECUTIVE SUMMARY

### Plateau State – Home of Peace & Tourism

Being the twelfth – largest state in Nigeria, it is approximately located in the center of the country. It is geographically unique in Nigeria because of its boundaries which features vast elevated hills surrounding Jos, its capital and the whole area of Plateau State itself. It is popularly labelled as: Home of Peace and Tourism and has long been a source of Mining, Agricultural and Human Resources for a long time with popular companies, tourist sites and popular figures being attributed to the state.

- **Framework Conditions**
- **Labour Demand**
- **Labour Supply**
- **Matching Demand and Supply**
- **Selected Recommendations**

#### 1 **FRAMEWORK CONDITIONS:**

The state was birthed on the 3<sup>rd</sup> of February, 1976 with natural formations of rocks, hills and waterfalls. Plateau state has a population of around 4.2 million people, ranking 26 out of 36 states. It has a covered area of about 30,913km<sup>2</sup> (11,936sqm), ranking 12 in a total of 36. The Geographical situation allows for large scale agricultural production, mining, and also a transit route to the North Central region of the country.

Jos is the administrative headquarters of Plateau State. The local districts are Jos North and Jos South Local Government Areas (LGA). These Local Governments, until 1991 were administered as one Local Government Council, but for effective administration, they were separated into Jos North and Jos South LGA respectively. Jos North Local Government Area has Jos Town as its Council headquarters. It has a population of 429,300 based on the 2006 National Census. Jos South is located 15 kilometres from Jos North, and has Bukuru as the Council headquarters. It has a population of 306,716 based on the 2006 National Census.

#### 2 **LABOR DEMAND:**

Despite frequent conflicts and low production activities, commercial activities, agriculture and mining still provide steady economic activities for Plateau State businesses. Most businesses are focused on meeting local demand which is majorly focused on consumer goods, household items, food, manufactured products and other relatively basic necessities.

There is a growing interest and recognition of the importance of Micro, Small and Medium Enterprises (MSME's) play in economic development in Plateau State.

Plateau state has proved to be a favorable environment for MSMEs to thrive, ranking 25th out of 36 states in doing business. There have been recent infrastructure upgrades such as roads and light which boosted investors confidence in the city centers sparking a rise in construction of both residential and commercial buildings.

Plateau State is home to over 1,760 companies operating across various sectors in the state according to [www.businesslist.com.ng](http://www.businesslist.com.ng). These companies engage over 70% of the population.

They play a pivotal role through several pathways that go beyond job creation. They are growth supporting sectors that not only contribute significantly to improve living standards, but also bring substantial local capital formation and are key drivers of innovation and competition in developing economies.

The Plateau State government is the biggest employer of labor in the state.

Construction and manufacturing point out to be the most promising sectors for employment generation.

As part of measures to enhance the ease of doing business in the country, the Nigerian government has merged the process of registering a business and getting tax identification numbers, which has improved the overall formalization process for businesses within the state and the country at large.

### 3 LABOR SUPPLY:

The Plateau State education system is derived from the educational **framework** in Nigeria as applies to other states in the country. Plateau State has a slightly less educated population (48% completed primary school compared to a national average of 55%).

There are only a handful of institutions which are focused on vocational training, however there are sufficient institutions to cater for the population which are available for vocational skills acquisition. These institutions however suffer from low funding and bureaucratic issues that slow them down from innovating and improving the stock of machinery and consumables necessary for successful skills acquisition in that area.

Advancements and new industry is hardly reflected in these institutions

### 4 MATCHING DEMAND AND SUPPLY:

The current flow of **labor market information** can be described as fragmented and is largely limited to selective information from the organizations that volunteer to share and are committed to collecting such information.

**Active Labor Market Measures** are not offered in a systematic way. Job centers aren't a common setup here in Plateau State. Job applicants patronize the nationally known ones such as jobberman, facebook, myjobmag.com etc. To access job information and apply for jobs that match their criteria.

**Passive Labor Market Measures:** - service as a safety net of wage, employment, only, such as coverage of employees against work-related diseases, disability, injuries, or death.

## FRAMEWORK CONDITIONS FOR EMPLOYMENT GENERATION

What are the economic and political framework conditions for employment generation in Plateau State? How do they promote growth and job creation and to what extent do they hinder a flourishing economy?

The state was birthed on the 3<sup>rd</sup> of February, 1976 with natural formations of rocks, hills and waterfalls. Plateau state has a population of around 4.2 million people, ranking 26 out of 36 states. It has a covered area of about 30,913km<sup>2</sup> (11,936sqm), ranking 12 in a total of 36.

### 4.1 Geographical Situation

Since the geographical situation cannot be changed, it represents one of the basic parameters for a country's economic development. For example, landlocked countries or small-island states at considerable distance from main global centres usually face high burdens to economic integration. Similar problems occur if one or several neighbouring countries suffer from conflict or other severe governance problems.

However, there is no automatism between the geographical situation and productive employment. Geographical hindrances to economic development, employment and income generation can be overcome by technical means and good institutions.

Situated in West Africa along the Gulf of Guinea on the Atlantic Ocean, Nigeria has a strategic geographical location: a gateway for trade expansion across the rest of Africa and a natural hub for trade between America, Europe, and Asia. Nigeria has three ports into which large containers can be shipped: two medium sized ports are in Lagos and one in Port Harcourt, Rivers State in the South part of Nigeria. In addition, the country has several international airports.

However, Nigeria, like most West African countries, is weakly integrated internationally, regionally, and nationally. The limited integration of Nigerian States is a drag on the economic growth trajectory, reflected by the persistence of large nationwide differences in employment patterns, wages, and prices. There is uneven connectivity between the domestic markets for factors of production, goods and services across Nigeria. The economic distance between regions, especially between the North and South of the country, disconnects firms and regional economies from the national home market, dramatically reduces internal and external economies of scale with impacts on the scope for productivity gains and economic growth.



Plateau State is approximately located in the center of Nigeria. It is geographically unique in the country because of its boundaries which feature elevated hills surrounding Jos, its capital and the whole of Plateau State itself. It is popularly labelled as: Home of Peace and Tourism.

Plateau State is located in the North Central zone, out of the six geopolitical zones of Nigeria. The State is named after the Jos Plateau, a mountainous area in the north of the state with captivating rock formations. Bare rocks are scattered around the grasslands which cover the plateau. The altitude ranges from around 1,200 meters (3,900ft) to a peak of 1,829 meters

(6,001ft) above sea level in the Shere Hills range near Jos.

The rock and vegetation laden State is surrounded by four adjacent states namely:

Bauchi State which is to the North-East of Plateau, Kaduna State located at North West, Nasarawa at the South West area and Taraba State being to the South East.

This makes Plateau a strategic transit point to the North-East of Nigeria through Bauchi State, and Kaduna State.

## 4.2 Demographic Development

The demographic structure and its dynamics are external forces that serve as major parameters for the quantitative supply of labour. For example, high rates of reproduction increase pressures on the economy to generate (in numerical terms) enough employment opportunities and likewise pressures on the education system to endow the work force with adequate skills.

With its approximately 200 million inhabitants, Nigeria is Africa's biggest population of one country and has half of West Africa's population (16 countries). In combination with the population growth rate and even assuming a decline in fertility, the population of the country is expected to grow to over 440 million people by 2050.

Data reveals that Nigeria's GDP is growing slower than its population and large numbers of people are getting poor. High population growth rates and demographic pressures pose challenges to the government's efforts to reduce poverty through various channels.

With a gross national income per capita of US \$2,100, Nigeria is classified as a lower-middle-income country. It is richly endowed, has a relatively young, rural, and multi-ethnic population, and accounts for the largest economy in Africa. The population distribution has a higher ratio of youth to the general population than high income countries. The population ages 15-64 (the working-age population) is projected to increase rapidly in absolute terms: by some 66 million people between 2010 and 2030 at an annualized rate of 2.9%.

Plateau State has a Slightly less educated population (48% completed primary school compared to a national average of 55%) Demographics.

The state consists of over forty (40) ethno-linguistic groups. Some of the indigenous tribes in the state are the Berom, Afizere, Amo, Anaguta, Aten, Bijim, Bogghom, Buji, Jipal, Mhiship, Irchip, Fier, Gashish, Goemai, Irigwe, Jarawa, Jukun, Kadung, Kofyar and many more.

These ethnic groups are predominantly farmers and have similar cultural and traditional ways of life. People from other parts of the country have come to settle in Plateau state. These include the Hausa, Tiv, Idoma, Igbo, Yoruba, Ibibio, Annang, Efik, Ijaw and Bini. Each ethnic group has its own district language but as with the rest of the country, English is the official language in Plateau state.

Plateau State Population Chart

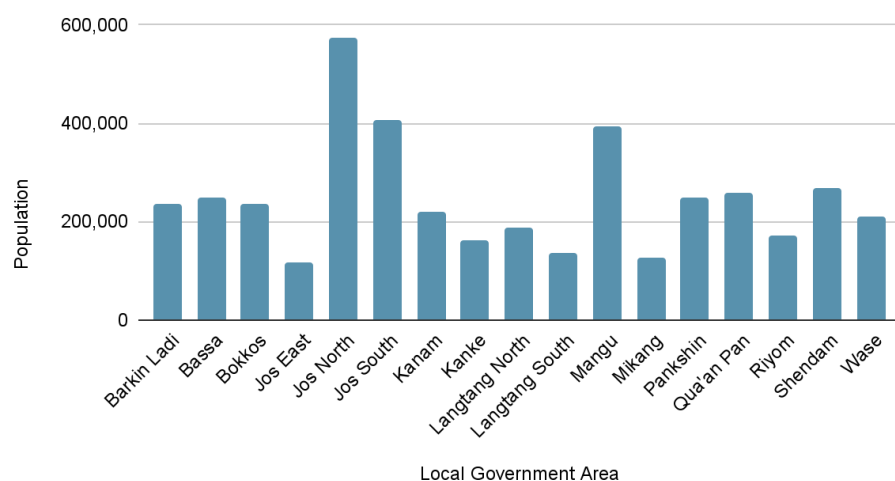


Table 1. Population Estimate for Plateau State (4,200,400)

**Source:** National Population Commission, Nigeria



## Demographics

- Rising young population with about 50% of 4 million inhabitants are less than 15 years of age. This is quite similar to neighboring state such as Kaduna

- The

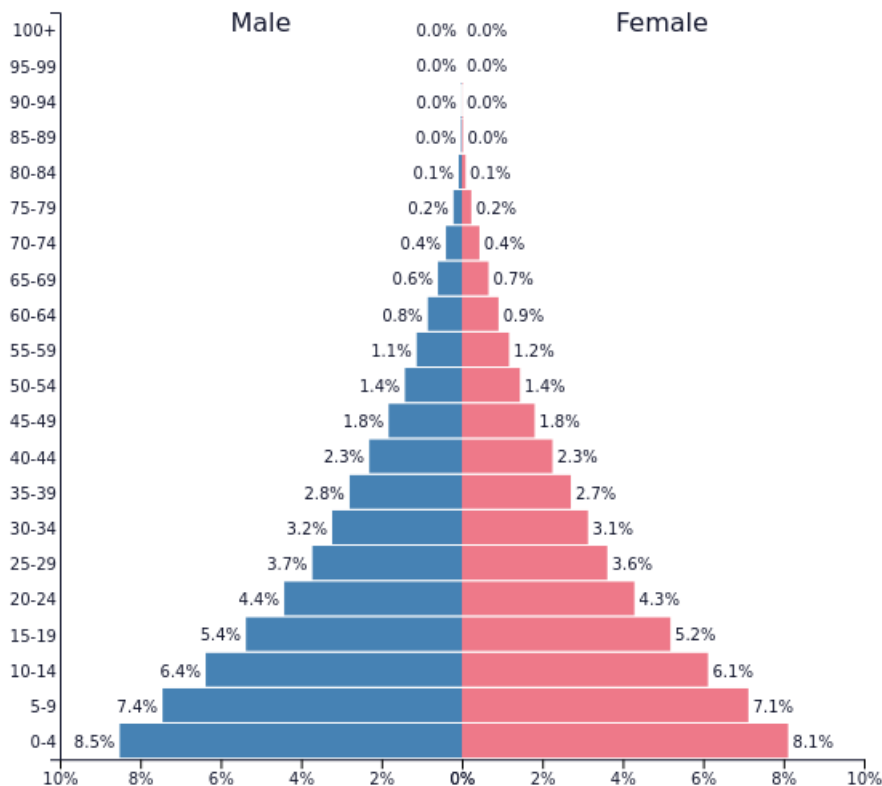
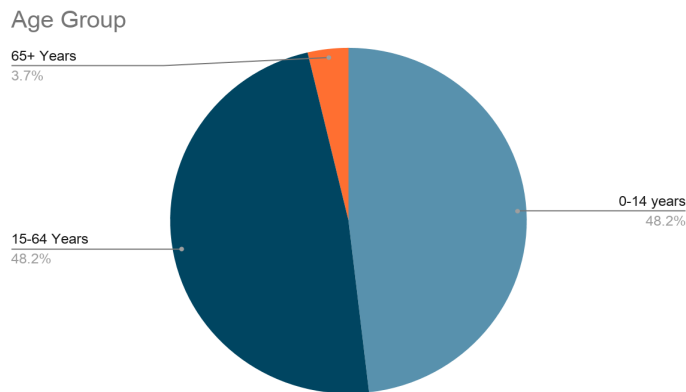
Mid-range population density of 155 ppl/sq. km compared to a national average of 212 ppl/sq. km

- 400

Over 40 ethno-linguistic groups out of ethno-linguistic groups in Nigeria

- 

Slightly less educated population (48% completed primary school compared to a national average of 55%)



### 4.3 Migration

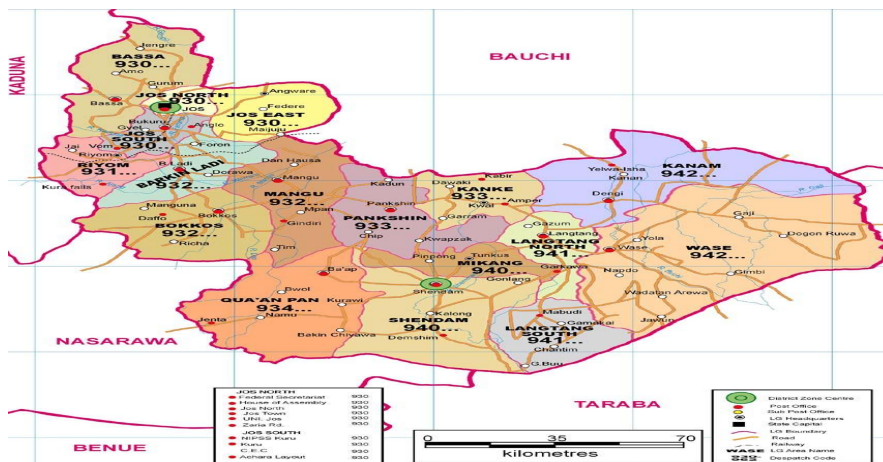
Labour migration alters the labour force structure and dynamics, thus impacting on the economic situation of both sending and receiving country or region. Depending on the magnitude of in-and outward-labour migration, it is important to assess its most relevant effects.

Nigeria remains a major contributor to the net migration (difference between immigrants and emigrants) in sub-Saharan Africa. According to the World Development Indicator (WDI), the country was responsible for about 17% of the net migration in the region in 2017. Various push-and-pull factors are responsible for the movement of people away from their usual places of residence: High levels of unemployment, migrant remittances, population growth, unstable politics, ethno-religious conflicts, and poverty are the major factors promoting the massive movement of both men and women across and outside the country. Poor economic conditions and high levels of poverty also force people to move as they search for better living conditions, especially the youth and young adults.<sup>1</sup>

In the past few years, the lack of jobs and economic hardships have created tremendous pressures to emigrate from Nigeria. According to the 2017 survey by Afrobarometer, 33% of Nigerians have considered emigrating, and among them about 36% had secondary education and 44% had post-secondary education. Among urban dwellers, 42% would like to emigrate, as would 30% of rural residents.<sup>2</sup>

History has pointed out that Jos North local government is predominantly populated by the Berom

ethnic group, who are historically more indigenous to the area and the Hausa/Fulani group who migrated to the area. These two groups are the most prominent in the struggle for resource allocation in Jos North and in that light, are the major contenders in the ethno-religious conflict in this hitherto peaceful and harmonious environment.



Other groups in Jos North include:

the Anaguta and the Afizare who constitute the minority native people.

There are also the Yoruba, Urhobo and Igbo who constitute the minority migrants in Jos North. This simply means that Jos is home to many ethnic groups. However, Berom still remains the largest indigenous group, who consistently lay claim as original indigenes of the area. On the other hand, it is the Hausa/Fulani group, the largest of the migrated groups, who had become assertive in the competition for the politico-economic resources of the area. The Hausas went ahead to adopt the name 'JARAWA' which is a fairly popular name that, in their opinion, gave them a certain level of ownership claim to Jos North.

The Angas people, also known as the Ngas and the Kerang are ethnic groups in Nigeria. Recent studies have indicated there are roughly 200,000 Angas people. According to local folklore, the Angas migrated from Bornu passing through villages before settling on the highlands of Plateau state. In the course of migration, the groups

<sup>1</sup> Mistura Rufai, Adebayo Ogunniyi, Kabir Kayode Salman, Motunrayo Oyeyemi, Mutiat Salawu (2019): Migration, Labor Mobility and Household Poverty in Nigeria: A Gender Analysis., *Economies* 7 (4): 101

<sup>2</sup> Afrobarometer (2018). One in three Nigerians have considered emigration, most to find economic opportunity. *Afrobarometer Dispatch No. 231.*, CLEEN Foundation and Practical Sampling International (PSI))

split into sub-groups settling in Pankshin, Ampang, Amper and Kabir districts. The settlers at Kabir were led by a Chief called Gwallam and the Chief of the Amper was Kendim. Later settlements populated the highlands of the Jos Plateau.

Plateau state migration history has been largely influenced by conflict and insecurity which affects businesses and **reduces prospects for employment**. This results in individuals seeking greener pastures elsewhere that provide security and a favorable business and economic environment.

In recent years, migration has been outward and influenced largely by insecurity which see a more rural to urban migration towards the city areas to where is perceived to be safer for indigenes and residents to work.

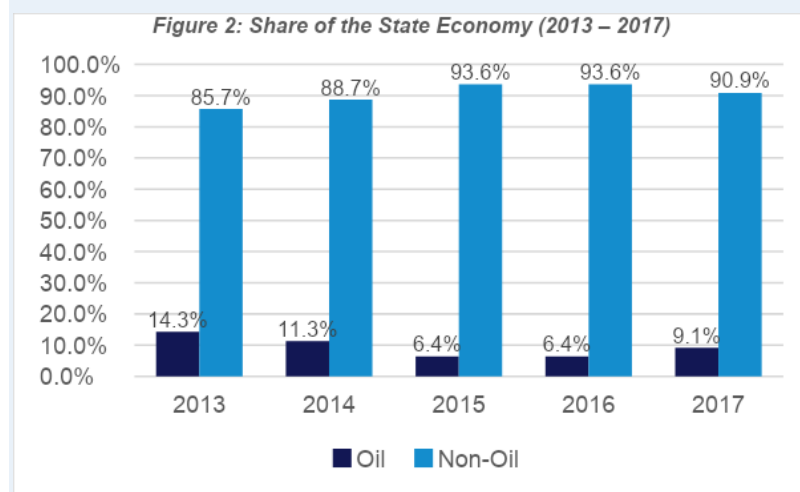
#### 4.4 Economic Development

The purpose of this chapter is to learn more about the overall performance of the economy in the past (about 20 years) and, by this, to pin down the linkages between economic growth, employment, and poverty reduction. In principle, high growth-rates of GDP do not necessarily transform to better income prospects and reduced poverty. It is the purpose of ELMA to help to identify those factors which in some way hinder positive growth rates to result in better employment and income possibilities. So, by analysing the growth performance in the past, we are able to form very rough assumptions about the likely direction of structural transformation of the economy in the future and identify important sectors for employment and income generation.

A cursory look at data spanning 40 years obtained from both the Central Bank of Nigeria (CBN) and the National Bureau of Statistics (NBS), showed that despite the huge growth potential in Nigeria, the nation's economy only grew at an average rate of 3.33% between 1982 and 2020.

Although Nigeria's oil sector accounts for less than 10% of the GDP, it is a key source of export earnings and government revenues. Analysis of data showed that in the last 40 years, Nigeria's economic growth has largely depended on changes in oil prices. This implies that, despite the diversification policy drive that has been mooted by several regimes and administrations, the Nigerian economy has remained a largely mono-cultural economy, undermined by distortions in global oil prices. However, at the same time, Nigeria remains a rather closed economy.

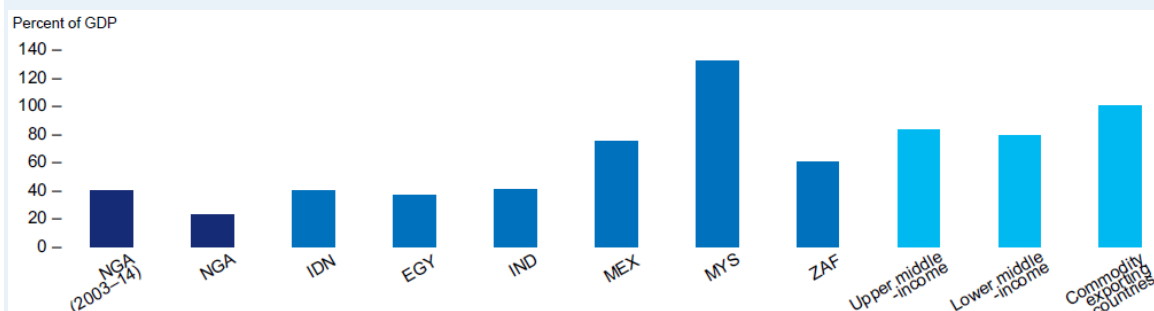
Figure 2: Share of the Oil-Sector in the State Economy (2013-2017)



Source: National Bureau of Statistics (2019). States Nominal Gross Domestic Product (2013 – 2017)

Paradoxically, at the same time, Nigeria remains a rather closed economy.

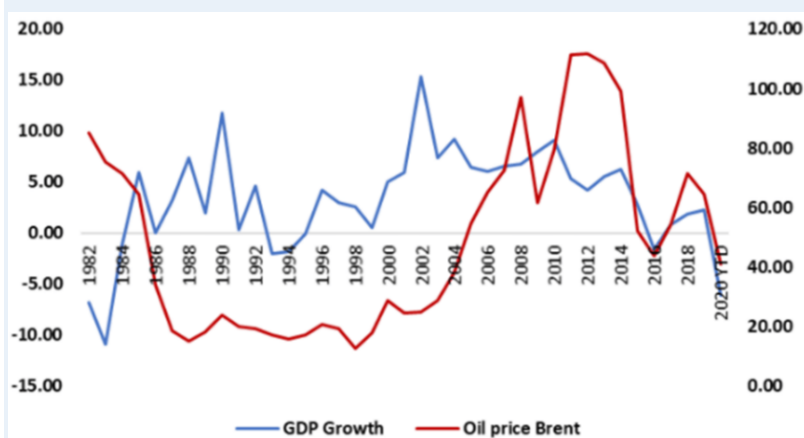
Figure 3: Trade Openness of Goods and Services (2015-2017)



Source: World Bank (2019): Nigeria Economic Update

Nigeria emerged from a recession in 2017 with a growth rate of 0.8%, driven mainly by the oil sector. Growth was higher in 2018 (at 1.9%) and broad-based, but still fell below the population growth rate, government projections, and pre-recession levels. The oil and gas sector reverted to contraction and the non-oil economy was thus the main driver of growth in 2018. While agriculture slowed down significantly due to conflict and weather events, non-oil, non-agricultural growth, which remained negative up to the third quarter of 2017, strengthened through 2018—but remained weak—with services (primarily ICT) resuming as the key driver.

Figure 4: Nigeria's GDP (%) and Oil Prices (\$) 1988-2020



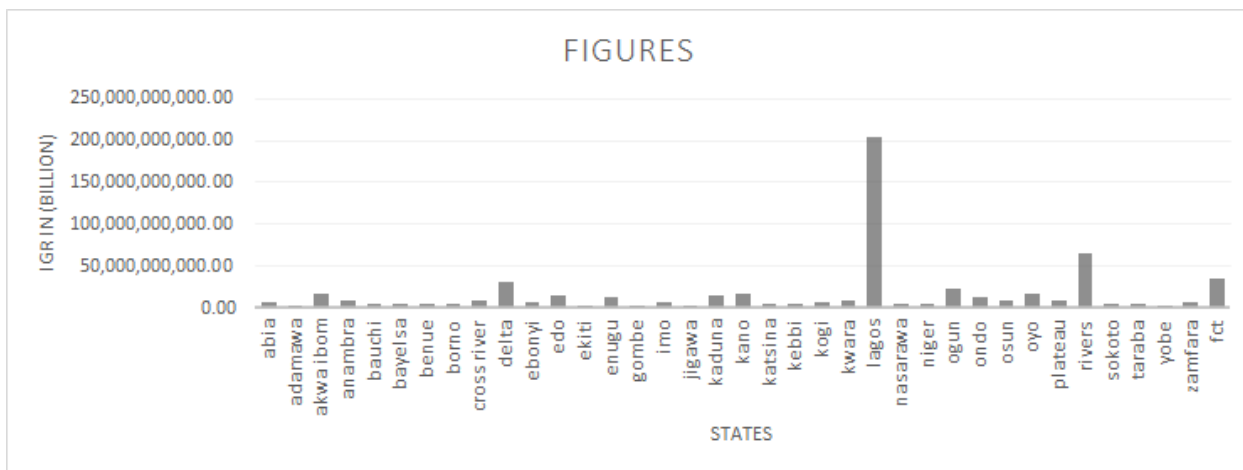
Source: Nigeria Bureau of Statistics (2020): 2019 Poverty and Inequality in Nigeria

Most recent data from NBS reveals that Nigeria's GDP declined by just over 6% (year-on-year) in real terms in Q2 2020, thereby ending the three-year trend of low but positive real growth rates recorded since the 2016/17 recession. Apparently, the significant drop reflects the negative impacts of the disruption caused by the COVID-19 pandemic and the crash in oil price on the Nigerian economy. The uncertain evolution of COVID-19 continues to cloud global growth forecasts. Emerging data suggests that the nation's economy is currently witnessing the biggest contraction in four decades. The International Monetary Fund (IMF) disclosed in its June 2020 outlook that the Nigerian economy would witness a deeper contraction of 5.4% as against the 3.4% it projected in April 2020.<sup>3</sup>

While Nigeria has made some progress in socio-economic terms in recent years, its human capital development remains weak due to underinvestment: The country ranked 152 out of 157 countries in the World Bank's 2018 Human Capital Index (HCI - the index measures how much capital each country loses through the lack of education and health). Furthermore, the country continues to face massive developmental challenges, which

<sup>3</sup> International Monetary Fund (2020): World Economic Outlook Update, June 2020

include the need to reduce dependency on oil and diversify the economy, address insufficient infrastructure, and build strong and effective institutions, as well as governance issues and public financial management systems. Inequality in terms of income and opportunities has been growing rapidly and has adversely affected poverty reduction. The North-South divide has widened in recent years due to the Boko-Haram insurgency and a lack of economic development in the northern part of the country. Large pockets of Nigeria’s population still live in poverty, without adequate access to basic services, and they could benefit from more inclusive development policies. The lack of job opportunities is at the core of the high poverty levels, regional inequality, and social and political unrest in the country. Poverty remains widespread. The National Bureau of Statistics (NBS) recently released the “2019 Poverty and Inequality in Nigeria Report”, which highlights that 40% of the total population, or almost 83 million people, live below the country’s poverty line of N 137,430 (\$381.75) per year.<sup>4</sup>



[https://docs.google.com/file/d/1twqcpA8rIFEU3yvlqInLj16r\\_0eQX16g/edit?usp=docslist\\_api&filetyp=pe=msexcel](https://docs.google.com/file/d/1twqcpA8rIFEU3yvlqInLj16r_0eQX16g/edit?usp=docslist_api&filetyp=pe=msexcel)

## Economic Development

Plateau State Economy is a middle-income, mixed economy and emerging market, with expanding manufacturing, financial service, communications technology, tourism, agriculture, mining and entertainment sectors.

There are strong regional disparities in socioeconomic outcomes in Nigeria, with the southern region of the country doing much better than the northern region in many respects. More specifically Plateau State remains one of the states that has huge potential for large scale agricultural production and manufacturing in Nigeria and in the ECOWAS. The economy of the state still depends on the level of mechanization these farms have attained and the manpower to run these mechanization systems within the agricultural sector which has remained largely undeveloped according to global standards which has seen mechanization as a cornerstone to improving production quantity and quality.

- Potential natural tourist attractions such as the Shere Hills, Wase Rock, Kurra Falls, Jos Wildlife Park
- Significant hydro- and solar-power generation potential Geography and resources
- Plateau State showed a declining total revenues of \$195M in 2018 with >60% from government support - a trend not uncommon to all northern states

<sup>4</sup> National Bureau of Statistics (2020): 2019 Poverty and Inequality in Nigeria.

The NBS report is based on data from the latest round of the Nigerian Living Standards Survey, conducted in 2018-2019 with support from the World Bank’s Poverty Global Practice and technical assistance from the LSMS program.

- Higher Percentage of tax revenues (\$32M in 2018,16% of total) than neighboring states such as Nasarawa
- Plateau State has ~2-3% share in yearly government support to states, percentage share similar to those of neighboring states such as Taraba
  - >Ten Million Dollars (\$10M) Estimated revenues from donor agencies in 2018, largely from collaborations with AfDB and GIZ Finances
  - GDP/capita of \$2k, greater than neighboring states such as Nasarawa and Taraba but 50% less than national average of \$3k in 2015
  - Doing business relatively difficult ranked 26th out of 36 states in an economy hampered by an unfavorable business environment

The state's economy was expected to grow at a \_\_\_\_ growth rate, but however, due to the recent COVID-19 Pandemic, there has been a recent slowdown in the economy due to the shutdown of business activities by lock-down restrictions. Also, some of the large companies that had their manufacturing plants located in the state's capital have opted out due to a downturn of profits and the weak economy caused by frequent ethno-religious crises.

This issue nurtured an environment where MSMEs were set up by individuals who either couldn't get a job and therefore become entrepreneurs by selling their craft, skills, products and/or services or felt optimistic about the economy and set up shop to be wholesalers, retailers and producers of goods and services.

#### Performing Sectors

Plateau state is the most important mining area in Nigeria and is a major exporter of tin and columbite. The tin is smelted just outside Jos, the state capital and its largest town. The metals are shipped by rail to Port Harcourt for export. Other minerals, notably tantalite, Kaolin, Tungsten (Wolfram), Zircon and thorium compounds, are also exploited on the plateau. Lead, Zinc, and Silver are mined on a small scale in the eastern part of the state around Wase, Zurak and Kigom.

Plateau State boasts of several markets, the major being the Terminus market in the center of Jos which is a major retail market for agric goods, manufactured goods, clothing and services and the building materials market in Bukuru low cost which is located in the Jos South Area and other smaller agric markets where basically agric produce are sold and exported to other regions of the country.

A large portion of the populace are MSME operators and the sector which thrives on commerce and industry absorbs a huge part of the labour force who are either tailors, construction workers, tradesmen/women, artisans, or engineers.

Other smaller markets such as the Katako (Wood) markets, Tomato market in Faringada located in the Jos North Area and various shopping complexes that rent office spaces to MSMEs are home to various small businesses and retail outlets within the state.

These retail businesses provide the much-needed household products needed on a day to day basis as well as products for building, construction, decoration, educational materials and products of diverse categories.

(Private Sector)

#### GDP and Other Indicators

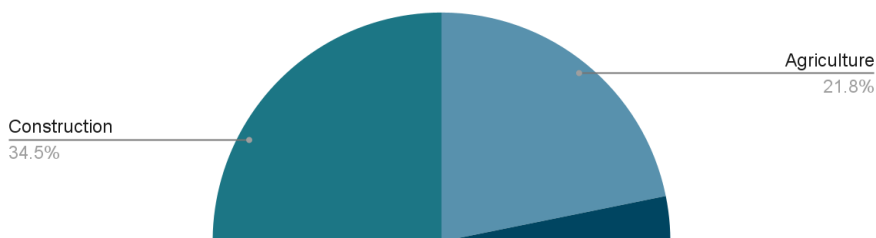
Changes in GDP indicates that Plateau State economy grew at an average rate of x.x% per year between 2012-2018 and x.x% between 2019-2020 which is not unusual owing to the fact that the broad Nigerian economy was in recession during the later period. The economic performance reflects a strong reliance on National allocations for Plateau State to meet its development goals.

#### GDP Rates in Plateau State

The Plateau State Internal Revenue Service (PSIRS) says it has generated over N7 billion between July and September, which is a significant increase of more than N5 billion over the amount the organization realized in the second quarter.

During the second quarter, it was reported that the service generated over N 2.196 billion. He said the service was able to boost its IGR in the third quarter through various strategies and policies it deployed such as enhanced data collection, aggressive tax auditing and investigation.

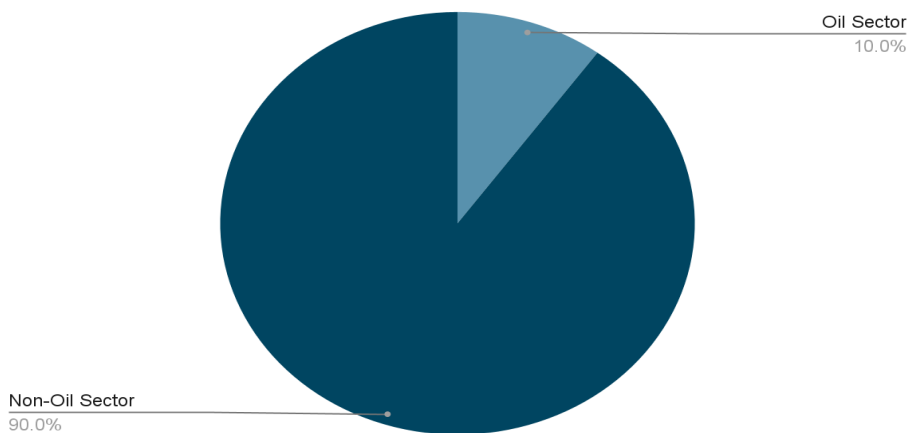
#### Points scored



During the COVID 19 pandemic lockdown period, the State Government recognized the plight of businesses across the state and introduced the **palliative tax relief** measure to help mitigate the severe impact of the pandemic on businesses due to a general wind-down of economic and business activities in the country.

### Sectoral Contribution to GDP in Plateau State

Points scored



**Implication for the Labor Market.**

XXXXXXXXXXXXXXXXXXXXXXXXXXXX

### Plateau State Government Economic Projects

The Plateau State Government in its move to boost business and economic activities have engaged in acquisitions, investments and project development aimed at creating market opportunities for both MSMEs and large companies to thrive.

1. BARC Farms
2. Highland Bottling Company
3. Jos International Breweries (JIB)
4. The Jos Ultra-Modern Market
5. Plateau State Small and Medium Scale Industries Development Agency (PLASMEDA)
6. Resuscitation of the PIPC
7. Youth Empowerment
8. Skills Acquisition

The main investment opportunities are in the following sectors:

1. Agrobusiness
2. Light Manufacturing
3. Healthcare
4. Tourism
5. Mining

Plateau States IGR as percentage of GDP contribution was at 0.0158% ranking 16 out of the 35 contributing states to Nigeria's overall GDP.

From the above chart, Nigerian States combined, have a very low IGR to GDP ratio.

Disaggregated data on statistical contributions to Plateau State's GDP from 2013-2019, as reported on the NBS portal, suggest that economic movements in the Agricultural, Manufacturing, Mining and MSME sectors have been the main pillar of the economy from even before 2010.

The major economic activity of the people of Plateau state is widely farming and trading activities and this is because of the rich nature of the soil in the area and the entrepreneurial drive that is inherent in the

immigrants that settled in the area as well as the indigenes who have taken up entrepreneurship as a means of livelihood.

(Figures)

Therefore, in an attempt to open up the entrepreneurial space, agricultural and tourism potentials of the state and the Plateau Central Zone inclusive to the national and indeed the international business community, the Plateau Chamber of Commerce, Industries, Mines and Agriculture (PLACCIMA) on the 27<sup>th</sup> of August, 2016 inaugurated an annual trade fair tagged “Promoting Entrepreneurship Through MSME’s For Economic Development”.

- General and Economic Development
- General Overview.

### Implication for Labor Market

Employment in Plateau State is Largely dominated by the public sector with the majority of the working population engaged in the civil service.

### List of Products from Plateau State

	Product Name	Predominant Areas
	Potato	Bokkos, Barkin Ladi, Mangu
	Cabbage	Shendam
	Strawberries	Vom
	Spinach	Bassa, Jos-North, Jos-South, Barkin Ladi.
	Groundnuts	Qua’anPan
	Apples	Vom
	Cucumber	Kassa, Vom
	Pepper	Kassa, Vom
	Tomatoes	Pankshin, Barkin-Ladi, Mangu, Langtang-North, Jos-East, Bassa, Kanke

### List of Mining Resources in Plateau State

	Product Name	Predominant Areas
1	Tin	Ropp Tin mines, Bukuru
2	Columbite	Younger ring Complex, Jos Bukuru



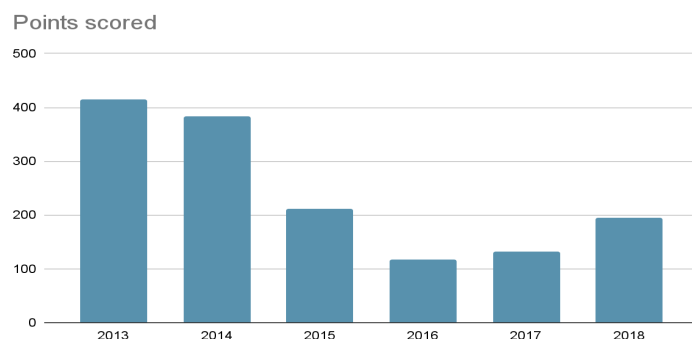
3	Zircon	Kigom, Kura, Younger ring Complex Jos Bukuru.
4	Cryolite	Shere Ring Complex
5	Topaz	Liruei ring mines, Ropp Tin Mines
6	Granite	Fobur
7	Cassiterite	Bisichi (Kara II, Kuru-Jenta)

### List of Manufactured Products in Plateau State

	Product Name
	NASCO Products
	Beer
	Smelted
	Animal Feed
	Matrasse
	Tea
	Coffee
	Agric Implements/Equipments
	Bottled Water
	Solar Panels
	Electronics

Plateau state is the most important mining area in Nigeria and is a major exporter of tin and columbite. The tin is smelted just outside Jos, the state capital and its largest town. The metals are shipped by rail to Port-Harcourt for export. Other minerals are tantalite, kaolin, tungsten (wolfram), zircon and thorium compounds are also exploited on the Plateau. Lead, zinc and silver are mined on a small scale in the eastern part of the state around Wase, Zurak and Kigom.

### Plateau State Revenue



### Plateau State Revenue Sources

Indicators	Plateau State	Nigeria
Per Capita Income in US \$	1,260 USD	1,150 USD
Incidence of Poverty	55.05	54
Human Development Index	0.46	0.51

Source: NBS Unemployment Report (2020); Nigeria Demographic Health Survey (NDHS) 2018; General Households Panel Survey (GHPS) 2010/2011 and 2012/12; Harmonised Nigeria Living Standards (HNLSS), 2009/10; NBS Human Development Indices 2016

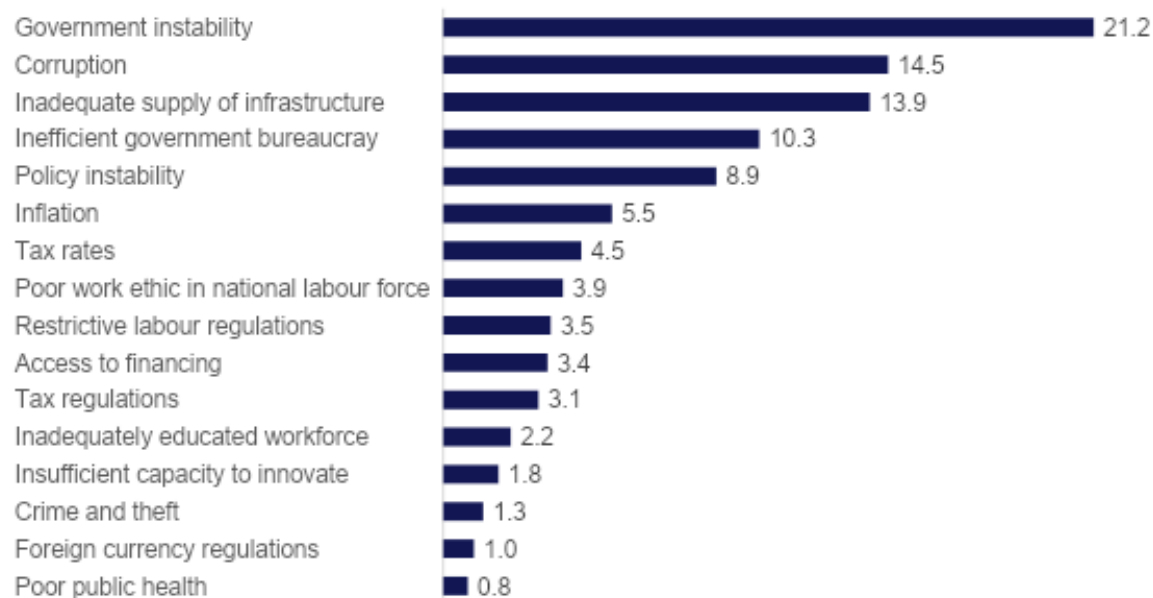
### Sector Analysis

#### 4.5 Business Environment

A favourable environment for private enterprises is a necessary condition for employment and income generation. Activities of businesses are regulated in many ways, e.g. business registration procedures, permits / licences, tax regime and regulations, labour market regulations including the minimum wage. It is important to analyse to what extent the current conditions offered by financial markets and influenced by respective policies create hindrances to national investment decisions. Also, infrastructure provision with respect to energy (notably electricity) and water, transportation and telecommunication are important aspects of the business environment.

Hindrances in doing business in and with Nigeria are observed with respect to construction permits, access to credit, enforcing contracts, paying taxes, and regulations concerning trading across borders. Businesses also complain about multiple taxation meted out to them across the three tiers of government. Overregulation with respect to permits, licenses, inefficient tax administration including customs clearance, and the abuse of public authority by inspection remain as challenges.

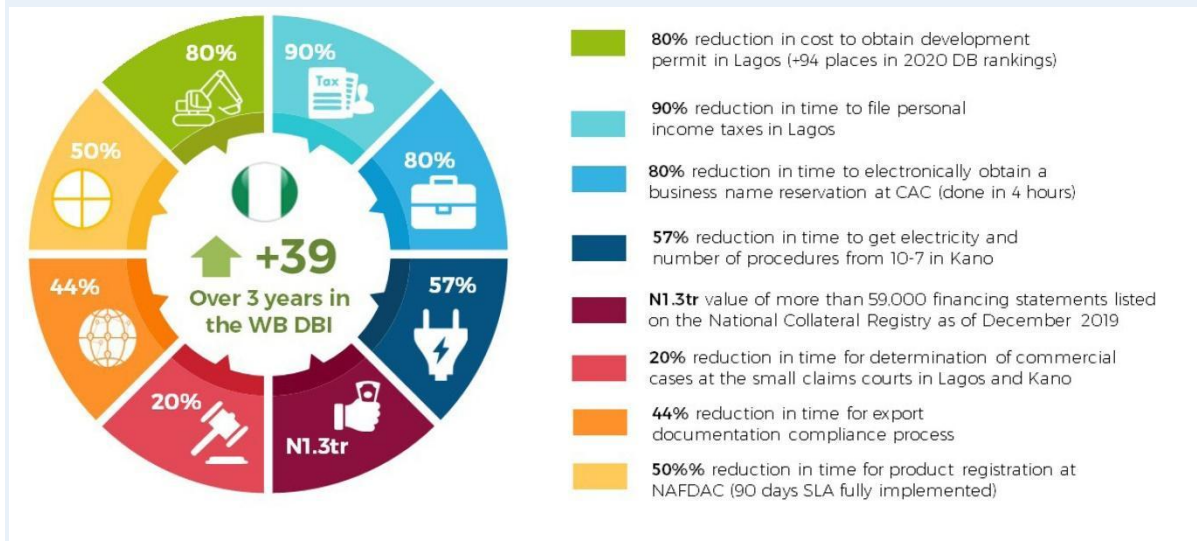
Figure 5: Most Problematic Factors for Doing Business in Nigeria



Source: World Economic Forum (2017): Executive Opinion Survey 2017

In 2016, the Presidential Enabling Business Environment Council (PEBEC) was established by the FGN. Under its national “Business Made Easy” (BME) campaign bureaucratic obstacles and bottlenecks to doing business should be removed to reduce the time, cost, and procedures involved in starting and running a business in the country. PEBEC’s pain-staking work over the last three years has resulted in Nigeria moving up “39” places in the World Bank Ease of Doing Business ranking from 170 in 2015 to 131 at 2020 amongst 190 countries. An impact assessment showed that 150+ reforms had been implemented during this time period. In order to sustain the activities of PEBEC over a long term, the Council is embedded within the National Investment Promotion Council (NIPC) which in itself is an agency under the ministerial supervision of the Ministry of Trade and Industry which is headed by the Minister. This ministry also oversees the operational activities of organs such as the Industrial Training Fund (ITF) and is the first line port of call for the various national chambers of commerce and industries which are all critical stakeholders in the productivity and demand market value chain.

Figure 6: Business Environment Reforms (2019)



Source: PEBEC (2019): Business Made Easy, PEBEC Report for February 2019

One example of a successful reform is the registration process of companies. The Corporate Affairs Commission (CAC) continues to simplify the company registration process, stipulating a 24-hour period for the registration of companies and a four-hour period for the reservation of company or business names. Since the successful creation of the online Company Registration Portal in 2017, business registrations can now be done in a faster and seamless manner. This self-registration platform has also encouraged business owners to register their businesses themselves thus reducing the costs of registration.

Nigeria witnessed improved efficiency in the taxation system through a reduction in the number of payments and filings for federal taxes and time for compliance. Furthermore, the full adoption of e-filing and e-payment platform for Pay As You Earn (PAYE) taxes in Lagos (Lagos Inland Revenue Service) and Kano (Kano Inland Revenue Service) has been completed. The same is planned for Edo-State in the near future.

Nigeria's abysmal low gross domestic savings rate of 17.8% (according to World Bank collection of development indicators) presents a significant obstacle to capital mobilization, leading among others to high real interest rates for lending, expensive collateral-based credits, and a very limited long-term financing. The lack of access to finance is a key constraint to doing business in Nigeria, affecting businesses of all sizes. The Getting Credit indicator of the PEBEC Ease of Doing Business was initiated to strengthen access to finance by entrepreneurs for their business operations. It was one of the reform areas where Nigeria made the most impact in 2017. Nigeria strengthened the legal rights of borrowers and lenders by signing into law two significant acts: the Credit Reporting Act 2017 and the Secured Transactions in Movable Assets (aka Collateral Registry Act).

According to the World Bank Doing Business Report 2020 for Nigeria, credit bureau coverage currently stands at 14.5 million people which is about 14% of the adult population and credit registry coverage of 5 million people. Nigeria is currently 15<sup>th</sup> on this indicator and maintains an Ease of Doing Business score of 85 out of 100 as achieved in 2018.

Another critical indicator related to improving financial market conditions is that of Enforcing Contracts (EC). The push for the creation of Small Claims Courts (SCC) stemmed from the desire to reduce the time and cost for resolving a commercial dispute through a local court of first-instance. The SCC is also expected to improve the quality of court proceedings within the Nigerian judicial system. With regular courts overwhelmed by criminal and broader civil suits, the creation of a dedicated court for the resolution of cases that typically affect the MSME business community became even more viable. The Small Claims Courts (SCC) is an accessible, inexpensive and speedy resolution platform for liquidated debt disputes involving assets valued at no more than N 5,000,000. So far, the Lagos State Judiciary established 15 commercial SCCs across the magisterial districts in 2018, while Kano State followed suit with establishment of five SCCs in 2019 and Edo-State in 2020.

Low rates of public investment have contributed to a vast infrastructure deficit, which slows growth and exacerbates the misallocation of productive resources. For instance, Nigeria's road network is extensive, but its condition is generally poor, especially in rural areas. Deficiencies in transportation infrastructure increase logistical and transaction costs, restrict factor mobility, and slow the process of economic transformation. Investment in rail, roads, and port infrastructure is important as it will reduce the cost of moving people and goods across the country thus improving competitiveness. The efficiency of sea ports, however, has made significant progress.

About 80 million Nigerians have no access to electricity, and despite recent privatization measures, the power supply is still inadequate and unreliable because weak governance and erratic contract enforcement combine to undermine operational efficiency and financial viability. The six-year power deal signed by the Federal Government with Siemens aims to improve the production of electricity to 11,000 megawatts by 2023 and to 25,000 megawatts by 2025, significantly improving the power supply across the country. Similar funding investments have been made to the electricity power value chain through a Power Intervention Fund size of N 600 billion (approximately US\$ 1.6 billion).

A determined and deliberate investment in broadband network connectivity, critical for the vital knowledge economy in the approaching 4<sup>th</sup> Industrial Revolution, is however a noticeable weakness.

The Buhari-led Federal Government has remained consistent in its prioritizing of infrastructure projects across the country to catalyse growth – although the effects might not yet be visible.

## Investment climate and Business Environment

Plateau state provides a relatively stable environment for MSME's to thrive as posited by some stakeholders from the regulatory body, government and private operators. However it reflects otherwise in The World Bank Subnational Doing Business indicators: of the 36 states, it ranked 25<sup>th</sup> on starting a business, 17<sup>th</sup> in registering property, 30<sup>th</sup> in dealing with construction permits and 22<sup>nd</sup> on enforcing contracts.

The State provides a suitable environment for agro-investments, tourism, light manufacturing, commerce, construction and research to thrive. The security situation, which is crippling business activities and further investments in the state, has however stifled development in b these areas which could be potential revenue streams for Plateau State.

Representatives of the mining sector have a contrary view however, because their business has been restricted in some areas that have high mineral resources by farmers who claimed to be the landowners. Land disputes of this kind are frequent in Plateau state and in some cases the conflict of interest between miners and farmers ends deadly. This and other factors have curtailed their production capacity largely.

### SCORECARD FOR PLATEAU STATE (DOING BUSINESS)

CRITERIA	SCORE (%)
Starting a business	75.48
Dealing with Construction Permits	63.71
Registering Property	26.57
Enforcing Contracts	54.51

Entrepreneurship & MSME's: Plateau State economy asides government is characterised by a large number of Entrepreneurs and MSME owners that range from production, processing to commercial activities.

Clashes between herdsmen and farmers have however reduced access to arable land necessary to meet the production quota as projected by expected sector outputs. Manufacturers and small businesses have constantly decried the lack of constant power as one of the key issues facing businesses within the state. Profits which are otherwise meant for business growth are instead devoted to generating power for production within the company. Internet connection is also still relatively minimal due to the high cost of data for enterprise level. The only available providers with internet specifications which include 3G/4G services, MIFI/WIFI services at 60-100MBPS include; MTN, Net Access communications, Maxzy Teaching/ Internet services and Laparial Wireless.

Leadership & Human Resources:- Majority of the large businesses and organizations in Plateau State recruit various levels of staff from within the location as alluded to by Grand Cereal company which are the makers of Grand Cereal Oil, Vital Feeds and a wide range of other human and animal consumables. The company recruits locally but has its executive level staff drawn from other markets such as Lagos and Abuja.

Financing & Capital Availability for Businesses: Businesses in Plateau State rarely rely on Banks for financing. Access to loan products are not the main drive for businesses within the state owing to the low participation of Banks in financing small businesses and ventures that are outside oil and gas, FOREX, real estate and salaries.

Thrift collection popularly called adashe is a means of voluntary contributory savings employed mostly by traders as both a savings option, capital accumulation and loans. This structure allows for micro and small savings arrangements that can be pooled together for individuals within the group to finance their ventur.

MSME's rely on funding from personal savings of the owners as well as contributions from friends and families and in very rare occasions, upfront payments from clients/customers to contractors/vendors/suppliers.

Markets: Plateau State is a market for a relatively wide array of goods and services in the consumer sector. With a working population of over 2 million people, small families and businesses tend to meet their basic needs

directly from the immediate market available in different locations within the state. Procurement is usually targeted towards meeting short-term projects, while larger purchases and projects tend to look for outer markets to meet their needs.

Markets in Plateau State are characterised by basic goods and services which are needed by households and businesses as well as government in some cases. This low demand in a wide array of goods and services available in other more developed states has limited the kinds of companies that are built up within the states. Most of the specialized products and services are increasingly being supplied by vendors in other locations which also drives revenue outwards and discourages skilled individuals and entrepreneurs in those areas from participating in those sections of the economy.

Local producers and businesses however insinuate that the purchasing power of the populace limits their growth in terms of the quality, quantity and speed of delivery of specialized goods and services that would mark growth in their businesses.

They also indicated that lack of access to other markets both locally and internationally are not easily accessible due to a range of problems ahead of which are logistics, storage and preservation, levies on goods and financing for expansion.

Some entrepreneurs have however bypassed these limitations by using social media platforms and a network of logistics partners to access specific customers in wider markets.

Market information is also largely disseminated to small businesses and entrepreneurs which could also be the cause of their low participation in national and international markets for goods and services.

### **Taxation**

Some stakeholders have pointed out the need for government support in the areas of taxation, training support and favorable policies in establishment of resource access such as land finance and social development policies which would guarantee the sustainability of businesses set up within the state.

Private sector players have suffered for lack of support from the government in terms of tax incentives for new businesses and providing partnerships and loan facilities for businesses and investments within the state.

1. On-going reforms in the public sector (from the previous government) to create an enabling environment for businesses to thrive.
2. Strengthening the security network in the state.
3. Provision of infrastructures
4. Construction/repairs of roads
5. Organize trainings on micro, small and medium enterprises related business
6. Partnering with World Bank to boost agricultural production
7. Negotiating with the Central Bank of Nigeria for ANCHOR Borrowers Scheme.

**Cheap Labor:** Especially in Manufacturing, Agriculture and Construction, there is a ready access to cheap labour in the state, due to low access to further education in some local governments of the state. Here individuals migrate to the city center or locations where there is access to employment. However, due to their low skilled level, they usually have access to only labor on construction sites or floor workers in factories such as grand cereal and Nigerian breweries, amongst others.

**Business Environment:-** Several organizations and agencies have been instituted by the state government to attract and direct investment opportunities towards the state while providing the right investment and business environment necessary for businesses to thrive.

Lucrative investment opportunities exist in the non-oil sector of the state's economy. Some of these include:

- Mineral Water Project
- The Integrated Industrial Mineral Project (Kaolin, Gypsum, Lime)
- Metallic Mineral Dressing and Processing Plant
- The Dimension Stone Projects
- The Gem City Projects (Jewellery and Gems)

- The burnt clay bricks project
- Agriculture: Fish farming, palm-tea-cocoa and sugar cane plantation, animal husbandry, livestock production etc.

Several factors militate against the growth of micro, small and medium enterprises in the state.

According to the CEO of Grand Oak Limited, a wine distribution company and the admin office of GoYe associations, which is a construction and infrastructure development firm in Rayfield, the following factors militate the growth of businesses within Plateau state.

- Crisis in the state/insecurity
- Lack of funding opportunities for MSMEs
- Poor power/epileptic power supply
- Bad roads little transportation options
- Lack of awareness about products produced in the state/poor publicity of MSMEs
- Lack of skilled manpower
- No standard market to sell the products
- Unfavorable government policies in certain areas like multiple taxation
- Lack of support from government
- Difficult to access loan
- Constraints in getting raw materials

The state government through its ministries and parastatals have embarked on various programs to proffer solutions to challenges faced by MSMEs. For instance, the Plateau Agricultural Development Programme, an arm of the Ministry of Agriculture organized training for farmers on how to manage their income and how to obtain loans from financial firms to boost their production capacity.

They have put together the several activities to create a conducive business environment in Plateau state: The Government has commissioned the Plateau State One Stop Investment Centre (PS-OSIC) to ease business activities in the State.

The State Government established the One Stop Investment Centre (OSIC) as an investment mechanism where relevant government agencies are brought together under one location, coordinated and streamlined to provide efficient and transparent services to investors in the State.

## **Land and Infrastructure Development**

Electricity power remains a critical factor for economic and industrial development. In Plateau State, there are two major power providers which are the PHCN and the National Electricity Supply Corporation (NESCO) company which provide power to residents and businesses within the state.

The state enjoys about 378MW<sup>5</sup> of electricity combined from both the National Grid and the NESCO power plant

The Ministry of Water Resources and Energy was constituted in 1999, with the main responsibility of promoting development and improvement of rural infrastructure for stimulating sustainable growth of rural productive activities.

The Ministry has engaged in several projects to boost the power supply and distribution in various locations within the state such as the Upgrading 33/11 KV-500KVA 11/415KVD/S/Station at zawan/Du and Upgrading 100KVA-500KVA11/0415KVD/s/station at Rabin-Du amongst others.

Land remains one of the principal factors of production and also one of the most valuable resources within the state since the 30,913km<sup>2</sup> of arable land, rocks and granites for building and other building materials are readily available.

The Plateau State ministry of Housing and Urban development houses the following departments within the Urban Planning and Development.

Some of the Functions of the department are Formulation of policies, supervision and co-ordination of matters concerning urban development and urbanization in Plateau state, Physical planning, design and construction of transportation infrastructure urban/township road networks, Formulation of the state urban and regional planning law (implementing the provisions), in line with the Nigeria Urban and Regional Planning Act 1992; amongst others.

The department introduced the Geographic Information System into land administration in Plateau State which brought forward positive impacts in various ways. Hence improvements in the land markets and government revenue generated are evident.

First registration, ground rent collection, assignments, mortgages. Plateau State, Nigeria, has slowly transformed the Ministry of Lands, Survey and Town Planning (MLSTP) for many years to provide modern services in land administration which culminated into a significant modernization initiative in 2013. This comprehensive transformation focused on replacing the hybrid system, mainly paper-based procedures with some components using a preliminary computerized solution, into a leading-edge workflow information technology solution for land registration, cadastral and also for the Town Planning department.

## 1:6 Employment Figures

What are the most important characteristics of the Plateau-State labour market? How has it changed over the last few years? A good knowledge about employment figures is essential in the formulation of an effective employment policy.

High rates of population growth in combination with low rates of job creation have led to an increase in unemployment and underemployment. In 2018, about 5 million Nigerians entered the labour market, resulting in an additional 4.9 million unemployed people.

Average unemployment rates are higher in oil abundant southern states and in the north, where they are also rising more rapidly. Unemployment is particularly acute among youth and women. In 2018, 37% of 15–24 year-olds were unemployed, compared to 16–24% in the other age groups. Of those employed, only one third has a full-time job.

In addition, the majority of the Nigerian working age population who are employed are locked into low-productivity and low-income work, with no job or income security. The studies found that half of working Nigerians are in small-holder farming and another 30% work as self-employed in small or micro household enterprises in the non-agricultural sector.

Gender disparities in full time employment are also considerable: 48% of active women are employed full-time, compared to 64% of men. Women hold only about 30% of civil-service and college-lecturer jobs and constitute just 6% of national parliamentarians. Women's economic empowerment is vital to growth and job creation in Nigeria, particularly in the context of a large and young population with higher expectations regarding quality employment.

The recent labour statistics report released by the National Bureau of Statistics (NBS) showed that the unemployment rate in Nigeria, according to the definition of the NBS (see box), rose to 27% at the end of Q2/2020, as the impact COVID-19 pandemic is significantly being felt across critical sectors.<sup>5</sup> Many people have simply stopped working: By June, 45% had stopped in Nigeria compared to 17% in Uganda, 8% in Ethiopia, and 6% in Malawi. Urban jobs were lost in a higher proportion (56%) than in rural areas (40%). At the household level, labour income losses owing to the pandemic are near universal across the countries, affecting 80% in Nigeria. This decrease in household's labour income is particularly pronounced for non-farm family businesses. But households that report having income from wage work have also been affected: 58% of households with at least one member with a waged job reported a decrease in wage income. Commerce has been the most affected sector. While Nigeria has embarked on gradual easing of lockdown since Q2/2020 with an N 2.3 trillion stimulus intervention, economic activities are yet to attain full peak, indicating a muted outlook.

## Employment Figures

The National Bureau of Statistics (NBS) information shows that poverty and unemployment characterize Nigeria's current economic and social institutions with about forty (40%) percent of the potential working population being either unemployed or underemployed. Sixty (60%) percent of these unemployed or

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<sup>5</sup> National Bureau of Statistics (2020). Labor Force Statistics: Unemployment and Underemployment Report (Q2 2020), Abridged Labour Force Survey Under COVID-19



underemployed youths are young people falling between ages 15 to 29 years. Plateau state with a population of about 4.2 million people out of Nigeria's 2018 estimated population of about 196 million has the estimated population of about 1.68 million people representing 40% as either unemployed or underemployed.

Plateau State over the years has been known as a civil service state by its inhabitants. The reason for this name being that the aspiration or dream of the average Plateau school leaver or graduate is to secure a job with the state government, and not with the private sector, let alone to be self employed. Little wonder, most of the business ventures that are fast growing on the plateau are owned by settlers and not by plateau natives. Unfortunately, the existing vacancies in the state civil service cannot absorb all job seekers in the state. To worsen the situation, there has not been an official recruitment into the state ministries for the last eight (8) years. This scenario has undoubtedly raised the unemployment profile or index of the state.

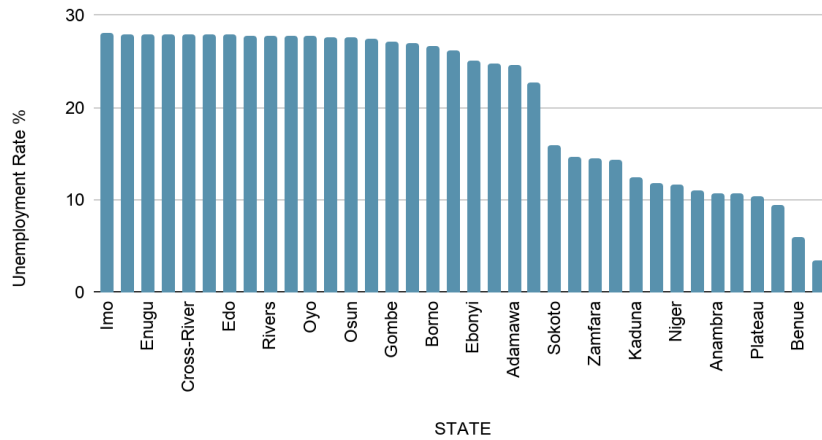
The Plateau State Government put the figure of unemployed persons in the state at about 1.68 million. The young productive youth, between ages 15-29 constituted the population with about 944,999 persons between 20 and 39 years. The Governor disclosed this in a sensitization forum on business enabling environment climate, held at Government House Rayfield, Jos, Plateau State.

In Nigeria as a whole, the unemployment rate has been on the increase in spite of the fact that the government has made frantic efforts in creating employment opportunities since the transition to civil rule in 1999. The growing number of graduates and school leavers churned out annually from various institutions of learning in the country makes government efforts to have little or no impact as far as the issue of unemployment is concerned. Statistics show that the unemployment rate stands at an average of about 23.9% (NBS, 2011). Furthermore, the ILO (2007) noted that the increase in the number of youths in secondary and tertiary education is another development. However, the labour market in Nigeria is presently unable to accommodate the expanding pool of young graduates. Apparently, the various tiers and arms of government in Plateau State cannot meaningfully engage the teeming school leavers that are churned out annually from the various schools and tertiary institutions.

Labour Force Population	2,084,700
Total Employed(Full Time and Part Time/Underemployed)	1,463,885
Work 40 Hrs, Underemployed/Part Time)	1,010,431
Work 20-39 Hrs+ (Underemployed/Part Time)	453,454
Work 1-19 Hrs (Unemployed)	318,283
Work 0 hrs (Did Nothing/Unemployed)	302,532
<b>Total Unemployed</b>	<b>620,815</b>

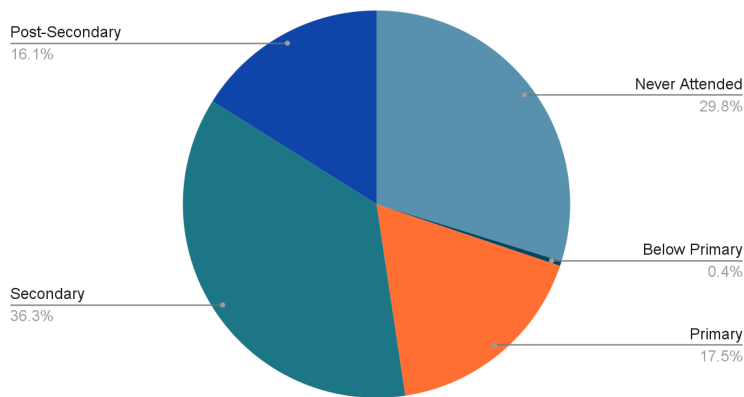
### **Unemployment and Poverty Maps**

## Unemployment Rate % vs. STATE



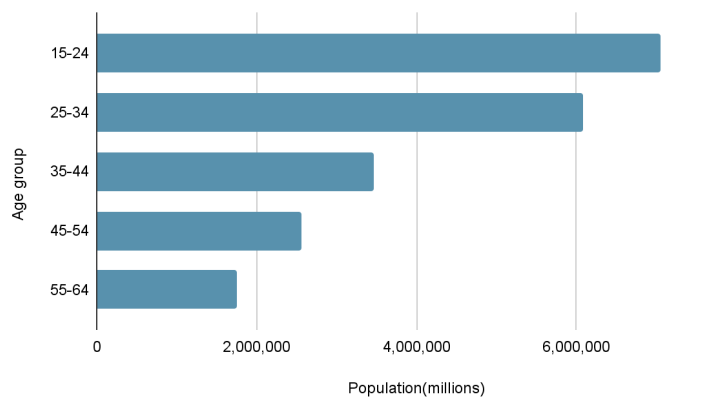
## Labour Force

### Labor Force by Educational Group



Sixty percent of these unemployed or underemployed youths are young people, falling between ages 15 to 29 years. Plateau State with a population of about 4.2 million people out of Nigeria's 2018 estimated population of about 196 million has the estimated population of about 1.68 million people representing 40 % as either unemployed or underemployed.

### Unemployed by Age Group





	Activity For at least 1Hr							
Plateau State	36.2	1,285	67.3	6.4	482	78.0	0.0	380
Total	43.2	37,469	60.1	10.9	13,328	73.2	1.6	10,312

### Child Labor Indices in Plateau State

(Source: INICEP (2018): Multiple Indicator Cluster Survey 2016-2017)

#### 4.6 Governance, Political and Institutional Situation

In the framework of growth theories, factor accumulation (capital and labour) and production efficiency (determined by technological progress) are considered to be the standard growth factors. Therefore, the geographical situation, demographic development, and migration were analysed. But empirical analysis points to another very important factor: the quality of a nation's institutions, including the government's policy-making process. It is important to distinguish between *de jure* and *de facto* economic policy orientation. Despite refined national development strategies and other strategic documents, the reality of economic policy making often deviates decisively from political intentions.

With the support of the International Labour Organization (ILO), the government of Nigeria began to develop policies to combat unemployment in the country between 1980 and 1986. The National Employment Policy (NEP) is a comprehensive policy aiming at accelerating employment generation, identifying programs that create jobs and incentivizing the private sector to invest in skill acquisition, employment, and increased productivity. It follows a multipronged employment generation strategy involving all agencies at federal, state and local government level. However, the progress is rather limited due to socio-economic issues such as an increasing population, an increasing unemployment, and ineffective implementation of policies across the tiers of government.

The logic of the political order entails buying off powerful groups and individuals (co-optation); permitting some benefits to trickle down to purchase consent and legitimacy; and building powerful "despotic apparatuses"<sup>6</sup> to ensure compliance (coercion)<sup>7</sup>. This is a summative description of the Nigerian political system at all levels perhaps since independence but more predominantly since the advent of this current 4<sup>th</sup> Democratic Republic in 1999. However, there was an unpredictable upturn in 2015, when an opposition candidate in the person of General Muhamadu Buhari (having contested the Presidency three times before now) defeated the incumbent – President Goodluck Jonathan in the 2015 general elections.

Upon assumption of office in 2015 and an impending economic recession of 2016, the Federal Government began the implementation of an Economic Recovery and Growth Plan (ERGP) from 2017. The ERGP set out to restore macroeconomic stability in the short-term and to undertake structural reforms, infrastructure as well as human capital investments to diversify the economy and set it on a path of sustained inclusive growth over the medium to long-term. It had an ambitious target of achieving 7% real annual GDP growth by 2020, to be initially driven by the oil sector and then increasingly by a strong non-oil sector growth. Among other things, the ERGP recognizes that the shifts in the global economy, the emergence of new sectors, and the digital revolution have changed the skills required of the work force and that Nigeria has to reposition its education sector to prepare its young people to cope with the changing technological and economic environment. Thus, the ERGP aims to ensure quality universal education for Nigerian children and youth, to increase the number of youth and adults

<sup>6</sup> Mann 1986 xxx

<sup>7</sup> Humphreys, Sachs, and Stiglitz 2007, 264

with the skills required to secure employment and/ or become entrepreneurs, and to prioritise education for girls.<sup>8</sup>

In addition, the country developed the Nigeria Economic Sustainability Plan (2020) in response to emergencies caused by the COVID-19 pandemic. With unemployment expected to rise to 33.6% at the end of 2020, the jobs component is targeted at the large youth population being able to earn a living. The objective is to retain and create jobs using labour intensive methods in key areas like agriculture, facility maintenance, and direct labour interventions, as well as growth enhancing jobs by infrastructural investments in roads, bridges, solar power, and communication technologies. However, limitations in implementation occurred due to a lack of funding, especially with regard to job-creating infrastructural investments.

The Plateau state administrative structure consists of the state cabinet, the House of Assembly and local government areas. The state government is run by the Governor (Chief Executive), Deputy Governor, Secretary to the State Government, Permanent Secretaries, Board Chairman and General Managers. The current governor is Rt Hon Barr. Simon Bako Lalong.

The House of Assembly consists of 25 members and 11 special advisers. The current speaker of the house is Hon. Yusuf Ayuba Abok who was elected on June 10, 2019 by his Honorable Members following the swearing in of the 9<sup>th</sup> Assembly. The local government is headed by a chairman, who is the chief executive, while his cabinet consists of elected councilors who make up the legislative arm.

Plateau State is also divided into 17 local government areas, each encompassing ethnic groups who share common affinities or distant bloodlines. Leaders of these local government areas are elected by the people from amongst several contestants who may not be related to any past chiefdom leaders. As at December, 2019, thirteen out of the seventeen areas have elected chairman while Management Committee Chairmen have been appointed by the governor, Simon Bako Lalong for the other four local government areas which include Barkin Ladi, Jos North, Jos South and Riyom.

### 1.7 ELMA in Contexts of Conflict, Fragility and Violence

When implementing ELMAs in contexts of conflict, fragility, and violence, the foremost challenge is to verify any assumptions made about causal relationships between employment and the labour market. Therefore, it is necessary to point out possible risks for the implementation of a recommended intervention in the specific context. Moreover, it has to be clarified whether employment promotion is able to address the causes or symptoms of conflict, fragility, and violence – and, if so, to what extent employment promotion can contribute to solving these problems. General recommendations shall be provided for other interventions that might need to be considered – both in this separate chapter as throughout the analysis as a crosscutting issue.

Ongoing conflicts and violence across the country are making it difficult to encourage private sector investment and achieve inclusive and sustainable growth. Because of continuous conflicts such as the Boko Haram insurgency in the North-East, the herder-farmer clashes in the Middle-Belt and parts of the South-West, and militancy in the Niger Delta, Nigeria ranks 14th out of 178 countries on the Most Fragile States Index 2019.<sup>9</sup> Conflicts limit opportunities for private investment, gainful employment, and infrastructure development. Several private sector players in agribusiness and mining sectors, especially those in the North, point to rising insecurity as the main threat to their enterprises.

Several other conflict lines can be distinguished:<sup>10</sup>

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<sup>8</sup> World Bank (2020): Edo Basic Education Sector and Skills Transformation Operation (P169921)

<sup>9</sup> The Fragile States Index (formerly the Failed States Index) is an annual report published by Fund for Peace, a Think Tank of the USA and the American magazine Foreign Policy since 2005; Fragilestateindex, <https://fragilestatesindex.org/category/analysis/fragile-states-index-2019/> (accessed 15/12/2020)

<sup>10</sup> GIZ (2020): Context Analysis and the Integrated Peace and Conflict Assessment (iPCA) for Skills Development for Youth Employment in Nigeria - SKYE

Since 2001, Plateau state has been rocked by a succession of bloody inter-communal clashes that Human Rights Watch estimates has claimed at least two thousand to three thousand lives. The most destructive of these have pitted Jos and Yelwa’s Hausa and Jarawa “Settler” communities against their indigene neighbors. In Jos in September, 2001, clashes between indigenes and mainly Hausa non-indigenes claimed more than one thousand lives and left thousands more people displaced. One of the immediate triggers of the violence was the appointment of a controversial Hausa political figure to a key statewide post within a federal poverty eradication program, indigenes felt that the appointment should have gone to one of their own. During the first half of 2004, more than a thousand people were killed in clashes that took place in and around Yelwa and tens of thousands of people were displaced. The violence around Yelwa peaked in May, 2004 with attacks by members of various Christian indigene communities on Yelwa predominantly Jarawa non-indigene population that saw more than 700 people killed in just two days. Much of Yelwa was razed to the ground and hundreds of dead Jarawa were buried in a mass grave near the center of town. The Hausa and Jarawa non-indigenes in Jos and Yelwa are overwhelmingly Muslim, and their indigene neighbors are predominantly Christian. In Plateau state, these dual sources of tension have fed upon one another to the point that it has become difficult to separate them and each has made the other more volatile and divisive.

#### 4.7 Actors

Selected actors for the framework conditions are:

Table 1: Actors for Framework Conditions / Alphabetical Order

Acronym	Actor	Role with regard to ELMA
	Association of Poultry Farmers	Member Representation
	Center for Gender And Rural Development	
CAC	Corporate Affairs Commission	Providing Information on Company and Business Registration in PLateau State
IGRS	Institute for Governance and Research Studies	Information on Labour and Employment
IPC	Investment Promotion Commission Plateau State	Information on local National and foreign investors to Plateau State. With a mandate to facilitate investment and stakeholder engagement so as to improve the business environment in the state
ITF	Industrial Training Fund	Information on Labour Supply and Matching
MICHI	Medical Doctors Inter-Community Health Initiative	
	Ministry of Agriculture	Information on MSMEs
	Ministry of Commerce and Industry	Information on Labor and Employment
	Ministry of Housing and Social Development	Information of Labour and Employment
	Ministry of Housing and Urban Development	

<b>NAFDAC</b>	National Agency for Food and Drug Administration and Control	Federal Agency under the Federal Ministry of Health responsible for the regulation, control, manufacturing, importation, exportation and Advertisement, sales and use of food and drugs.
<b>N</b>		
<b>NELEX</b>	National Electronic Labour Exchange	Labour Information
<b>NEMA</b>	National Emergency Management Agency	Participating committee on framework development
<b>NIPSS</b>	National Institute for Policy and Strategic Studies	Information on Policy and Framework Conditions
	North-East Economic Summit Group	Information on Framework
<b>PLBPP</b>	Plateau State Bureau of Public Procurement	Information on Policies and guidelines regarding Public Procurement. Details on Price database, major contracts
	Plateau State Bureau of Statistics	Expected to coordinate statistical operations of the national statistical system in the production of official statistics in all the Federal Ministries, Department and Agencies (MDA's), State Statistical Agencies(SSAs) and Local Government Councils(LGCs). Nigeria operates a Federal system of government with 36 states and Federal Capital Territory and 774 local government areas. At the Federal level, each Ministry, Department and Agency has Directors of Statistics. Each state has Director of Statistics and Head of Statistics unit at Local Government Areas. All these included statistical Institutes constitute the Nigerian National Statistical System (NSS)
	Plateau State Community Development Management Agency	
	Plateau State Department of Education	Information on Labour Supply
	Plateau State Government	Information on Existing Framework Conditions. Plateau State Government is modelled after the Federal Government which is the major focal point on Labour Market and Employment Promotion
<b>PLASIEC</b>	Plateau State Independent Electoral Commission	
<b>PICTDA</b>	Plateau State Information and Communication Development Agency	

<b>PIRS</b>	Plateau State Inland Revenue Service	Information on reforms towards improving the business environment
<b>PLASMEDA</b>	Plateau State Microfinance Development Agency	Information on Labour and Supply Demand
	Plateau State Teachers Service Commission	Information on Labour Supply
	Plateau State Sustainable Development Agency	
	Ray of Hope Empowerment Foundation	
	Real Estate Developers Association of Nigeria	Member Representation
<b>SMEDAN</b>	Small and Medium Enterprise Development Agency	.
<b>UJ</b>	University of Jos	

## LABOUR DEMAND

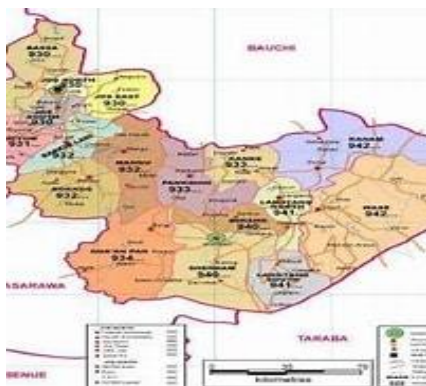
What contextual factors support the growth of companies in Plateau-State so that they can create jobs? What framework conditions help companies thrive and foster the creation of new companies that provide employment? What keeps companies from creating jobs?

This chapter provides an overview of the demand side of the labour market. It examines the characteristics of the country's private sector, economic growth, and the job potential of its MSME sector. It also explores the extent to which new companies are being created, and the role of the informal sector in job creation.

### 4.8 Regional Disparities

Regional disparities do not have to be necessarily a constraint, but could rather offer comparative advantages. However, they need good governance to allow a balanced development of the territory.

Nigeria's regional disparities have multiple causes: geographical, historical, and political causes, amongst others. Administratively, the country is divided into 36 States plus the Federal Capital Territory – but even within these states, regional disparities exist.



The Nigerian regional disparities are deep rooted in its history and many factors have resulted in their present patterns. Amongst all these, four major factors (political, colonial legacy, geographical, nature of the economy, regionalisms and education) have contributed a lot, prior to and even continuing after its independence in 1960. All these factors in combination continue to escalate uneven development across the entire length and breadth of the country.



Plateau State is divided politically into three (3) zones namely: Northern Plateau, Central Plateau, and Southern Plateau. Manufacturing activities and industries are located mostly in Jos South and Central, While commerce and trade are hubbed around the Jos north area of Terminus which has the largest market in the state. Educational and administrative activities are mostly concentrated in the Jos Central and Jos East regions with a lot of the IT and communications infrastructure located around the central area.

**Table: Regional Concentration of Economic Activities**

Region	Plateau North	Plateau Central	Plateau South
<b>Economic Sectors</b>	Trade & Commerce Education Communication Finance	Mining Finance Industry ICT Hospitality	Administration Education Farming Mining Construction Hospitality

#### 4.9 Structure of Companies

What contextual factors support the growth of employers in the State so that they can create jobs? This sub-chapter gives an overview of the type of employers.

There is an urgent need for the government to support sustainable employment opportunities. Indeed, the country’s response in dealing with the structural obstacles to increase employment will define Nigeria’s economic trajectory in the near and medium term. Previous global employment studies on government policies and interventions indicate two pathways that governments utilise to stimulate near-term job creation: (1) direct public sector employment and (2) use of regulatory instruments and policy incentives to encourage private sector job creation. Given the current economic context in Nigeria—declining government revenues and a high public sector wage bill—direct public sector employment is an unlikely lever for sustainable job creation. Incentivizing the private sector to create jobs is thus the critical thrust of Nigeria’s job creation drive.

The economy is profitable to sectors such as agriculture, light manufacture, healthcare and mining.

The distribution of employment among registered companies and their percentage of employment generation in Plateau-State is as follows.

Size	Number	Employment	Average Employment	% of Enterprises	% of Employment
<b>Micro (&lt;10 Employees)</b>					
<b>Small (10-24 Employees)</b>					
<b>Medium (50-199 Employees)</b>					
<b>Large (200-499 Employees)</b>					

Big (500+ employees)					
Total					

Source: [https://nigerianstat.gov.ng/pdfuploads/SMEDAN%202013\\_Selected%20Tables.pdf](https://nigerianstat.gov.ng/pdfuploads/SMEDAN%202013_Selected%20Tables.pdf)

- Nigerian Breweries
- Nigerian Bottling Company (Coca-Cola) Plc
- Grand Cereal PLc
- ECWA Foods
- NASCO Foods Ltd
- Yakubu Gowon Airport
- Pamtronics
- NESCO
- Nigerian RailWay Corporation

The majority of commercial bank branches are also located in Jos with a host of other micro, small, and medium enterprises such as ULesson, GIG and Bolt. With the State's economy enjoying growth in events, hospitality and logistics, Plateau-State hosts several privately owned hotels, similar to transport and distribution logistics companies. (See)

1. **List of Hotels**

- Steffan Hotel and Suites.
- Silk Suites
- Shartell
- Valada Hotel and Resorts
- Crest Hotels
- Crispan Hotel and Resorts
- ElimTop Suites
- Sharna Place
- Hill Station
- Novel Suites and Resorts
- Avalon Suites
- Hotel Litan

2. **List of Transport Distribution and Logistics Companies**

- Blue Whales Transport Company LTD (Transport)
- ABC Transport (Transport)
- GIGM Transports (Transport)
- Valgee Travels (Transport)
- Peace Mass Transit (Transport)
- GIG logistics ( Distribution)
- DHL Delivery (Distribution)
- Red Star Express (Distribution)

**4.9.1 Large Companies**

Big companies (500+ employees) are usually an important stakeholder with regard to the labour market. Which sectors are covered by the big employers in Plateau -State, what is their share and what are the employment prospects?

As at 2018, the Nigerian Stock Exchange has about 169 companies listed with a total market capitalization worth N 13 trillion. Public listed companies are well established financial and operational companies with significant market share and employees, sometimes over 500 employees in their payroll. These companies are grouped according to their operating sectors namely:

1. Consumer services
2. Health care
3. Basic materials
4. Consumer goods
5. Financial
6. Industrial
7. Oil and Gas
8. Technology

It is worthy of note that a significant majority of these companies have Lagos State (Nigeria's commercial headquarters) as their registered operating base with a few more listing Abuja, FCT and Port-Harcourt, Rivers State.

Large companies which are usually attracted to a region due to an availability of scarce resources, and investment opportunities have been largely cautious of the state due to the incessant crisis that has overtaken development because of religious and ethnic tensions around land and grazing claims.

Sectors like production, mining, and agriculture, however, have proved to rise above economic disruptions due to their high and consistent demand in other sectors of the economy.

Production capacity has been built by certain organizations over the years, some of the large organizations have situated their headquarters in the state capital, Jos. However, these facilities have been abandoned due to a scale down of production activities due to insecurity. This has resulted in a cumulative loss of jobs which negatively impacts on the earning capacity and the resource accumulation within the state.

Despite the fact that the investment climate is favorable for some sectors, Plateau State has attracted only a few large organizations due to high skepticism as to the security issues surrounding the state. These include;

- NESCO Limited
- NASCO PLC
- Grand Cereal Limited
- Coca-Cola Bottling Company
- Jos Steel Rolling Mill

#### 4.9.2 MSMEs

High shares of self-employment in the MSMEs are a distinctive feature of developing countries. In order to assess employment prospects in MSMEs (including informal economy) it is important to understand central features of MSMEs (e.g. overall number of MSME development, size distribution, sectoral and regional composition, ratio between formal and informal enterprises, etc.) and employment in MSMEs.

The definition of MSMEs in terms of number of employees, total assets, and annual turnover varies from country to country. The definition in Nigeria is guided by the number of employees: micro (if less than 10 employees), small (11-49) and medium size is between (50-199 employees); the company asset value and the annual turnover are additional indicators.

In Nigeria, MSMEs make up more than 90% of all registered businesses, providing about 84% of the jobs, yet contribute just under 50% to the nation's GDP. However, MSMEs largely remain informal and unable to scale up growth to employing more people into decent jobs primarily because of the multiple regulatory red-tape

bureaucracies and business environment challenges they face which hinders their contribution to inclusive growth.

High rates of unemployment and underemployment have contributed to the growth of the informal economy. Nigeria now has an estimated 55 million informal workers, representing 53% of the labour force, which is among the highest on the continent. An estimated 75% of all new jobs are informal.

Informal jobs tend to offer less employment and income security, especially since employers have little access to financial services. Many low-income households depend on subsistence agriculture or low-productivity self-employment in services and industry, and a significant share of the population moves in and out of poverty.

Informal enterprises have low growth potential, limited access to the formal legal system, and few opportunities to leverage the economies of scale and agglomeration associated with urban centres. Informality also narrows the tax base, which is already distorted by an overreliance on oil revenues and limits the resources available for public investment.

Although significant growth has been achieved in the MSME sector, there is still much to be done. According to an article on “Developing Africa through effective, socially responsible investing”<sup>11</sup>, there still exists a ‘missing middle’ with the typical challenges – the access of funds and the multiplicity of taxes are only some of them.

A recent survey of the impact of COVID-19 by FATE foundation and budgiT on Nigerian MSMEs found the following:<sup>12</sup>

Plateau State MSME landscape is characterized by a mix of privately owned small scale businesses as well as jointly owned medium sized companies which are mostly indigenously owned and run by owners themselves or managers employed in such positions.

SMEs make up x% of the economy contributing 48.97% to the overall GDP of the state.

micro-enterprise economy. SMEs account for close to 80% of the total employment in the state (Nigeria – 72.8%). Their average number of workers is 1.0 including the proprietor. Less than 7% of microenterprises offer wage employment, and only 0.4% both offer wage employment and are officially registered with the Corporate Affairs Commission (CAC). More than 95% are simply income-generating activities:

The informal economy comprising the MSMEs is the largest growth economy for Plateau-State. Whilst it is currently a minimal contributor to the formal state economy with about 30% of the State’s Internally Generated Revenue (IGR), it remains the key focus of the State Government through the technology enabled Integrated Revenue Administration process. MSMEs contributions to value added are low despite their high numbers mostly in construction, trade, repair, and services.

Several challenges such as limited access to appropriate finance and markets, poor infrastructure, limited technology up-take, weak management structures, weak linkages with research institutions, poor product quality, and lack of access to skilled labour are faced by the MSMEs in Plateau State and limit the full development of the sector to absorb majority of the unemployed individuals within the state. Access to credit is a persisting problem within the MSME space. In general, high interest rates in combination with high collateral values are important cost drivers in financing, especially limiting the scope of individual and small enterprises as their business scale enables less internal financing opportunities. In addition, electricity and taxes are problematic as they impose additional heavy costs on small businesses. From the Government side, a critical challenge for MSMEs is the general lack of understanding the complexity of this “sector” to formulate clear government interventions. This leads to, for example, a lack of common cluster infrastructure and hard equipment facilities, as well as a lack of access to business finance, which is directly related to the lack of

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<sup>11</sup> Aderibigbe, Niri (2014): Developing Africa through effective, socially responsible investing, <http://venturesafrica.com/developing-africa-through-effective-socially-responsible-investing/> (accessed 15/12/2020)

<sup>12</sup>(FATE Foundation and budgiT, 2020) “Impact of COVID-19 on Nigerian MSMEs”

relevant tools and equipment and closely followed by very low electricity supply for production. These challenges are similar to MSMEs across the country.

The prospects of the labour market in Plateau-State depend more importantly on micro level than at the national level. Efforts to improve labour market outcomes in Plateau-State were initially focused on addressing unemployment directly through skill-building interventions but are presently being extended to improving government policies and entrepreneurship development.

A collaborative platform of all government Ministries, Departments and Agencies that are directly responsible for the growth and development of MSMEs we're brought together under one roof to solve the problems faced by investors/potential investors from different partner MDAs they deal with. The platform was aimed at creating easy access for MSMEs to seek answers to questions bothering them from enabling business government Agencies. The MDAs are;

- o NAFDAC,
- o Small and Medium Enterprises Development Agency of Nigeria (SMEDAN),
- o Standards Organisation of Nigeria (SON),
- o Nigerian Export Import (NEXIM) Bank,
- o Bank of Industry (BOI),
- o Bank of Agriculture (BOA)
- o Corporate Affairs Commission (CAC),
- o Federal Inland Revenue Service (FIRS),
- o Nigerian Export Promotion Council (NEPC)
- o National Informational Technology Development Agency (NITDA)
- o Industrial Training Fund (ITF).
- o Development Bank of Nigeria.

### 4.9.3 Public Sector as Employer

The Public sector does not only have an important influence on the outcome of the labour market by setting respective regulations, but also as a formal employer. As such, it may not only have an important share of total employment in the countries, but mostly with a relatively stable share over the years. Though average wages in the public sector might be lower compared to average wages in the (formal) private sector, especially in uncertain times, wage and social security conditions in the public sector can be quite attractive, reducing the availability of skilled personnel in the private sector. Thus, the bigger the share of employment in the public sector in relation to private employment is, the higher is the probability that the public sector “crowds out” employment creation in the private sector.

Nigeria’s Federal Public Service comprises both the bureaucrats otherwise known as civil servants and the public servants who are either elected or appointed to represent the government. According to a statement credited to the Association of Civil Servants of Nigeria (ASCSN), the size of the combined federal public service is about 870,000 personnel. The Federal Government is arguably the largest single employer of labour in Nigeria. The story is quite similar when you disaggregate the states.

The public sector is large in terms of both its number of employees and its share of the GDP. The Local community groups and local government are also part of the public sector.

(Figures)

Public sector services are not necessarily mandated as a rule in Plateau, but are required in principle.

The trade union membership rate is very high in the public sector; some 70-80% of all employees are union members.

Public sector employers participate in the national incomes policy. The comprehensive incomes policy settlements made between the **labour market confederations** and the Government have succeeded in guaranteeing industrial peace and economic stability.

Gender equality is implemented well in decision-making and working life. Women’s educational level and proportion of the labour force are growing rapidly, with  $\frac{2}{3}$  more women competing for top Jobs in the State.

The public sector is the biggest employer in Plateau State employing close to \_\_\_\_ . Despite lacking robust employment protection and social benefits, there is a clamor for people to work with the government due to the relative job security and other employment benefits largely absent in the private sector of Plateau State.

The public sector has pay schemes based on administered standards instituted by the Civil service commission which spells out levels of employment as well as requirements for recruiting staff of all departments of the public services sector.

The operations of the public sector are transparent, and e.g. the salaries are public. For many years now, Nigeria ranks highly among the most corrupt country in the International community sitting at 25<sup>th</sup>

### 4.10 Sectors for Employment Generation

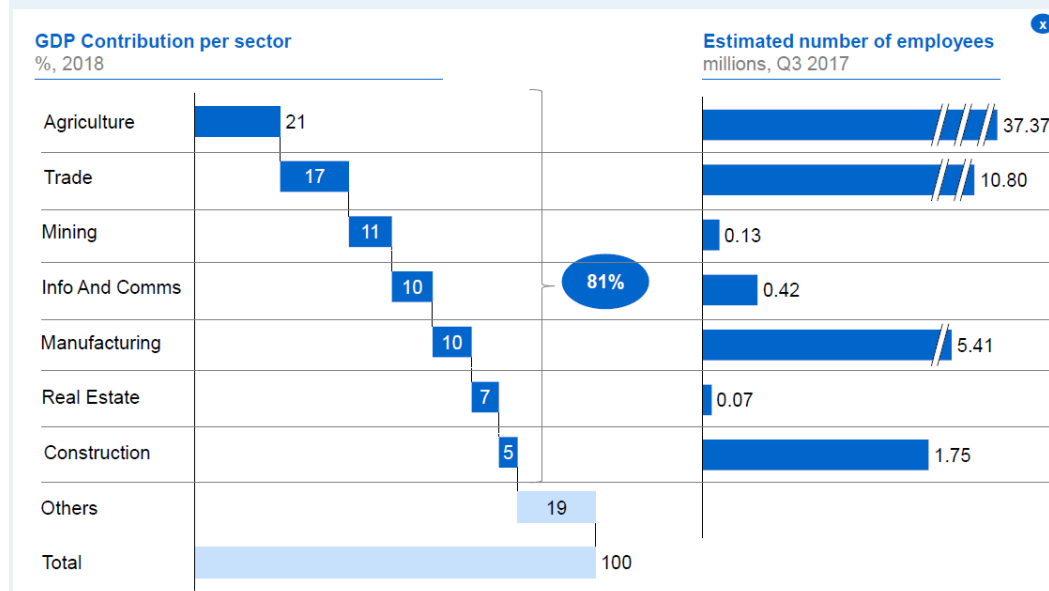
Which are the important sectors for employment generation and why?

One selection criterion is the relative importance of the sector to employment generation using the findings of the patterns of economic development in the past (chapter 1.2). Another one is to analyse the current labour market trends (chapter 2).

This chapter identifies important sectors for employment generation and analyses to what extent barriers to entry or exit the sector are in place and whether sector-specific hindrances to investments exist while explaining the linkage to employment and income generation.

The Federal Government's economic orientation is guided by its national policy outlook known as the Economic Recovery and Growth Plan (ERGP) 2017 – 2020 which was developed on the heels of the 2016 economic recession. The six broad economic priority sectors are hinged on three thematic pillars of (1) restoring growth, (2) building a competitive economy and (3) investing in our people:

Figure 8: GDP Contribution per Sector and Numbers of Employees



Source: Generation Unlimited (2020): Strategic Analysis Report

The Plateau State economy is growing steadily, but employment generation in the formal sector is modest at best. **Employment growth will require the development of medium- and small-scale companies.** These companies can form linkages with both the large companies that create lots of value added but little employment and the informal and subsistence sector that generates employment but little value added.

Development of a vibrant small and medium-size sector requires improved governance, which requires intensive institutional capacity and political commitment, even if realized through public-private partnerships. Exports to neighboring states and other countries offer economic opportunities to the rapidly growing labor force, and demand is rising for agricultural commodities, as demonstrated by rising food prices on international markets.

The impact of GDP growth on employment in agriculture is found to be limited overall, while value-added growth in the agriculture sector has a relatively large impact on employment. For construction and manufacturing, the body of evidence was small, but the studies suggest that growth positively contributed to job creation. For agri-business/food processing, the authors find a positive impact of growth on employment.

Plateau State is a primary economy with heavy production in manufacturing.

Agriculture is a large part of the economic ecosystem. With a high agricultural output accounting for 30.77 % of the GDP with manufacturing, Entertainment, MSMEs contributing 42.24%to the overall GDP.

The developments in the Plateau State Economy and inputs from various stakeholders reflects the sectors for economic development which stimulates Job growth and employment as follows:

### 1. Agro-Industry & Agri-business

<b>GDP Contribution</b>	22.35%
<b>Employment per Sector</b>	1,196,000
<b>Employment %</b>	34.66%

### 2. Construction

<b>GDP Contribution</b>	
<b>Employment per Sector</b>	
<b>Employment %</b>	

### 3. Light Manufacturing

<b>GDP Contribution</b>	
<b>Employment Per Sector</b>	
<b>Employment %</b>	

### 4. Media & Entertainment

<b>GDP Contribution</b>	
<b>Employment Per Sector</b>	
<b>Employment %</b>	

### 5. Information Technology

<b>GDP Contribution</b>	
<b>Employment Per Sector</b>	
<b>Employment %</b>	

### 6. Food Processing

<b>GDP Contribution</b>	
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<b>Employment Per Sector</b>	
<b>Employment %</b>	

#### 7. Energy & Power

<b>GDP Contribution</b>	
<b>Employment Per Sector</b>	
<b>Employment %</b>	

#### 8. Transportation

<b>GDP Contribution</b>	
<b>Employment Per Sector</b>	
<b>Employment %</b>	

#### 9. Healthcare:

<b>GDP Contribution</b>	
<b>Employment Per Sector</b>	
<b>Employment %</b>	

**10. Tourism:** There are a little over 15 tourist sites in Plateau State prominent among which are the Jos Town Zoo, The Wild Life Park, Kura Falls, Pandam Games Reserve, etc. Tourism employs about 2.8% of the population in its sub-sectors of accommodation, Hospitality and related Services, and Travel and distribution Systems.

<b>GDP Contribution</b>	3.2%
<b>Employment Per Sector</b>	
<b>Employment %</b>	2.8%

These sectors were chosen based on their contribution to the State along the following characteristics:

1. Comparative advantage
2. Competitive advantage
3. Technological innovation
4. Industrial linkages
5. Regional development.

### 1.1.1 Agro-Industry & Agribusiness

Agriculture in Plateau State

### 1.1.2 Hospitality / Tourism

In Plateau-State, the hospitality and tourism sector refers mainly to tourist sites such as Wild-life park, Asop-Falls, Hotels and other tourist sites and complementary activities.

Although the sector is still relatively undeveloped and affected by ethno-religious crisis, they hold high economic potential

### 1.1.3 Light- Manufacturing

- 1.1.4 Media & Entertainment
- 1.1.5 Information Technology
- 1.1.6 Food Processing
- 1.1.7 Energy & Power
- 1.1.8

### 1.1.9 Mining

As a mining state, These solid minerals when value is added to them are veritable tools for socio-economic development. Government's posture have affected the exploitation and utilization of strategic

solid minerals with the potential of bringing about socio-economic development in Nigeria. The paper has

however, noted socio-economic development in some parts of the country where mining activities are going on. For instance Jos, Plateau State where tin, tantalite, gemstones, and other solid minerals are mined at the artisanal level.

### 1.1.10 Construction

Plateau State ranks 30 among 36 states in doing business as it relates to dealing with construction permits with a fair timeframe for dealing with permits and procedures. Despite the low numbers of Housing Development projects, the housing sector is growing steadily with a large number of residents taking steps to owning their own homes, which increases the number of skills needed to deliver to the demand for skilled labor.

Mining

Table 4: Medium to High-Technology in Sub-Sectors

Sector	Observations
Agro-Machinery and Farm Inputs	Agricultural machinery is defined as any kind of machinery used on a farm to help in the vocation of farming. The best-known example of this kind is the tractor. Some of the tasks that these machines can

	perform include soil cultivation, planting, fertilizing and pest control, irrigation, harvesting/post harvest, hay making, loading and milking
Manufacturing: Machine, Tools and Spareparts	Machine tools are power-driven machinery and equipment that perform specific actions on materials like metal, wood, plastic. These machines are used for turning, milling, drilling, grinding, waterjet or laser cutting, material forming i.e., stamping, bending and joining as well as work holding i.e., chucks, fixtures and clamps. Special tooling such as dies and moulds is custom designed and made to manufacture specific products, general in quantity and to desired levels of uniformity, accuracy, interchangeability and quality.
Software Technology Production	Software Technology Production refers to the creation of systems or programs which help to reduce human errors in certain areas within the labour market. This can be done either by the programming of certain areas within the sector so as to retrieve data or to aid in providing data for analysis purposes within the particular sector.
Media Production	Media Production deals with the manner in which information about the sector is presented and disseminated. Documentaries, Social Media posts and Media Publications can be a driving tool to be used to effectively send messages to people about relevant information pertaining to various sectors.

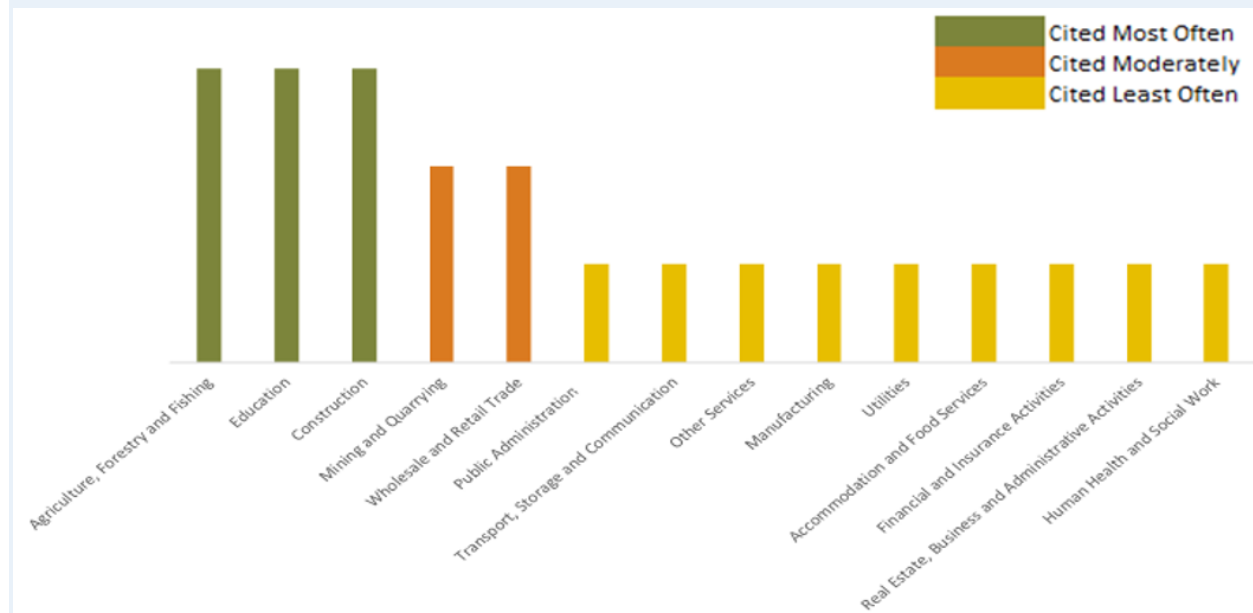
#### 4.11 Labour Market Trends

Individuals, firms, and education and training providers have to make decisions about the kinds of education and training that will offer the best returns. Peering into the future is not straightforward yet there is rising demand for information on potential developments. Foresight exercises offer many ways to gather information regarding possible future outcomes.

Exploratory methods start from the present based on existing literature, pre-conditions, beliefs and social or technological factors with an attempt to see where events and trends might take us by exploring ‘what if?’

In order to understand the developmental path of Nigeria, it is imperative to first analyse the literature. Analyses in Nigeria, including forecasts like the “2035 vision for Nigeria” have led to the identification of the following priority sectors for investors:

Figure 9: Foresight of Priority Sectors in Nigeria



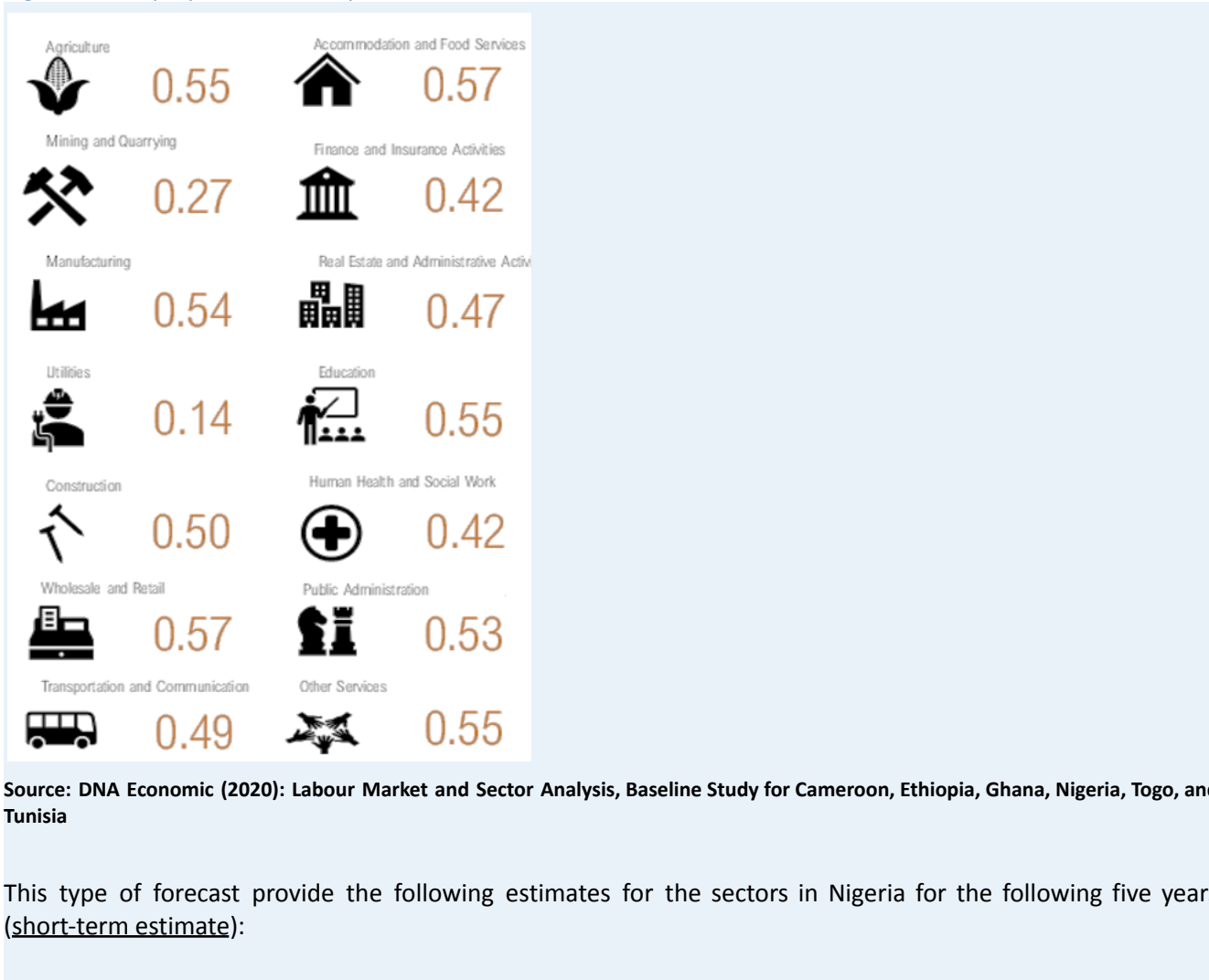
Source: DNA Economic (2020): Labour Market and Sector Analysis, Baseline Study for Cameroon, Ethiopia, Ghana, Nigeria, Togo, and Tunisia

Further analyses point out the following aspects:

The sectors with the highest employment elasticities are also those most susceptible to economic shocks<sup>13</sup>, namely

<sup>13</sup> DNA Economic (2020): Labour Market and Sector Analysis, Baseline Study for Cameroon, Ethiopia, Ghana, Nigeria, Togo, and Tunisia

Figure 10: Employment Elasticity of Sectors



Source: DNA Economic (2020): Labour Market and Sector Analysis, Baseline Study for Cameroon, Ethiopia, Ghana, Nigeria, Togo, and Tunisia

This type of forecast provide the following estimates for the sectors in Nigeria for the following five years (short-term estimate):

Table 2: 5-Years Employment Forecast for Sectors in Nigeria

Sector	Employment 2019 Estimates	Development 2020	Forecast
Agriculture	20 million	400 000 job losses	Recover in worst-case by 2022
Mining	3 million	7,500 job losses	Recover takes longer than 5 years unless drastic interventions
Manufacturing	4.6 million	70,000 job losses	Recover slightly by 2022
Construction	1.6 million	4,000 job losses	Recover the most rapidly by 2021
Utilities	220,000	6,500 job losses	Recover by 2022/2023
Financial Sector	527,000	26,000 employment increase	Usual growth rate is 18%, now reduced to 8-12%
Wholesale and Retail	12 million	175,000 job losses	Recover by 2021
Other Services	5 million	12,000 job losses	Recover starting by 2021
Real Estate	1.6 million	32,000 job losses	Recover by 2022/2023
Transportation	3 million	58,000 job losses	Recover starting by 2023
Accommodation	1.9 million	40,000 job losses	Recover in 2022
Education	2.5 million	48,000 job losses	Recover in 2021
Public Administration	2 million	31,000 job losses	No positive growth recovery during period (5 years)

Source: DNA Economic (2020): Labour Market and Sector Analysis, Baseline Study for Cameroon, Ethiopia, Ghana, Nigeria, Togo, and Tunisia (based on worst-case scenario)

In 2016, the Dalberg Development Advisers in the Job Creation Strategy framework for the Nigerian Government Job Creation Unit in the Presidency teased out two categories for four priority sectors of focus for the Government in the short-term, medium-term and long-term.

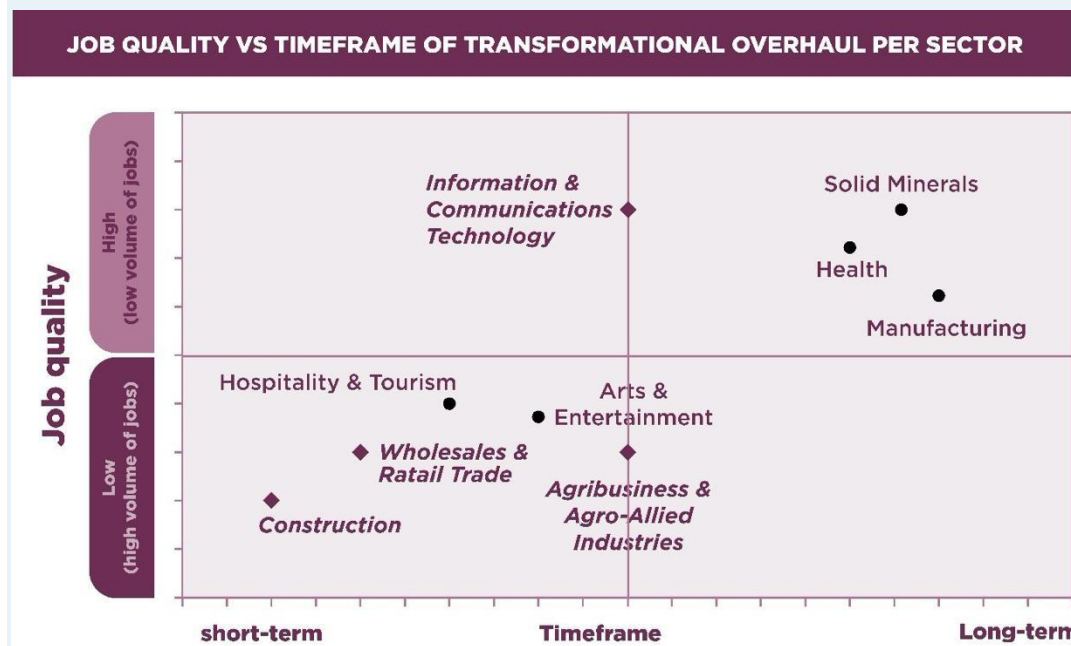
Figure 11: Economic Transformers and Mass Employers Sectors

Economic Transformers	Mass Employers
<p><b>Construction</b></p>  <ul style="list-style-type: none"> <li>Required to respond to infrastructure and housing constraints</li> <li>Significant program of works planned by public sector in upcoming semesters</li> </ul>	<p><b>Agribusiness and agro-allied industries</b></p>  <ul style="list-style-type: none"> <li>Mass employer in formal and informal sectors nationally</li> <li>Large domestic demand and potential for import substitution</li> <li>Increased income potential through increasing yield and processing</li> </ul>
<p><b>ICT</b></p>  <ul style="list-style-type: none"> <li>Transformative impact on labour productivity and creation of new industries</li> <li>Major emerging sector for employment and economic growth.</li> </ul>	<p><b>Wholesale and retail trade</b></p>  <ul style="list-style-type: none"> <li>Mass employer with low barriers to entry and potential for growth in the sector</li> <li>Major lever for formalisation and improvement of market linkages</li> </ul>

Source: Dalberg / Job Creation Unit (2016): Strategic Framework and Implementation Plan for Job Creation and Youth Employment in Nigeria

These sectors were prioritized after consideration of the volume of job quality versus timeframe for transformational overhaul required per sector which is underpinned by addressing deficient supporting infrastructure as the foundational consideration alongside the required skills and the contextual available markets and industries of comparative advantage for each of the six geopolitical zone in Nigeria.








Figure 12: Mapping of Priority Sectors



Source: Dalberg / Job Creation Unit (2016): Strategic Framework and Implementation Plan for Job Creation and Youth Employment in Nigeria

Emerging markets go hand in hand with inventions and innovations. Across the innovation ecosystem in Nigeria, there is a strong foundation for demand and talent but financing, networks and policy have clear gaps.

Figure 13: Innovation Ecosystem in Nigeria (2017)

Pillar	Key findings
 Demand	<ul style="list-style-type: none"> <li>• Within public procurement, <b>e-governance services is a priority for many states</b></li> <li>• Economic diversification across states creates opportunities for tech-enabled growth</li> </ul>
 Policy	<ul style="list-style-type: none"> <li>• Existing policies largely focus on investment promotion; creating <b>need for policies that encourage startups and SMEs</b></li> <li>• There is <b>limited coordination</b> on state-level strategies to drive ICT and innovation</li> </ul>
 Infrastructure	<ul style="list-style-type: none"> <li>• Nigeria has a 31,000 MW gap in electricity demand versus supply</li> <li>• State <b>governments proactively partner with the private sector</b> to develop last mile connectivity and increase electricity generation through renewable sources</li> </ul>
 Financing and investment	<ul style="list-style-type: none"> <li>• Central Bank of Nigeria SME fund and Bank of Industry are the primary public lenders</li> <li>• <b>Venture capital firms are clustered in Lagos and Abuja</b> where most <b>startups</b> are located</li> </ul>
 Talent	<ul style="list-style-type: none"> <li>• Universities and government programs are the main training avenues for youth</li> <li>• <b>Talent does not limit the ecosystem</b> as hubs attract users with strong technical skills</li> </ul>
 Networks	<ul style="list-style-type: none"> <li>• Networks of multiple players are <b>clustered in Lagos and Abuja</b>, while <b>elsewhere ecosystems are largely driven by singles actors</b></li> <li>• <b>Gaps in information sharing</b> limit the ability for network players to collaborate</li> </ul>
 R&D	<ul style="list-style-type: none"> <li>• Large, federally funded universities attract <b>skilled faculty</b>, but <b>research contributions remain largely academic</b></li> <li>• Commercial, market-driven research and links to the private sector are unexploited</li> </ul>

Source: World Bank Webinar (2017): Catalysing Growth in Nigeria through Regional Innovation

*This chapter will be completed after a discussion with the stakeholders of Plateau State during the Public Forum.*

### Ideas to integrate results: table “At a glance” per sector

Table 3: Labour Market Trend: Sector xxx

At a glance	Agriculture
Contribution to GDP – trend	To be filled in after a Public Forum, e.g. increase / decrease, new occupations, new technology, other?
Occupations – forecast	
Technology – forecast	
Other - forecast	

Agriculture

Construction

ICT

Manufacturing

Selected info already collected

#### 4.12 Actors

Selected actors for the demand side of the labour market are:



Table 4: Actors for Demand Side of Labour Market (Alphabetical Order)

Acronym	Actor	Role with regard to ELMA
	Grand Cereal	Information Labour Demand and employment market
JOCIMA	Jos Chamber of Commerce and Industry	Information on TVET Labour Demand and employment market
	Jos Steel Rolling Mills	Information Labour Demand and employment market
	Plateau State Government	Information Labour Demand and employment market
PSIRS	Plateau State Inland Revenus Service	Information Labour Demand and employment market
PSCSC	Plateau State Civil Service Commission	Information on Labour Demand and employment market
	Plateau State Secretariat	Information Labour Demand and employment market

## 5 LABOUR SUPPLY

What qualifications are available within Plateau-State's workforce? How are workers trained, and how well are they prepared to enter the job market? How does migration influence the quality of the workforce? How do people perceive certain jobs and participation by women in the labour market?

This chapter gives an overview of the actors involved in education and training, the higher-education system, the vocational-training system, the level of qualification and skills within the workforce, labour-migration patterns, the cultural perception of specific jobs and types of work, and the perception of women's participation in the labour market.

### 5.1 Framework and Permeability of Education and Vocational Training

The Education System is a major input factor for human resource development. Therefore, this chapter provides a basic snapshot of the education system.

A number of policies exist to ensure the development of the educational sector in Nigeria.

The Universal Basic Education Policy (UBE) was published in 2004 with the objectives to ensure access to nine years of formal basic education for every Nigerian child of school age, to reduce the school dropout rate, and to ensure the acquisition of basic literacy, communicative, life skills, ethical, and moral values needed to lay the foundation for lifelong learning. The UBE is financed by taking 2% of the consolidated revenue fund. It is therefore accountable to the Federal Government in pursuing universal basic education in the country. On the downside, there is a disconnection between the responsibilities assigned to the implementation agencies and the authority to enforce the policy mandate. The current legal and institutional framework limits the implementation of the policies, thereby undermining the effectiveness of the policy. The policy states that parents who do not enrol their child in school are liable to be fined – however, the UBE does not have the constitutional or legal power to enforce this policy. In addition, a quota system and ceiling on the enrollment figure per state limit the access of children in some areas to the right to education. The UBE policy is also limited to the public school system and does not account for the 24% of students in non-public institutions.

The National Policy on Education (NPE), published in 2013, outlines the responsibility of the government in ensuring formal, vocational, and mass literacy education in Nigeria. It is authorised by the Nigerian Educational Research and Development Council (NERDC) whose mandate is to develop, review and enrich curriculum at all levels, amongst others. The NPE has seen most progress only in formal education, compared to informal education (including vocational and mass education).

The Federal Ministry of Education (FME) as the supervising government body oversees and governs the educational system in Nigeria. The FME is mandated to uphold and maintain the educational standards in Nigeria through policy implementation that would result in swift and sustainable development in the education sector.

Education in Nigeria starts with Early Child Care Development and pre-primary Education (ECCDE) in Nigeria is care provided by day care centres/ crèches/ kindergarten for between 0-2 years old, nursery at 3-4 years old and pre-primary age 5 years old before progressing for primary education. ECCDE became a component of the compulsory basic education policy of the federal government of Nigeria in 2012.

The Nigerian system of education adopted the 9-3-4 educational model which comprises of:

Upon completion and graduation of the six years of primary education, pupils will be awarded the first school leaving certificate. Pupils who successfully graduate from primary education are expected to take an entrance examination into the junior secondary school.

Junior Secondary Schools are designed as both academic and pre-vocational which serves children from 12 – 14 years of age. To complete the junior secondary education, pupils are expected to sit for the junior secondary school examination. The successful students are awarded the junior secondary school certificate which is a

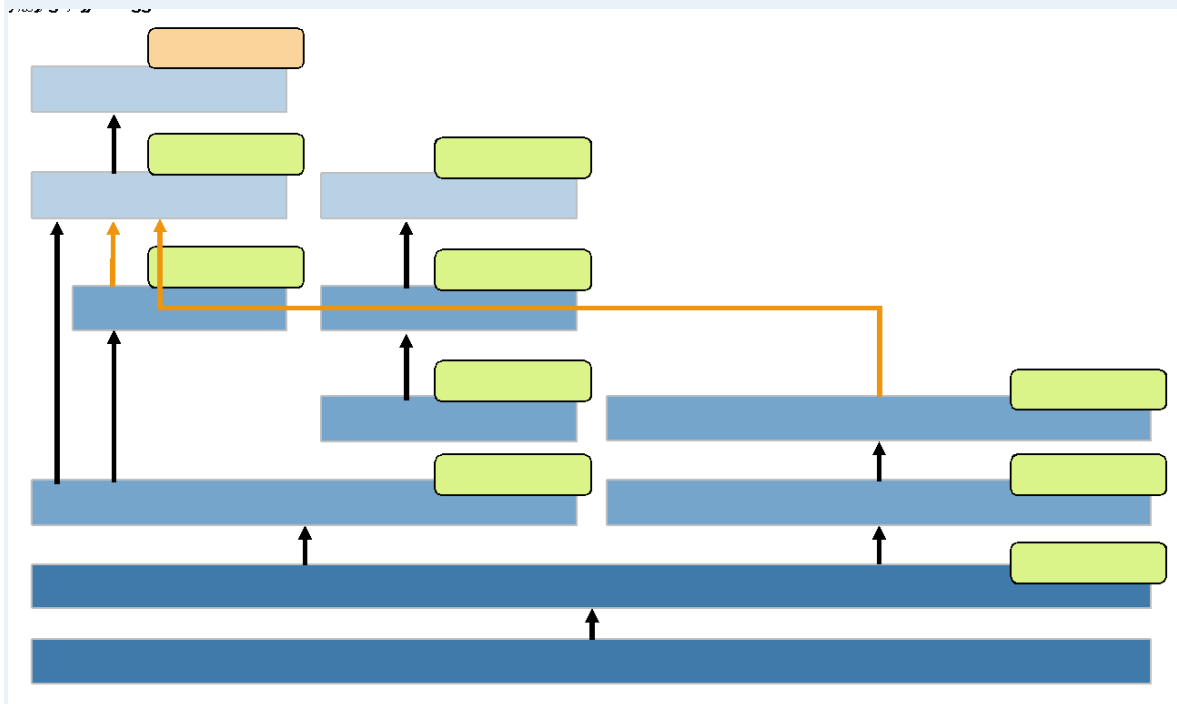
prerequisite to commence secondary school education. Students will be streamed into senior education or vocational training based on their interest and aptitude tests

Senior Secondary School is a three-year post-basic education in Nigeria’s education system which plays a pivotal role in preparing students for tertiary education and the world of work. Following junior education, students will be exposed to both academic and vocational training. Students are expected to sit for the senior secondary certificate examination. However, students enrolled in the technical colleges will be required to sit for the NABTEB examination to obtain a national technical/business vocational certificate. Other vocational qualifications that can be obtained and awarded include but not limited to Institute of Tourism Professionals (ITP) and Nigerian Institution of Builders (NIOB). Upon successful graduation and obtaining the senior secondary certificate, students can move on to tertiary education.

The tertiary education comprises universities, polytechnics, monotechnics, and colleges of education and other institutions of higher learning. For conformity and regulation purposes, all the afore-mentioned tertiary educational institutions are regulated by different government agencies, these are for universities- the National Universities Commission (NUC), for polytechnics and monotechnics - National Board for Technical Education (NBTE) and for colleges of education- National Commission for Colleges of Education (NCCE).

With regard to the permeability of the system, it is pertinent to mention that students who wish to proceed to obtain a university education can proceed to the polytechnics. At the polytechnic level, students may obtain the ordinary national diploma or choose to proceed to the university by securing a direct entry into the second year or continue at the polytechnic level to obtain the higher national diploma. Similarly, students who chose to go through the college of education can also progress to the universities to obtain a university degree. At the university level, students will obtain a bachelor’s degree upon successful completion of a four-year programme. They can choose to pursue a higher degree upon completion of their bachelor’s where they can obtain a master’s degree and proceed to obtain a doctorate degree if they desire.

Figure 14: Nigerian 9-3-4 Education Model



Source: Adapted from Nigeria 2.0, The Total value of education in Nigeria publication <https://nigeria2dot0.wordpress.com/2018/08/20/the-total-value-of-education-in-nigeria/> (accessed 20/12/2020)

Table 12: Enrolment per Category of Education (2016, Rounded Figures)

Category	Nigeria	Plateau - State	Plateau-State Percentage of Nigeria
Total Population	41,314,427	870,862	2.10%
ECCDE	4,179,197	71,975	1.72%
Primary Education	25,591,181	563,650	2.20%
Junior Secondary School	5,838,987	100,195	1.76%
Senior Secondary School	4,475,309	83,512	1.86%
TVET	62,806	NA	
Tertiary Education	739,652	18,722	2.53%
Adult & Informal Education	421,295	32,808	7.78%

Source: FME (2017): Nigeria Digest of Education Statistics 2014 - 2016 Publication

Table 13: Out-of School per Category (2016, rounded figures)

Enrolment Age (6-11 yrs)			Population Age (6-11 yrs)			Net Enrolment			Children Out Of School		
Male	Female	Male + Female	Male	Female	Male + Female	Male	Female	Male + Female	Male + Female		
175,043	183,471	358,514	353,148	355,030	708,177	50	52	51	349,663		

Enrolment Age (6-11 yrs)	Population Age (6-11 yrs)	Net Enrolment	Children Out of School

## 5.2 TVET-System

Technical and Vocational Education and Training (TVET) has the function to facilitate the transition into the labour market. This is done by providing learners with practical knowledge and skills which are focussed on the labour market needs.

In order to make TVET effective, features and outcomes of two areas have to be integrated. The foundation of skills, knowledge, and career orientation provided by the pre-levels of education needs to be matched with the skills and knowledge demand of employers and their career plans for the potential employee.

Apart from this basic function of TVET systems the quality of TVET is increasingly associated with having a broader scope including personal and general skills which can contribute to lifelong learning, participation and community building, through entrepreneurial skills<sup>16</sup> as well as a broad set of skills regarding sustainable development (socialisation function). These broad skill sets tend to have a bearing on an individual’s employability, active civic participation, and health, and to community building and economic development at the regional and local level”.

A stigma is attached to vocational training—a phenomenon that is prevalent not only in Nigeria but worldwide: TVET is often seen as a second-rate choice. Although many students and their parents believe that vocational training is more helpful than academic tracks in finding work after school, the reality is that the enrolment and completion rates in Nigeria’s technical schools are very low in comparison to the academics-oriented schools.

The Nigerian skills delivery is made up of formal and informal education which is guided by the National Skills Qualification Framework (NSQF) - formerly known as the National Vocational Qualification Framework (NVQF). The NSQF was designed to develop, classify, and recognise vocational skills, knowledge, and competencies that trainees acquire whether formal or informal. In developing the NSQF, the government compared the different qualifications – and students can advance showing the multiplicity of career paths. The goals of the NSQF are to promote lifelong learning and quality assurance and recognition.

The framework became necessary for all stakeholders to play important roles in responding to the needs of the labour market as it relates to skills match. It is important to note that both sides of labour supply and demand are beneficiaries: Trainees will benefit by obtaining national qualifications and certificates that show their competencies in the world of work; the qualifications will also serve as a tool for career advancement along their chosen career path. On the labour demand side, employees stand to invest in the training and retraining of trainees in skills relevant to their businesses. The resultant effect of this is that employers will inherit a competently trained person who will help to increase business growth and productivity.

Figure 15: Stakeholder Categories of NSQ

S/N	Organization	Roles in NSQ Delivery	Remark
1.	National Board For Technical Education (NBTE)	Regulatory Body	By Law
2.	National Business and Technical Examination Board (NABTEB)	Awarding Body (General)	By Law
3.	Nigerian Institute of Welding (NIW)	Awarding Body for Welding	By Professional Recognition
4.	Nigerian Institute of Building (NIOB)	Awarding Body Building Related	By Professional Recognition
5.	Nigerian Society of Engineers (NSE)	Awarding Body for Engineers	By Professional Recognition
6.	Institute of Tourism Professionals (ITP), Lagos	Awarding Body for Hospitality	By Professional Recognition

7.	National Power Training Institute (NAPTIN)	Training Provider for Power Industry	By Law
8.	Industrial Training Fund (ITF)	Training Provider (General)	By Law
9.	WaveCrest College of Hospitality (Lagos, Ogun and Enugu)	Training Centre for Hospitality	By Professional Recognition
10.	C-STEmp, Abuja & C-STEMP Innovation Center Plateau State	Training Centre for Construction	By Professional Recognition
11.	Centre for Excellence for TVE	Training Centre for Quality Assurance Managers	By Professional Recognition
12.	Kaduna Polytechnic Kaduna	Training Centre (General)	By Law
13.	Yaba College of Technology, Yaba, Lagos	Training Centre (General)	By Law
14.	Hussaini Adamu Federal Polytechnic, Kazaure	Training Centre (General)	By Law
15.	Federal Polytechnic, Oko	Training Centre (General)	By Law
16.	Council for the Regulation of Engineering in Nigeria (COREN)	Sector Skills Council for Engineering	By Law
17.	Council of Registered Builders of Nigeria (CORBON)	Sector Skills Council for Building	By Law
18.	National Institute for Hospitality and Tourism (NIHOTOUR)	Sector Skills Council for Hospitality and Tourism	By Law
19.	National Automotive Design and Development Council (NADDC)	Sector skills Council for Automotive Industry	By Law

Source: The NSQ system- who does/do what- NBTE skills development programme. <https://net.nbte.gov.ng/nsq%20programmes> (accessed 16/12/2020)

The National Skills Qualification (NSQ) is gradually being rolled out across different economic sectors based on industry adoption. The adoption has been championed by the Building Construction, Hospitality and Tourism, and the Power Engineering industries.

On the downside, training services in Nigeria continue to be fragmented and under-resourced. TVETs and apprenticeships offer skills development, but intake does not meet demand, personal connections are often needed to obtain admittance, curricula are not standardized, and workforce trainings do not adequately meet private-sector needs. TVET centres are often in urban locations and inaccessible to rural youth; demand currently outstrips supply. TVET centres are oriented toward workforce interventions that prepare youth to work in the informal sector, the source of job growth in the current economy. For the most part, the providers of workforce development services do not have specific targeting and do not offer the necessary skills, especially regarding cross-sectoral skills like entrepreneurship or Soft Skills.

Table 14: Sectors and Occupations of NSQ

Sector	Occupation	NSQ Levels	Remarks
Building Construction	Plumbing	1,2&3	Validated
	Masonry	1,2&3	Validated
	Painting and Decoration	1,2&3	Validated
	Tiling	1,2&3	Validated
	Electrical Installation	1,2&3	Validated
	Carpentry and Joinery	1,2&3	Validated
	Welding and Fabrication	1,2&3	Validated
Engineering	Automobile Mechanic	1,2&3	Validated
Hospitality, Leisure and Tourism	Hospitality and Catering	1,2&3	Validated
Power/Engineering	Power System Protection		Not yet Validated
Engineering	Computer and Hardware Maintenance and Repairs	1&2	Validated
Servicing	Office Technology	1&2	Validated
Agro Processing	Rice Milling	1&2	Validated

**Source:** List of services - NBTE Skills Development Programme.

The TVET institutions under the purview of NBTE comprises Polytechnics, Monotechnics, Innovation Enterprise Institutions referred to as IEIs, Vocational Enterprise Institutions referred to as VEIs and Technical College.

The NBTE skills development framework covers NSQF, NSQs, NSQ Programmes and NOS.

Government Technical College Bukuru was established in 1988. The college is a state owned college

Several privately run TVET institutes like C-STEMP Construction Skills Training and Empowerment Project, WAYE Foundation etc... have been operating in the state's skills development space for some time.

**Skills Training Available within the state**

Type of TVET institution	Number
Vocational Enterprise Institutions (VEI)	3
Polytechnics	3

Innovation Enterprise Institutions	1
College of Agriculture	1
College of Health	2
Specialised Institutions	1
Government Science Technical Colleges	1

**Source: NBTE list of TVET Institutions - <https://net.nbte.gov.ng/accredited%20institutions>**

The Plateau State education is domiciled under the Plateau State Ministry of Education

The government has paid very little attention to the TVET institutions in Plateau State with very little or no funding going towards upgrading the facilities, retraining the instructors and developing work and employment programmes necessary to absorb the over 1000 yearly graduations from that sector.

The current state of the only government technical college is characterized by old and broken machinery, dilapidated classrooms and a curriculum that is in dire need of updating.

The head teacher has pointed to lack of funding, bureaucracy and low government patronage as some of the key factors that has stifled the enrollment of students to study TVET based subjects.

The industrial training fund also offers TVET based trainings.....

#### **TVET Agencies & Institutions within Plateau State**

There are **several TVET agencies and institutions working in Plateau State**, notable of which is the government owned GSTC- Government Science and Technical College Bukuru and Relevant technologies. Some of the private institutions are C-STEMP Construction Skills Training and Empowerment Project, WAYE foundation. The Technical Colleges in Jos offer the following technical and vocational trainings combined.

- Electrical Installation and Maintenance Works
- Building Construction
- General Metal Work
- Mechanical Engineering Craft Practice
- Auto Mechanic Craft Practice
- Block Laying, Brick Laying and Concreting
- Electrical Winding
- Carpentry and Joinery
- Workshop Practice
- Wood Work
- Radio Communication
- Radio Television
- Refrigeration/Air Conditioning
- Building and Technical Drawing
- Auto & General Maintenance
- Welding and Fabrication
- Architectural Drafting
- Auto Mechanics
- Catering/Hospitality craft practice
- Culture and Creativity
- Plumbing and Pipe fitting craft practice
- Auto Electricity



The government owns and runs the major technical college in Plateau State which is the Government Science and Technical College Bukuru which offers technical training, workshop/practical training and also science and mathematics courses.

GSTC Bukuru as is popularly called has the largest workforce for a technical college as far as the ministry of education in Plateau State is concerned. With seventy-nine (79) staff (69 teaching staff and 10 non-teaching staff), which are sourced by the state civil service commission.

The institution has a student population totalling in the range of 500-600, which are in the ratio between male and female 80/20.

The institution however suffers from largely obsolete machinery, lack of training resources and an archaic curriculum that does not reflect the needs of the labor market and match the skills of their contemporaries who either went through other systems of training/skills development.

There is also very little career guidance and enrolment for young people who desire to go the route of vocational education and also low orientation concerning vocational skills prevent parents from enrolling their wards into technical colleges which is a common occurrence in other parts of the country.

The lack of sufficient partnerships that can support the programs of the TVET institutions have also been a common complaint among the TVET institutions in Plateau State, this could be due to low publicity on information regarding their programs and also the bureaucratic process which is common to government institutions that prevent them from pursuing partnerships that work towards their best interests.

There have been moves however, to create enterprise departments within the institution to serve as production for commerce towards profit avenues.

Funding, lack of electricity and lack of opportunities for personal development and career advancement for the trainers in these institutions have also been a common issue in Plateau TVET institutions.

### **5.3 Non-Formal and Informal Education and Training**

While formal education is linked with schools and training institutions, non-formal education is with community groups and other organizations. Informal education and training covers what is left, e.g. interactions with friends, family and work colleagues with regard to skills acquired from daily activities related to work, family or leisure. This form of education is not structured nor organised to achieve objectives, time or learning support. Most times, informal learning is unintentional from a learner's perspective.

The non-formal and informal education in Nigeria is predominantly a life-long learning process which is acquired through experience and skills of different learning styles such as adult education, on-the-job training, apprenticeship, continuing education etc.

### **5.4 Life and Soft Skills Training**

Soft Skills are cross-cutting key competences needed within and outside of the workplace to facilitate the performance in particular contexts. They are known under different names, notably key competencies, key skills, core skills, core work skills, life skills, career and life skills, and key transferable skills. These competencies usually include crosscutting skills such as communication, team work, problem-solving, conflict management, leadership, negotiation, and self-confidence.

Additional Soft Skills training are often needed because these skills are frequently missing in formal curricula. Many studies show that Soft Skills are among the most widely sought-after skills by employers and recruiters. Soft Skills also help shape what young people and people remote from the labour market expect from the world of work. They smoothen the transition from school to work, and provide opportunities for finding one's self, which ultimately can lead to finding new vocations. They encourage self-employment and also increase skills matching. Empirical evidence shows clear employment effects on treatment groups who benefitted from Soft Skills curricula. A lack of adequate Soft Skills is often cited as one of the main reasons for drop-out/job loss,

thus equipping both employees and employers with the right Soft Skills increases job retention, employment and productivity. Ultimately, they contribute to providing perspectives for people to stay and engage in their societies.

In Nigeria, Life and Soft Skills Training are addressed on several levels. Target groups vary. A main target is to equip jobseekers with skills that can help them find employment, but employed people may also be a target group to favour job retention. Specific trainings might target, for example, inactive women who lack confidence to enter the labour market; students in order to prepare them for the world of work or apprentices who need an extra coaching to make the best use of their practical experience.

In secondary schools, Soft Skills are embedded into the civic education module. The civic education module was introduced at all levels of secondary schools in Nigeria 2009 to impart knowledge about democratic practices and institutions, cultivating and instilling democratic beliefs and values. It was introduced in 2009. Some of the topics listed below are taught as part of the civic education module.

From a national lens the government of Nigeria, through the introduction of the NSQF, is dedicated to promote lifelong learning through: providing an instrument for promoting the development of new qualifications, making delivery more flexible and widening the range of providers. This can be achieved by;

- Understanding occupational learning routes and qualifications and how they relate to each other.
- Providing access to vocational education and training opportunities.
- Making progression routes easier and clearer.
- Increasing the scope for recognition of prior learning.

According to NBTE, lifelong learning has become important to boost the employability of individual learners in the world of work. The National Vocational Qualifications Framework (NVQF) represents an instrument for promoting the development of newly achieved qualifications with a flexible delivery and expanding the range of providers.

The Federal Government introduced the National Social Investment Programme (NSIP) in 2016 to tackle hunger and poverty across Nigeria. The N-Power scheme, which is a component of the NSIP, served as a harnessing instrument for both formal and informal training. With programmes across the thirty-six states of the country including Edo-State, craftsmen who may have achieved their skills through lifelong skills training were offered upskilling opportunities to integrate into the system. The vocational enterprise institutions are also one of the approaches used to foster the traditional skills acquisition knowledge and soft skills at the sub-national level. These traditional and soft skills such as entrepreneurship and guidance & counselling are integrated into the training curricular and predominantly delivered by the government and through donor-funded institutions. Post-secondary education, development of soft skills has been predominantly through daily interaction with people while some have acquired soft skills in their post-secondary education training in tertiary institutions/government funded initiatives (as mentioned above) and workplaces. For the most part, employers have encouraged personal and professional development at the workplace and designed soft skills training in topics such as: Team management, Leadership, Conflict Management, Communication, Problem-Solving, Stress Management, Team-work, Creativity and Communication.

Industrial skills development has emerged as one of the most effective human resource development strategies that African countries need for rapid industrialization and national development.

Nigeria as a nation has moved a long way from the colonial literary education to a more functional Technical and Vocational Skills Development as a means of fostering economic growth and development. Nigerian nation is refocusing on the utilitarian value of skills acquisition and development. This is because an adequately skilled workforce is a basic requirement for driving the engine of industrial and economic growth and skills development holds the key to building this type of technical and entrepreneurial workforce. Indeed, Nigeria, in

the 21st Century, can only succeed in its economic and social dynamics within the global context by providing the right industrial skills to its citizens.

Sound Technical and Vocational Skills Training which the ITF is providing is targeted at:

1. Creating decent jobs in sufficient quantities to resolve the protracted problem of unemployment and reduce poverty;
2. Laying foundation for a robust and inclusive growth within the Nigerian economy; and
3. Improving, on a sustainable basis, the well-being of all classes of Nigerians regardless of their personal circumstances and location.

#### FUNCTIONS OF TVET DEPARTMENT

- Design and Execute Skills Training Programmes required in commerce and industry.
- Develop Job Specifications in various skill areas.
- Conduct Skills Improvement Training in areas of need in commerce and industry.
- Supervise, Evaluate and Monitor Apprenticeship Schemes in collaboration with relevant organizations.
- Establish National Standards for all Vocational Skills Training.
- Test and Certify graduates of approved Vocational Training Centres.
- Prepare Periodic and Annual Reports on the activities of the Department.
- Undertake any other functions as may be assigned by the Director-General.

#### OTHER ACTIVITIES

- Needs Assessment Survey.
- Job Specification Development.
- Programme Design and Development.
- Critique of Newly Developed Skills Training Programmes.
- Pilot Testing Newly Developed Skills Training Programmes.
- Implementation of Scheduled Skills Training Programme.s
- Implementation of Assisted Unscheduled Skills Training Programmes.
- Review of Existing Skills Training Programmes.
- National Apprenticeship Programmes.
- Capacity Building for Training Development Officers.
- Linkages and Collaborations with External Agencies (National and International) on Skills Training.
- Assist Corporate Planning Department by Preparing Annual Workplan and Annual Rolling Plan.
- Provision of Advisory and Consultancy Services to Organizations.

Soft skills has increasingly become a core part of the vocational skills curriculum due to a need for workers not only to be skilled technically, but to be able to relate with individuals and organizations and carry the right professional mindset and attitude.

Soft skills development is a space which is increasingly dominated by independent training consultants that offer it as a career preparation program that prepares people for the work environment.

Institutions like ITF, WAYE Foundation, C-STEMP, nHub Foundation etc... offer soft skills training as part of their curriculum and also as a stand-alone course for skilled individuals who appreciate and take steps towards acquiring such knowledge.

Key aspects like entrepreneurship, business skills, communication and work ethic are some of the courses offered within the soft skills space.

Matching companies like Mini Options have also been offering Soft Skills training to applicants as part of their recruitment procedure.

## 5.5 Gender-Specific Education

Education is a catalyst for development and social change and a condition for the achievement of fundamental human rights. Mainstreaming gender equality in education and training policy remains crucial, and the education and training system needs to be gender sensitive and gender friendly.

The Nigerian population is largely dominated by children and youths owing to the rapid growth rate in the country. There is a widening gender gap in schooling significantly at the age of 17 years old. Due to early marriage, a lot of girls have opted out of school and, for the most part, are now economically inactive as a result of starting their own families.

On average, women attain lower skills and education than men. A distribution of educational attainment among the population above 25 years who are expected to have completed all education shows the disparity among men and women. The fraction of men with no more than primary schooling was almost 30% compared to 47% among women. At the other end, the fraction of men that attended tertiary institutions at 20% was double the rate among women.

Population above 25 years	Male (Rounded Figure)	Female (Rounded Figures)
No School		
Primary School		
Junior Secondary School		
Senior Secondary School		
Tertiary Institution		
Others		
Total		

## 5.6 Cultural Perception of Employment and Jobs

Cultural perception is how people gather information, learned within their specific culture, to inform themselves about their world. Both individualistic and collectivistic cultural values which have an important impact on individuals' career choice.

Job seekers in the state have been commonly used to acquiring information concerning job opportunities via personal networks and applications done directly to the companies. Such opportunities tend to reflect progress as being working class is a respected status in society as well as common circles and community groups.

Cultural values in Plateau state are based on shared ideals of hard work and responsibility. However it isn't uncommon to see women taking the leading role in sectors like agriculture farming and even in mining while their male counterparts prefer other occupations such as construction artisanship and other vocational trades.

The state however has seen very little grow in terms of individual big businesses. This may be due to the ..... People's attitude and beliefs could affect their career choices and the kinds of ventures they go into. For example, the idea that the man is the protector and provider of the home will see him taking a more active role in the society and making sure that resources are accurately deployed towards his benefit.

Rewards and job satisfaction for over decades have been issues of concern to employers and employees in various organizations worldwide. Insufficient reward factors such as recognition and promotion are some of the major reasons responsible for employees' dissatisfaction and intention to leave their current organizations. This research sought to examine the effect between recognition and promotion on employees' job satisfaction of selected outsourced service providers in Jos Plateau State.

These same concerns are shared by workers within the state who are increasingly demanding better working conditions and remuneration applied to their counterparts in other parts of the country.

## 5.7 Actors

Selected actors for the supply side of the labour market are:

Table 5: Actors for Supply Side of Labour Market (Alphabetical Order)

Acronym	Actor	Role with regard to ELMA
	Artisans Association	Information on Labour Supply.
	Bukuru Technical College	Information on Labour Supply.
	Hope Africa	Information on Labour Supply.
ITF	Industrial Training Fund	Information on Labour Supply.
	Ministry of Education, Plateau State	Information on Labour Supply.
	Ministry of Labor and Employment, federal Level	Information on Labour Supply.
	National Business & Technical Education Board	Information on Labour Supply.
	nHub	Information on Labour Supply.
NOUN	National Open University	Information on Labour Supply.
	Poultry Farmers Association	Information on Labour Supply.
	Plateau State University	Information on Labour Supply.
	Plateau State Polytechnic	Information on Labour Supply.
	SITEWORX	Information on Labour Supply.
U.J	University of Jos	Information on Labour Supply.

## 6 MATCHING DEMAND AND SUPPLY

How are demand and supply in the Plateau-State labour market matched? How are job seekers guided into suitable jobs and vacancies? How do companies recruit and maintain their staff? How is collective bargaining conducted with regard to labour conditions and wages? In addition to regulatory measures defining the range of activities in the labour market, the matching process and labour market outcomes are further addressed by process oriented labour market policies.

The Plateau State Job market has in the past depended on internal communication within the companies, whereby vacancies within the company are communicated to staff through the organization's formal communications which will further be disseminated through other formal channels.

Matching platforms began to show up in the early 90s where HR resource businesses sprung up due to the mining operations that opened up other sectors within the state.

These HR companies occasionally run training as a means of acquiring top tier talent which are then presented to various big organizations as recommendations.

Sometimes, the companies requiring workers basically just outsource their screening and recruitment of workers to the matching companies such as Mini Options Outsourcing.

It is worth noting that most of these organisations make their decisions on hiring staff and awarding contracts from the head office, often following an open tendering process that involves national participation, which does not necessarily favour the local economy in Plateau-State.

The following Platforms currently exist as Labour Matching Platforms in Plateau State.

	Name of Platform	
	Siteworx	A labour outsourcing platform for construction workers that has Plateau State as one of its service areas.
	Mini Options Outsourcing	A private Job agency that matches jobs with suitable candidates and offers recruitment consultancy services within Plateau State
	Plateau Jobs	Job portal in Plateau State
	myjobmag.com	Online Job portal with Plateau State as one of its service areas
	jobsinnigeria.careers	Online job portal with Plateau State as one of its service areas
	jobzilla.com	Online job portal with Plateau State as one of its service areas

	Jobberman	An online job matching platform that offers jobs from across the country and has them available and visible in other regions.
	LinkedIn	Online job portal with Plateau State as one of its service areas

## 6.1 Labour Market Information

Labour Market Information Systems (LMIS) provide an essential basis for employment and labour policies, and inform the design, implementation, monitoring and evaluation of policies that are better focused and targeted. LMIS also contributes to a reduction in the transaction costs of labour markets as they help overcome incomplete information of labour market agents.

Understanding the labour market helps individuals in disappearing jobs to recognise the value of their transferable skills. In times of major changes in patterns of labour market and job opportunity, individuals need to be aware of these changes to enable them to adapt their learning, qualifications and career choices.

Nigeria lacks an effective Labour Market Information System (LMIS) due to the absence of coherent government policies and actions in the support of such a system. The organ of government established to address this challenge, the National Manpower Board (NMB) was merged, by executive order, with the Nigerian Institute of Social and Economic Research (NISER) without requisite changes to the extant laws at both ends. Consequently, no institutional framework exists for the collection, collation, analysis, and dissemination of labour market information. In general, agencies are collecting extensive labour market information data at considerable cost, but this information is often used only for internal purposes or is published with long delays.<sup>14</sup>

Just like the Nigeria situation there is no structure for collection, analyzing, and up to date labour market information as regard to plateau state.

Institutions such as the National Bureau of Statistics (NBS), National Electronic Labor Exchange (nelex nigeria), Plateau State Ministry of Information, the Plateau State Information Technology Development Agency and Plateau State Civil Service Commission and other data quarters do not adequately need the constantly evolving labor market space on the Plateau.

There is no culture of electronic record keeping and information is not shared across MDAs.

Due to this deficiency of labor, qualitative and quantitative analysis related to employment and the workforce is largely absent which makes the decision and policy making brightly insufficient and largely ineffective. However selected sectors and companies or organizations generate data internally which are not published in the general data base.

S/N	INSTITUTIONS THAT COLLECT LABOR INFORMATION
1.	Nigerian Bureau of Statistics
2.	National Electronic Labor Exchange
3.	Plateau State Civil Service Commission

<sup>14</sup> World Bank (2015): Nigeria: Skills for Competitiveness and Employability

4.	Plateau State Ministry of Information
5.	Plateau State Information Technology and Development Agency
6.	Industrial Training Fund
7.	Private Training Organizations e.g: C-STEMP Construction Skills Training & Empowerment Project

## 6.2 Active Labour Market Policy

Active labour market policies (ALMP) address inefficiencies in the matching process with the objective of reintegrating the unemployed into the labour market. Inefficiencies in labour markets are manifold, e.g. regional frictions between vacancies and jobseekers, mismatch between labour demand and supply owing to discrepancies between competencies of job seekers and required skills, unemployment due to business cycle movements. ALMP include:

- Policies seeking to support employment by:
  - (i) affecting employment-generating measures e.g public works and enterprise creation as well as hiring subsidies
  - (ii) indirectly improving employability through training and by ensuring efficient labour exchanges that provide better labour market information and provide enhanced labour matching.
- Important policy tools for addressing the adverse effects of structural change and insufficient labour demand, thereby creating security in change, which could provide temporary support to those displaced by structural and business cycle change. They should not only contribute to security in change but also to employment, productivity and economic growth at least in the long term.
- Contribution to equity by ensuring the participation of target groups in active programmes, which service disadvantaged people.
- Addressing the labour market insertion challenge facing youth.
- Contributing to poverty alleviation through measures that provide work, training and income.

Nigerian's labour market is governed by several labour laws on national level which allow for unions and collective bargaining. The Nigerian Labour Congress (NLC) is the umbrella labour union in the country with other constituent members as trade associations representing the collective interests of various sectors. Chief of this is the Trade Union Congress (TUC) with active members in the petroleum, transport, and textile – to mention just a few. Their collective bargaining advocates and negotiates periodic reviews to national minimum wage, compensation and benefits for workers etc., the last being in 2019 when the federal government approved a wage increase from N18,000 (US\$50) /month to N30,000 (US\$80) / month.

Active Labor Market Policies (ALMP) are crucial for integrating or reintegrating the unemployed and underemployed in productive employment and enhancing labor market mobility and adjustment.

Five group of labor market policies

1. Employment services
2. Labor Market training
3. Entrepreneurship and self-employment
4. Employment subsidies; and
5. Direct job creation through employment programs.



**Career Guidance:-** Career guidance in Plateau State is usually done through the students guidance and counselling offices in the tertiary institutions and in very few cases, in some secondary institutions within the state. However, there is no systematic guideline or structure for career guidance and counselling, therefore, youths tend to be left with their individual researches, or broadly accepted opinion for suitable careers while making life choices and career decisions.

**Internships/Coaching:** - Internships is one of the common ways organizations tend to recruit staff in Plateau State. Despite not being a common terminology within the state, the idea of internship is increasingly becoming common among organizations who recruit young people with no prior experience and train them on the job while preparing for other greater and more demanding job roles. IT students are commonly referred to, are taken on by these organizations for a couple of months to learn and mirror other experienced staff and also to augment operations.

Projects like CODE Plateau, Place Her, National Directory of Employments plateau state employment program have served to provide a safety net for youths and indigenes as regards employment and job creation within the state.

**Job Search:** - Candidates usually apply for jobs through various existing job portals that are available nationally. There are also a fair number of matching companies that operate within the state. These organizations, however, have only low/mid-level jobs available to them and are absent of high-level executive jobs, which are an indication of the lack of career growth opportunities for certain levels of workers within the state. This could increase the migration of workers who desire high-level jobs to other regions where such opportunities are available.

Also, the large-scale infrastructure development projects across the state has provided a succor for workers due to the requirements of large numbers of skilled and semi-skilled workers required from project inception to completion.

#### **Recruiting Staff:-**

#### **Retaining Staff:**

**Incentives reinforcement:-** There is little record of incentives reinforcement for employers in Plateau State.

New projects by partner organizations have promised to improve labour demand and wage circulation due to their scale, timeframe and organizational requirements. However, the state procurement office can serve as a platform to intensify participation of employers in the Plateau State labor ecosystem. The government has also stated positively that its position towards attracting investors will be that of providing certain benefits to companies, businesses and organizations in especially the mining and construction sector especially in the area of taxes and favorable policies within the state.

**Public Employment Services:** asides the state chapter of the National Directorate of Employment.

Organizations like PLASMEDA and ITF are geared towards sustainability in terms of Job placements through Entrepreneurship development and Industrial training ,attachments and work placements.

These organizations mentioned, if well-coordinated, will go a long way to boost industrial apprenticeship which has long been the missing link in our skills training delivery systems.

**Upskilling:-** Upskilling is a term that refers to the improvement of the skills levels of already skilled workers by identifying the skills gaps and training them to fill the gap.

The main thrust of ITF programmes and services is to stimulate human performance, improve productivity, and induce value-added production in industry and commerce. Through its SIWES and Vocational and Apprentice Training Programmes, the Fund also builds capacity for graduates and youth self-employment, in the context of Small Scale Industrialization, in the economy.

The ITF funds organizations training programs as well as partners with employers and training organizations to carry out upskilling activities within the country which covers Plateau State as well.

**Employment Subsidies:-** These are typically short-term measures which are designed to allow the unemployed to build up work experience and prevent skill atrophy. Programs such as the National N-Power program are geared towards filling this gap. However, state level programs are lacking in such initiatives which can serve to keep a section of the unemployed population active by engaging their skills in one way or the other.

### 6.3 Passive Labour Market Policy

Passive Labour Market Policies (PLMP) have been introduced to safeguard people from poverty and loss of income due to unemployment. Thus, instead of addressing inefficiencies in the matching process, PLMP aims at compensating for socially unacceptable labour market outcomes. Unemployment insurance, minimum wages, and social protection measures provide a floor for income protection which is related to meeting minimum needs.

Passive Labour Market Measures in Nigeria are rather limited. There is currently no unemployment insurance in effect in Nigeria. The minimum wage was raised to N 30,000 in 2019 but is not always paid.

With regard to social protection measures, all employers are required by law to make contributions to the National Social Insurance Trust Fund (NSITF) which covers all employees against work-related diseases, disability, injuries, or death. Employees are also required to make a mandatory monthly contribution of 6% of their basic salary into the National Provident Fund (NPF) which pays the accumulated sum along with accrued interest to the beneficiary in the event of demise. All businesses with over 5 employees are required to make monthly contributions into the contributory pension scheme as a member of NSITF. This is to provide the retirement pension benefit, survivors benefit, retirement grant, death grant and invalidity benefit.

In 2009, Nigeria introduced the Labour Act of the Constitution of Nigeria. It lays out in five parts the General Provisions as to protection of wages, contracts of employment and terms and conditions of employment. Its inclusive nature provides for special classes of workers which young undereducated Nigerians often fall under, such as apprentices, women, young persons, domestic service etc. A drawback of this policy is that a high percentage of employment particularly in sub-urban and rural areas are informal and without contracts making often ignorant employees unaware and out of the reach of its provisions. In addition, rule of law constraints and an ineffective justice system often hamper the enforcement.

Active labor market policies in Plateau State such as earned income tax credit, Job guarantee, Mixed economy, social protection, labor market interventions, trade adjustment assistance and welfare seem to be largely lacking within the state.

Social protection programs that limit negative economic impact on workers and compensate for socially unacceptable outcomes are more concentrated on the federal level than on the state level, which severely limits broad based impact and does not cater for the more rural based groups which is about 51.80% of the entire population.

The state government has concentrated more on providing opportunities for job creation, which in a way ties up with the overall goal of providing cushion for workers from loss of income due to unemployment.

Government programs usually targeted toward Agro allied sectors have provided free fertilizers as well as skills training for youth have bridge the need for unemployment benefits especially in provision of stipends for beneficiaries in some cases and startup capital in others. Other projects include: The Plateau State Potato Value Chain Project.

The State Government was among the first set of States that fulfilled all the World Bank requirements for participation, and in April, 2009 the State Government established the Plateau State Community and Social Development Agency to implement the World Bank assisted 'Community and Social Development Project (CSDP)

## 6.4 Actors

Selected actors for the matching of the demand and supply side are:

Table 6: Actors for Matching Demand and Supply Side (Alphabetical Order)

Acronym	Actor	Role with regard to ELMA
	Bolt	Information on Matching Demand and Supply
	Facebook Jobs	Information on Matching Demand and Supply
	Hop Africa	Information on Matching Demand and Supply
ITF	Industrial training Fund	Information on Matching Demand and Supply
	Jobberman	Information on Matching Demand and Supply
Jay FM	Jos FM	Information on Matching Demand and Supply
	LinkedIn	Information on Matching Demand and Supply
	nHub	Information on Matching Demand and Supply
	N-Power	Information on Matching Demand and Supply
PICTDA	Plateau State Information and Communication Agency	Information on Matching Demand and Supply
SWX	SITEWORX	Information on Matching Demand and Supply
PLACCIMA	Plateau Chambers of Commerce, Industry, Mines and Agriculture	Information on Matching Demand and Supply
JOCCIMA	Jos Chamber of Commerce, Industry, Mines & Agriculture.	Information on Matching Demand and Supply

## 7 SUMMARY AND CONCLUSIONS

The recommendations in this chapter are based on the job-creation constraints and opportunities identified in each part of this ELMA study. Thus, they take into account framework conditions, labour demand, labour supply, and the need to match labour demand and supply.

The recommendations are intended to support the public- and private sector institutions in Plateau-State that are engaged in analysing, preparing, and adapting development measures designed to improve the employment environment.

The implementation of the recommendations can start straight away, but they contain three time scales to create potential employment effects.

All approaches are categorised as having either direct or indirect impact on employment creation. A direct impact means that the measures themselves create employment (e.g., infrastructure investments, matching and integration in companies). Most of the proposed approaches are indirect measures that facilitate the creation of jobs by improving framework conditions, enhancing skills or improving the competitiveness of the private sector.

For an alphabetical list of the main actors in the state, please see [Annex 6](#).

### 7.1 Framework Conditions

Table 7: Summary for Framework Conditions

Aspect	Constraints	Opportunities
Geographical Situation	Relatively far from major port areas, strategically located at a transport nexus that connects to the North-Eastern part of the country	<p>Mechanized and large scale agricultural sector development.</p> <p>Large scale industrial and manufacturing projects and opportunities to establish industrial zones</p>
Demographic Development	<p>Average population growth with an averagely educated but Low skilled labour force</p> <p>Low enrollment of women in TVET</p>	<p>Large youth population provides the opportunity to train more people in sectors requiring low investments in training resources.</p> <p>Involvement of more younger women in the creative sectors, IT, Construction, education and other emerging sectors</p>
Migration	Highly Skilled individuals tend to migrate to other regions due to better economic opportunities	Regional strategy for employment by consolidating opportunities from the region through IT, LMIS and Projects towards boosting the high-skill individuals to migrate towards the state.

	High migration of skilled individuals to areas of better opportunities	
Economic Development	<p>Low number of large companies that can absorb the budding workforce in Plateau State</p> <p>Low private sector participation in industry and manufacturing</p>	<p>Investment opportunities.</p> <p>Connection to North-East markets as well as establishing production and trade partnerships</p> <p>Business and trade hubs</p>
Business Environment	<p>lack of adequate basic infrastructure such as electricity, water, and internet.</p> <p>Low level of formalized/ registered businesses</p> <p>Unfavourable Tax policies</p>	<p>MSMEs could participate more in chambers of commerces in other states and take advantage of digital platforms to sell their products and services</p> <p>Trade associations and unions to participate in economic and business development</p> <p>Existence of institutions to attract investment and improve stakeholder engagement</p> <p>Initiatives to improve administration and procedures.</p>
Employment Figures	<p>High unemployment rates and relatively unskilled labour force.</p> <p>Weak matching system</p> <p>Exclusion of women in certain vocations.</p>	<p>Upskilling of the entire labor force</p> <p>Exporting skills to other regions in trades such as farming, Construction, Artisanship, Music Production</p> <p>Unified job market</p> <p>Prospect for service sector improvement and advancement</p>
Governance, Political and Institutional Situation	Lack of government social interventions and appropriate policies to drive employment initiatives	Create enthusiasm within government departments by associating success metrics with government performance

<p>ELMA in Contexts of Conflict, Fragility and Violence</p>	<p>Highly volatile area due to ethnic and religious tensions which have stifled development in certain areas of the state.</p>	<p>Need for peace and reconciliation programs to unite disputing communities</p> <p>Targeting volatile areas with projects that retract youth restiveness</p>
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Table 8: Recommendations for Framework Conditions

Aspect	Approach	Focal Point and Actors
Short-Term time scales to create potential employment effects		
<b>Government and Private sector policy dialogue</b>	To organise dialogue platforms that address policy issues in information technology, leadership and entrepreneurship as it applies to SDGs and Plateau state development strategy.	Plateau State Government and Stakeholder  Sector skills council, Industry leaders
<b>Government initiatives on labor and employment targeted towards MSME's</b>	Instituting well designed programs towards policy development and overall improvement of the economic ecosystem	Plateau State Government and Stakeholder  Sector skills council, Industry leaders
Medium-Term time scales to create potential employment effects		
<b>Sensitization and campaign towards vocational skills development</b>	Use media to drive sponsorship and support for employment initiatives	Multi-Stakeholders
<b>TVET Research &amp; Development Institution</b>	Institutionalizing TVET policy development within Plateau State  Instituting key partnerships and executives to lobby and drive key TVET policy issues.	
Long-Term time scales to create potential employment effects		
<b>21<sup>st</sup> century infrastructure development</b>	Creating a more suitable investment climate for businesses through developing infrastructure that supports 21 <sup>st</sup> century enterprises, such as railways, data centers, innovation cities, and energy hubs	Plateau State Government, World Bank, Investment Promotion Council, NGO's
<b>Institutional Capacity Building for Labor Market Information Systems</b>	Building Capacity: Needs analysis and Capacity building programs for effective labor market information systems as well as institutional collaborations of Labor Market Issues	ILO, GIZ, World Bank,

## 7.2 Demand Side

Table 9: Summary for Demand Side

Aspect	Constraints	Opportunities
Regional Disparities	<p>More migration due to unfavourable, limited working conditions and insecurity.</p> <p>Concentration of key economic activities in the capital city</p> <p>Women tend to be more active in employment especially in farming</p>	<p>More Man-power availability</p> <p>High rate of employment due to increased economic opportunities.</p> <p>Due to increase in economic activities, there would be a relative increase in Internally Generated Revenue.</p> <p>Both economic and physical development would be evident in other areas when companies are distributed.</p>
Structure of Companies	<p>Lack of proper infrastructure</p> <p>Few number of large Companies with the capacity for large scale employment.</p>	<p>Investment in restructuring and increasing structures would lead to more vacancies within certain organizations.</p> <p>Restructuring of regulatory instruments and government policies to encourage more public sector players.</p> <p>High growth potential in mining, entertainment, information technology tourism, agriculture and hospitality</p>
Sectors for Employment	<p>Lack of research on other viable areas for employment.</p>	<p>More areas for employment with modern technology inputs to create more avenues.</p> <p>Mechanized large scale agricultural sector development</p> <p>Entertainment and creative industries as one of the major employers of youth</p>
Labour Market Trends	<p>After public forum</p>	<p>After public forum</p>

Table 10: Recommendations for Demand Side

Aspect	Approach	Focal Point and Actors
Short-Term time scales to create potential employment effects		
Boost Employers Participation in Labor Market Enabling Activities	<p>Partnering with employers towards internship placements as a means of recruiting staff/workers.</p> <p>Creating incentives for employers to employ more local talent within Plateau State, such as taxes. etc....</p>	<p>NELEX, Plateau State Government, Employers Associations ,PLACCIMA</p>

<b>Digitalizing MSMEs</b>	Supporting startups and MSMEs towards digitization, ecommerce and digital marketing.	
<b>Investment Promotion Programs and Government policy improvement in entrepreneurship and investment</b>	Creation of enabling environments for potential investors with favourable market conditions and provision of skilled labour.	PIPC, plateau State Government, PLACCIMA
<b>Startup Fund</b>	<p>Improve access to SME finance and finding innovative solutions to unlock sources of capital</p> <p>Instituting a startup fund that would invest or fund digital startup projects, incubation hubs and software/app development companies/businesses etc in Plateau State</p>	Plateau State Government, World Bank, Development Partners, PLACCIMA, Plateau Jobs
<b>MSME Platforms &amp; MSME Database</b>	Creation of standard online marketplace platforms for MSMEs and a centralized datacenter	GIZ, PLASMEDA, PLACCIMA, PICTDA, Siteworx, PLACCIMA
<b>Development &amp; Business Partnerships</b>	Connect small businesses and entrepreneurs with information and mentorship with established institutions and financial institutions that support business development, entrepreneurship and economic growth.	Banks for commerce and industry, GIZ, Gates Foundation, Dangote Foundation, World Bank, PLACCIMA
<b>MSME Development</b>	<b>Creation of Business zones.</b> Designing and developing Artificial locations structured to provide central business services and amenities that aid business growth and development	Plateau State Government, AFDB, PLACCIMA,
Medium-Term time scales to create potential employment effects		
<b>Business Registration &amp; Formalization</b>	Campaign and support for formalization and registration of Businesses	Plateau State Gov. Corporate Affairs Commission,
<b>Infrastructure Development for Internet</b>	Multiplication of ISPs within the state	GIZ, Telecoms Service Providers, Internet Service Providers, PLACCIMA
<b>Business Environment</b>	support trade shows, online MSME products, E-Commerce and tech oriented businesses.	State Government, Ministry of Labor & Employment, At State Ministry of Trade & Investment, PLACCIMA
Long-Term time scales to create potential employment effects		
<b>Development of Plateau State Investment fund</b>	Creation of investment and support funded programs to encourage accessibility to funds for startups.	World Bank, Plateau State Government.



**Investing in Tech.  
Infrastructure**

Creation of more technology hubs for more innovative solutions to employment generation

## 7.3 Supply Side

Table 11: Summary for Supply Side

Aspect	Constraints	Opportunities
Framework and Permeability of Education System	Low skilled level of the workforce in the education system.	More training opportunities will equip the staff to be able to deliver in their respective duties.
TVET-System	Lack of funding in the TVET System. There is no policy put in place which is targeted towards the system. Lack of Programmes in the school curriculum.	Adequate financing of the TVET system will enable it to fund projects geared towards building an enabling environment for skills development and provide more training materials and equipment. Introduction of more programmes to give more options to students.
Non-Formal and Informal Learning	Lack of learning materials and equipment to do the actual work.	Provision of practical learning will give the student a more handy and visualized form of teaching.
Life and Soft Skills	Low penetration of providing the right skilled trainers.	More emphasis should be focused on merging both life and soft skills.
Gender-Specific Education	Publicity & Sensitization towards a gender-based issues are low amongst some individuals and organizations	Specialization of women and youth in certain soft professions such as software development, graphics design, .
Cultural Perception of Employment and Jobs	Low Awareness of certain available opportunities due to cultural bias.	Opportunities in local content and cultural commodities Orientation about cultural and demographic differences within the business and employment environments <sup>1</sup>

Table 12: Recommendations for Supply Side

Aspect	Approach	Focal Point and Actors
<b>Short-Term time scales to create potential employment effects</b>		
<b>Curriculum Re-development</b>	Provision of Up-To Date learning procedures and techniques in line with recent developments to help provide a more current and updated supply of manpower.	Plateau State Government, Plateau State Ministry of Education
<b>Connecting to Learning and training institutions in Plateau State to digital learning ecosystem</b>	With the use of recent communication avenues, learning would be more emphasized as proper and more accurate information can be easily accessed and used for learning.	C-STEMP, GIZ, Ministry of Education,
<b>Establishing a Personal &amp; Skills Development Platform</b>	Creation of platforms for personal development programs to provide mentorship and skills empowerment materials for entrepreneurs and young business leaders	Ministry of Youth & Sports,
<b>Capacity Building</b>	<b>Capacity Building in Soft and Business Skills</b>	GIZ, uLesson, C-STEMP Innovation Center, JOCCIMA
<b>Medium-Term time scales to create potential employment effects</b>		
<b>Developing Education Access</b>	<b>Infrastructure Development and resource mobilization for E-Learning and Virtual Programs</b>	<b>GIZ, uLesson, C-STEMP Edutech, Plateau State Ministry of Education</b>
<b>Curriculum Revision</b>	Revised and updated curriculum to ensure the latest version of technical advancement to provide more recent solutions to problems.  Better structure of curriculum to accommodate inclusion of technical subjects in schools.	Plateau State Ministry of Education, NBTE, C-STEMP
<b>Sensitization and reorientation programs/projects</b>	Updates on emerging or revised programs, projects or innovations to encourage regular contributions from stakeholders or interested participants	Media (Digital & Traditional)
<b>Long-Term time scales to create potential employment effects</b>		
<b>Skills Gap Assessment and Strategy Development</b>	<b>Realignment of Education Ecosystem to Reflect future skills and projected emerging careers</b>	Ministry of Education, NBTE, GIZ, GFA, World Bank
<b>Equipping TVET Training Institutions with latest technology</b>	Provision of modern equipment to further train people to match industry needs.	GIZ, GFA, World Bank, UNESCO

Fund Projects	Funding support for technical based projects to ensure sustainability for employment creation and innovation.	World Bank, GIZ
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## 7.4 Matching Demand and Supply

Table 13: Summary for Matching Demand and Supply

Aspect	Constraints	Opportunities
Labour Market Information	inadequate matching platforms and labour market information that caters for the unique demographics and industry requirements	More matching platforms that use technology to deliver job placement opportunities.
Active Labour Market Measures	Very few State level active labour market measures	To engage stakeholders to create labour market initiatives.
Passive Labour Market Measures	Mostly initiated by the federal government	To engage stakeholders to create labour market initiatives that augment State efforts.

Table 14: Recommendations for Matching Demand and Supply

Aspect	Approach	Focal Point and Actors
Short-Term time scales to create potential employment effects		
Platform Development	Development and Deployment of digital matching platforms towards labor and employment information access.	Software development & Digital Service Integration
Labor/Job Office	Creating a physical location for job seekers to get employment information and opportunities and Creating departments in the Labor office to administer Matching services on a state and regional level	Plateau State Government, NELEX
Job Portals & Mobile Applications	Creating Physical job center locations that provide infrastructure and administration for labor and employment opportunities and projects/programs	GIZ, Siteworx, PICTDA,
Policy Development & Media Sensitization	Creating of TV Platforms for Debates & Discussions for traditional and digital media	Plateau State Government, Stakeholders, Development Partners
Analysis of Skills Shortages as it applies to sectors with high prospect for employment generation	Analysis of the current skills gaps in Plateau State and Nigeria for intelligent skills development programs by research organizations, employers and to produce concrete information and data with regards to the skills situation in plateau state	GIZ, GFA, National Consultant
Medium-Term time scales to create potential employment effects		

<b>Building LMIS Networks</b>	Develop Digital & Institutional LMIS Platforms in Employment Building to cater for the lack of labor market information which hinders labor market development .	Siteworx, GIZ, Plateau Careers, ITF,
<b>Labor Market Information Partnerships, Unions &amp; Associations</b>	Partnerships with HR Companies & State Departments towards taking a coordinated approach to labor and employment initiatives	Plateau State Government, PLACCIMA, JOCCIMA, GIZ, PLASMEDA
<b>Innovation &amp; Creativity in Labor &amp; Employment Matching</b>	Strategic Projects such as employment promotion TV programs, job offices and job fairs, app development for B2B, B2C services etc..	World Bank, GIZ, Ministry of Youth & Sports
<b>Long-Term time scales to create potential employment effects</b>		
<b>Research &amp; Development</b>	Establishing of a Vocational Skills Research Institute	Research Institutes, Development Partners m
<b>International Labor Information Partnerships</b>	Partnership that shares best practices and effective approaches to labor market development	International Labor Organization, GIZ, Plateau State Government,

## 7.5 Next Steps

The analysis of employment and labour markets is a snapshot on the current situation. It is a rapid overview of the framework, the demand, supply and matching side of a labour market. The report itself is not the ultimate goal – rather, the developed ELMA report is to be understood as a starting point to bring partners and stakeholders together and to contribute to the dialogue on employment. Possible next steps include:

- Presentation and discussion of ELMA results by stakeholders, e.g. during a Public Forum
- Integration of observations and comments in the ELMA report
- Identification of Focal Points of agreed measures
- Regular revision of ELMA by one Focal Point and its adaptation according to needs.

**The success of ELMA lies in using it as a tool.**

## ANNEX 1: GLOSSARY

Term	Definition
Active Labour Market Measures	<p>Active labour market policies (ALMP) address inefficiencies in the matching process with the objective of reintegrating the unemployed into the labour market. Inefficiencies in labour markets are manifold, e.g., regional frictions between vacancies and jobseekers, mismatch between labour demand and supply owing to discrepancies between competencies of job seekers and required skills, unemployment due to business cycle movements. ALMP include</p> <ul style="list-style-type: none"> <li>● Career guidance: information, counselling, placement</li> <li>● Job search: information, counselling, placement</li> <li>● Measures for recruiting staff: apprenticeships, subsidized work contracts, publicly funded trainings / skills development</li> <li>● Measures for retaining staff: continuing education and training, career development</li> </ul>
Age-based dependency ratio	<p>The age-based dependency ratio is defined as the total population in the inactive age-groups (typically under 15 and over 65 years) divided by the total working-age population, typically 15-64 years old. This indicator is used to describe demographic structures and assess their pressures on the labour market to create jobs (see also actual dependency ratio).</p>
Deficit of productive employment	<p>The deficit of productive employment consists of those who are in the labour force but do not have productive employment. It encompasses two categories: the working poor and the unemployed.</p>
Discouraged workers	<p>Discouraged workers are persons not currently in the labour market who want to work but do not actively “seek” work because they think they will not find any (e.g. they view job opportunities as limited, or they do not seek work because they have restricted labour mobility, or face discrimination, or structural, social or cultural barriers (also called the “hidden unemployed”). Discouraged workers are a subgroup of the inactive labour force. Regardless of their reasons for being discouraged these potential workers are generally considered underutilized.</p> <p>The presence of discouraged workers is implied if the measured labour force grows when unemployment is rising (although demographic pressures should also be taken into consideration). People who were not counted as unemployed (because they were not actively searching for work) may change their mind and look for work when the odds of finding a job improve.</p>
Domestic credit to private sector	<p>The domestic credit to private sector refers to financial resources provided for the private sector, such as loans, purchases of non-equity securities, and trade credits and other accounts receivable that establish a claim for repayment. For some countries these claims include credit to public enterprises.</p>
Domestic savings rate	<p>The domestic savings rate share of domestic savings as a percentage of GDP</p>
Economically active population	<p>all persons of either sex who furnish the supply of labour for the production of goods and services during a specified time-reference period (see also working-age population)</p>

<b>Employed</b>	Employed are all persons above a specific age who during a specified brief period, either one week or one day, were either in paid employment or self-employment, employers, own account workers, or unpaid family workers
<b>Employment by sector</b>	<p>This indicator disaggregates employment into three broad sectors – agriculture, industry and services – and expresses each as a percentage of total employment.</p> <p>The indicator shows employment growth and decline on a broad sectoral scale, while highlighting differences in trends and levels between developed and developing economies. Sectoral employment flows are an important factor in the analysis of productivity trends, because within the sector productivity growth needs to be distinguished from growth resulting from shifts from lower to higher productivity sectors.</p>
<b>Employment Service Providers</b>	Employment service providers are required to improve the matching situation, and most countries have public employment services to fulfil this role. The services offered differ according to the institution, but in general the provider will support the job seeker for getting a job. This includes the job search, review of the CV, training on interview skills, on-the-job training and sometimes even modifying the workplace to meet your needs.
<b>Employment-to-population ratio</b>	Employment-to-population ratio is defined as the proportion of a country's working-age population that is employed (the youth employment-to-population ratio is the proportion of the youth population – typically defined as persons 15 to 24 years – that is employed). A high ratio means that a large proportion of a country's population is employed, while a low ratio means that a large share of the population is not involved directly in market-related activities, because they are either unemployed or out of the labour force altogether.
<b>Foreign direct investment (FDI)</b>	<p>Foreign direct investment is an investment made by a company or entity based in one country into a company or entity based in another country. Foreign direct investments differ substantially from indirect investments such as portfolio flows, when overseas institutions invest in equities listed on a nation's stock exchange. Entities making direct investments typically have a significant degree of influence and control over the company into which the investment is made.</p> <p>Open economies with skilled workforces and good growth prospects tend to attract larger amounts of foreign direct investment than closed, highly regulated economies.</p>
<b>Gazelles</b>	Gazelles are – unlike the majority of SMEs - fast growing businesses (sustained annual growth rate of 20% over a three to four year time period) with high employment creation (positive net new jobs) .
<b>Gini coefficient</b>	Gini coefficient, also called Gini index or Gini ratio, is a measure of statistical dispersion intended to represent the income or wealth distribution of a nation's residents, and is the most commonly used measurement of inequality. The Gini coefficient measures the inequality among values of a frequency distribution (for example, levels of income). A Gini coefficient of zero expresses perfect equality, where all values are the same (for example, where everyone has the same income). A Gini coefficient of one (or 100%) expresses maximal inequality among values (e.g., for a large number of people, where only one person has all the income or consumption, and all others have none, the Gini coefficient will be very nearly one).

<p><b>Gross Capital Formation rate</b></p>	<p>Gross Capital Formation rate (formerly gross domestic investment) consists of outlays on additions to the fixed assets of the economy plus net changes in the level of inventories. Fixed assets include land improvements (fences, ditches, drains, and so on); plant, machinery, and equipment purchases; and the construction of roads, railways, and the like, including schools, offices, hospitals, private residential dwellings, and commercial and industrial buildings. Inventories are stocks of goods held by firms to meet temporary or unexpected fluctuations in production or sales, and incomplete goods. According to the 1993 SNA, net acquisitions of valuables are also considered capital formation.</p>
<p><b>Gross Domestic Product (GDP)</b></p>	<p>Gross Domestic Product (GDP) is the market value of all officially recognized final goods and services produced within a country in a given period of time (usually calendar year). This indicator is a very broad, macroeconomic measure for how well the economy is performing. Frequent, regular and quite consistent measuring of GDP in practically all countries of the world allows comparing economic performances as well as – together with other indicators – the nexus between economic growth and e.g. poverty reduction or labour force developments.</p> <p>Real GDP measures the total income of everyone in the economy (adjusted for the level of prices).</p> <p>GDP per capita is calculated as GDP divided by the average (or mid-year) population of the same reference period as GDP. It is a measure of the average income in an economy.</p> <p>GDP indicators are often used as a measurement for the standard of living. However, GDP has its limitations in measuring living standards:</p> <ul style="list-style-type: none"> <li>● It does not inform about the distribution of wealth within a country;</li> <li>● It does not differentiate between economic output that actually benefits the population and economic bads in a country;</li> <li>● It does not reflect non-market activities such as unpaid housework.</li> <li>● An increasing GDP does not necessarily correspond with increasing employment: due to technological advances requiring less employment, the employment ratio may actually decrease</li> <li>● In most cases, activities of the informal economy are not included in a country's GDP.</li> </ul>
<p><b>Human Development Index (HDI)</b></p>	<p>Human Development Index is a composite index developed by the UN which tries to measure human development more adequately than GDP per capita alone. It measures the average achievements in a country in three basic dimensions of human development: a long and healthy life, access to knowledge and a decent standard of living. Four indicators underpin these dimensions: life expectancy at birth (health), mean years of schooling and expected years of schooling (education), and gross national income per capita (standard of living). Data availability determines HDI country coverage. A Human Development Index (HDI) adjusted for inequality in distribution of each dimension across the population, a gender inequality index, and a multidimensional poverty index are provided by the Human Development Report Team, as well.</p>
<p><b>Inactive people</b></p>	<p>Individuals are considered to be inactive if they are neither employed or unemployed, that is, not actively seeking work. Inactive people are, by definition, outside of the labour force. There are a variety of reasons why some individuals do not participate in the labour force; such persons may be occupied in caring for family members; they may be retired, sick or disabled or attending</p>



	<p>school; they may believe no jobs are available; or they may simply not want to work.</p>
<b>Inactivity rate</b>	<p>The inactivity rate is defined as the percentage of the population that is neither working nor seeking work (that is, not in the labour force). When added together, the inactivity rate and the labour force participation rate will add up to 100 per cent.</p>
<b>Income distribution</b>	<p>The Gini index is a convenient summary measure of the degree of inequality based on either income or expenditure. It measures the inequality among values of a frequency distribution (for example levels of income). A Gini coefficient of zero expresses perfect equality, where all values are the same (for example, where everyone has an exactly equal income). A Gini coefficient of one (100 on the percentile scale) expresses maximal inequality among values (where only one person has all the income)</p>
<b>Informal economy</b>	<p>The Informal economy forms part of the market economy. It covers informal employment both in informal enterprises (small unregistered or unincorporated enterprises), and outside informal enterprises. Informal entrepreneurs and workers share one important characteristic: they are not recognized or protected under existing legal and regulatory frameworks. The informal economy does not include the criminal economy and the reproductive or care economy.</p>
<b>Informal employment</b>	<p>The Informal employment includes all remunerative work, i.e. both self-employment and wage employment, that is not registered, regulated or protected by existing legal or regulatory frameworks, as well as non-remunerative work undertaken in an income producing enterprise. Informal workers do not have secure employment contracts, worker's benefits, social protection or workers' representation.</p>
<b>Interest rate spread</b>	<p>The Interest rate spread spreads the interest rate charged by banks on loans to prime customers minus the interest rate paid by commercial or similar banks for demand, time, or savings deposits.</p>
<b>Labour force</b>	<p>The Labour force is the sum of the number of persons employed and the number of unemployed. The fact that the unemployed are part of the labour force needs to be stressed, because the terms "labour force" and "employment" are sometimes mistakenly used interchangeably.</p>
<b>Labour force participation rate</b>	<p>The Labour force participation rate is calculated by expressing the number of persons in the labour force as a percentage of the working-age population. The indicator for labour force participation rate plays a central role in the study of the factors that determine the size and composition of a country's human resources and in making projections of the future supply of labour. The information is also used to formulate employment policies, to determine training needs and to calculate the expected working lives of the male and female populations and the rates of accession to and retirement from economic activity – crucial information for the financial planning of social security systems.</p> <p>The indicator is also used for understanding the labour market behaviour of different categories of the population. According to one theory, the level and pattern of labour force participation depend on employment opportunities and the demand for income, which may differ from one category of persons to another. For example, studies have shown that the labour force participation rates of women vary systematically, at any given age, with their marital status and level of education. There are also important differences in the participation</p>

	<p>rates of the urban and rural populations, and among different socio-economic groups.</p> <p>Malnutrition, disability and chronic sickness can affect the capacity to work and are therefore also considered as major determinants of labour force participation, particularly in low-income environments. Another aspect closely studied by demographers is the relationship between fertility and female labour force participation. This relationship is used to predict the evolution of fertility rates, from the current pattern of female participation in economic activity.</p> <p>It is related by definitions to other indicators such as the employment-to-population ratio which is equal to the labour force participation rate after the deduction of unemployment from the numerator of the rate.</p>
<b>Labour Market Information System</b>	Systems, mechanisms or processes for gathering, organising, providing and analysing information about the state of the labour market, occupations and jobs, including key changes taking place within the employment, jobs and the occupations
<b>Labour productivity</b>	Labour productivity is defined as output per unit of labour input. Two measures are used e.g. in ILO KILM, GDP per person engaged and GDP per hour worked. Labour productivity is a key measure of economic performance, because economic growth in a country or sector can be ascribed either to increased employment or to more effective work by those who are employed. The latter can be described through data on labour productivity. An understanding of the driving forces behind it, in particular the accumulation of machinery and equipment, improvements in organization as well as physical and institutional infrastructures, improved health and skills of workers (“human capital”) and the generation of new technology, is important in formulating policies to support economic growth.
<b>Micro, Small, and Medium Enterprises (MSME)</b>	There is no universal definition. The choice of MSME definition could depend on many factors, such as business culture; the size of the country’s population; industry; and the level of international economic integration. However, usually a combination of different characteristics are used, e.g. number of employees, annual turnover, investment level, etc.. Common basis for definition is employment with variation in defining the upper and lower size limit. Despite this variance a large number of sources define an MSME to have a cut-off range of 0-250 employees.
<b>NEET</b>	Part of the working age population which is <i>Not in Employment, Education or Training</i> . NEET encompasses the unemployed, discouraged and/or inactive persons.
<b>Non-performing loans</b>	Bank nonperforming loans to total gross loans are the value of nonperforming loans divided by the total value of the loan portfolio (including nonperforming loans before the deduction of specific loan-loss provisions). The loan amount recorded as nonperforming should be the gross value of the loan as recorded on the balance sheet, not just the amount that is overdue.
<b>Official development assistance (ODA)</b>	Grants or loans to countries and territories on the DAC List of ODA Recipients (developing countries) and to multilateral agencies which are: (a) undertaken by the official sector; (b) with promotion of economic development and welfare as the main objective; (c) at concessional financial terms (if a loan, having a grant element of at least 25 per cent). In addition to financial flows, technical cooperation is included in aid. Grants, loans and credits for military purposes are excluded. Transfer payments to private individuals (e.g. pensions, reparations or insurance pay-outs) are in general not counted.

<b>Overall outstanding loans</b>	Overall outstanding loans are the nominal amounts of outstanding loans inclusive of accrued interest. Loans outstanding can be used to see what percent of the total is delinquent and how much.
<b>Paid employment jobs</b>	Paid employment jobs are those jobs where the incumbents hold explicit (written or oral) employment contracts which give them a basic remuneration. This is not directly dependent upon the revenue of the enterprise for which they work. Persons in these jobs are typically remunerated by wages and salaries, but may be paid by commission from sales, by piece-rates, bonuses or in-kind payments. Often also referred to as “wage and salaried workers”.
<b>Passive Labour Market Measures</b>	Passive labour market policies (PLMP) have been introduced to safeguard people from poverty and loss of income due to unemployment. Thus, instead of addressing inefficiencies in the matching process, PLMP aims at compensating for socially unacceptable labour market outcomes. Unemployment insurance, minimum wages, and social protection measures provide a floor for income protection which is related to meeting minimum needs.
<b>Poverty</b>	Poverty can result when individuals are unable to generate sufficient income from their labour to maintain a minimum standard of living. The extent of poverty, therefore, can be viewed as an outcome of the functioning of labour markets. An estimate of the number of people in poverty in a country depends on the choice of the poverty threshold. However, what constitutes such a threshold of minimum basic needs is subjective, varying with culture and national priorities. Definitional variations create difficulties when it comes to making international comparisons. Therefore, in addition to national poverty measurements the ILO KILM indicator presents data relative to the World Bank international poverty lines of US\$1.25 and US\$2 per person per day.
<b>Productive employment</b>	Productive employment encompasses those who are in the labour force and who are neither unemployed nor working poor. Hence, the concept of productive employment stands for employed persons, whose income is sufficient to permit them and their dependents a level of consumption above the poverty line.
<b>Qualitative analysis</b>	Qualitative analysis is defined in the present context as a structured report of observer impressions concerning the underlying reasons for the country-specific employment situation.
<b>Rentier state</b>	The usage is based on the concept of ‘rents’, based on the ownership of land or resources. Rents are different from wages which must be laboured for. As an important oil producer, Nigeria is considered to be a rentier state. Rewards of income and wealth for the rentier do not come as the result of work but rather are the result of chance or situation.
<b>Self-employment jobs</b>	Self-employment jobs are those jobs where the remuneration is directly dependent upon the profits (or the potential for profits) derived from the goods or services produced (where own consumption is considered to be part of the profits). The incumbents make the operational decisions affecting the enterprises, or delegate such decisions while retaining responsibility. (In this context “enterprise” includes one-person operations.)
<b>Technical and Vocational Education and Training (TVET)</b>	Technical and Vocational Education and Training is a comprehensive term referring to those aspects of the educational process involving, in addition to general education, the study of technologies and related sciences, and the acquisition of practical skills, attitudes, understanding and knowledge relating to occupations in various sectors of economic and social life.

<p><b>Total employed according to their status of employment</b></p>	<p>Indicators of status in employment distinguish between four important and useful categories of the employed – (a) wage and salaried workers, (b) employers, (c) own-account workers, and (d) contributing family workers. Categorization by employment status can help in understanding both the dynamics of the labour market and the level of development of countries. Over the years, and with growth of the country, one would typically expect to see a shift in employment from the agriculture to the industry and services sectors with a corresponding increase in wage and salaried workers and decreases in self-employed and contributing family workers previously employed in the agricultural sector.</p>
<p><b>Tracer Studies</b></p>	<p>Survey, in written or oral form, of graduates from education institutions, which takes place some time after graduation or the end of the training.</p>
<p><b>Underemployment</b></p>	<p>Underemployment is underutilization or inefficient use of a worker’s skills, qualifications or experience, or where the worker is unable to work as many hours as he or she is willing to do.</p>
<p><b>Unemployed</b></p>	<p>Underemployed are all persons above a specified age who during the reference period were “without work”, i.e. not in paid employment or self-employment, “currently available for work”, i.e. available for paid employment or self-employment during the reference period and “seeking work”, i.e. have taken specific steps in a specified reference period to seek paid employment or self-employment.</p>
<p><b>Unemployment rate</b></p>	<p>The unemployment rate is calculated by taking the unemployed (equals the number of persons, which are during a specified reference period without work, but currently available for work and seeking work) as a percentage of the total labour force, which itself is the sum of the total persons employed and unemployed in the group. It should be emphasized that it is the labour force or the economically active portion of the population that serves as the base for this statistic, not the total population. This distinction is not necessarily well understood by the public. Indeed, the terms “labour force” and “employment” are sometimes mistakenly used interchangeably.</p> <p>The overall unemployment rate for a country is a widely used measure of its unutilized labour supply. If employment is taken as the desired situation for people in the economically active population (the labour force), unemployment becomes the undesirable situation. Still, some short-term unemployment can be both desirable and necessary for ensuring adjustment to economic fluctuations. Unemployment rates by specific groups, defined by age, sex, occupation or industry, are also useful in identifying groups of workers and sectors most vulnerable to joblessness.</p> <p>The unemployment rate simply tells us the proportion of the labour force that does not have a job but is available and actively looking for work. However, this indicator says nothing about the economic resources of unemployed workers or their family members. Its use should therefore be limited to serving as a measurement of the utilization of labour and an indication of the failure to find work. Other measures, including income-related indicators, would be needed to evaluate economic hardship.</p> <p>That is why, paradoxically, low unemployment rates may well disguise substantial poverty in a country, whereas high unemployment rates can occur in countries with significant economic development and low incidence of poverty. These results occur because of well-developed social protection schemes and/or available savings or other means of support which enable workers to better afford to take the time to find more desirable jobs.</p>

	<p>A useful purpose served by the unemployment rate in a country, when available on at least an annual basis, is the tracking of business cycles. When the rate is high, the country might be in recession, economic conditions might be bad, or the country might somehow be unable to provide jobs for the available workers. The goal then is to introduce policies and measures to bring the incidence of unemployment down to a more acceptable level. What that level is, or should be, has often been the source of considerable discussion, as many consider that there is a point below which an unemployment rate cannot fall without the occurrence of intense inflationary pressures. Because of this supposed trade-off the unemployment rate is closely tracked over time.</p>
<b>Vulnerable employment</b>	<p>Vulnerable employment is defined by labour market status and includes those who are working on their own account or as contributing family workers (unpaid family workers).</p>
<b>Working age population</b>	<p>The working age population is the population above a certain age – often aged 15 and older – prescribed for the measurement of economic characteristics (see also economically active population). Typically the working-age population is defined between 15 and 65 years old.</p>
<b>Working poor</b>	<p>The group refers to employed persons, whether for wages, on their own account or as unpaid family helpers, whose income is insufficient to bring themselves and their dependents out of poverty. Simplified method to obtain an approximate number of working poor (see ILO (2012a), p. 41): Working poor = total employed population aged 15+ multiplied by headcount poverty rate</p>
<b>Youth unemployment</b>	<p>According to ILO data on youth unemployment could be presented in the following ways: (a) the youth unemployment rate; (b) the youth unemployment rate as a percentage of the adult unemployment rate; (c) the youth share in total unemployment; and (d) youth unemployment as a proportion of the youth population.</p> <p>These measures should be analysed together; any of the four, when analysed in isolation, could paint a distorted image. For example a country might have a high ratio of youth-to-adult unemployment but a low youth share in total unemployment. The presentation of youth unemployment as a proportion of the youth population recognizes the fact that a large proportion of young people enter unemployment from outside the labour force. (Youth are defined as young people aged between 15 and 24, part of the labour force.)</p>

## ANNEX 2: FURTHER READING

This annex provides sources and links for further reading on selected topics to deepen the understanding of the labour market. However, most of the links only contain data on the national level of the respective country.

### Economics and Economic Development

Subject	Elements	Source
Standard reference book for economics	<p>Standard reference book for students, quite complex while easy to read ; interesting for ELMA :</p> <ul style="list-style-type: none"> <li>• Part 6 : Growth, Development, and the Global Economy</li> <li>• Chapter 13 : Labour Market</li> <li>• Chapter 25 : Economic Growth</li> <li>• Chapter 26 : The Challenge of Economic Development</li> <li>• Chapter 29 b : Unemployment</li> </ul>	<p>Samuelson and Nordhaus (2010): Economics</p> <p>Free version as PDF download, e.g.</p> <p><a href="http://pombo.free.fr/samunord19.pdf">http://pombo.free.fr/samunord19.pdf</a></p>

### Framework Conditions

Subject	Elements	Source
Incomes and living standards	GDP, others	<p><a href="https://data.worldbank.org/country">https://data.worldbank.org/country</a></p> <p><a href="https://www.imf.org/external/datamapper/NGDP_RPCH@WEO/OE/MDC/">https://www.imf.org/external/datamapper/NGDP_RPCH@WEO/OE/MDC/</a></p> <p><a href="https://datahelpdesk.worldbank.org/knowledgebase/articles/906519">https://datahelpdesk.worldbank.org/knowledgebase/articles/906519</a></p> <p><a href="https://www.un.org/development/desa/dpad/least-developed-country-category/lcd-criteria.html">https://www.un.org/development/desa/dpad/least-developed-country-category/lcd-criteria.html</a></p> <p><a href="https://www.un.org/development/desa/dpad/least-developed-country-category.html">https://www.un.org/development/desa/dpad/least-developed-country-category.html</a></p> <p><a href="http://wdi.worldbank.org/tables">http://wdi.worldbank.org/tables</a></p> <p><a href="http://datatopics.worldbank.org/world-development-indicators/the-mes/economy.html#what-are-the-basic-indicators-of-economic-activity">http://datatopics.worldbank.org/world-development-indicators/the-mes/economy.html#what-are-the-basic-indicators-of-economic-activity</a></p>
Governance indicators	Worldwide governance indicators, including related topics (macro-economic stability, corruption)	<p><a href="http://info.worldbank.org/governance/wgi/Home/Reports">http://info.worldbank.org/governance/wgi/Home/Reports</a></p> <p><a href="https://databank.worldbank.org/reports.aspx?source=worldwide-governance-indicators">https://databank.worldbank.org/reports.aspx?source=worldwide-governance-indicators</a></p> <p><a href="https://www.transparency.org">https://www.transparency.org</a></p> <p><a href="http://datatopics.worldbank.org/world-development-indicators/the-mes/economy.html#what-are-the-basic-indicators-of-economic-activity">http://datatopics.worldbank.org/world-development-indicators/the-mes/economy.html#what-are-the-basic-indicators-of-economic-activity</a></p>

Business environment	Worldwide business environment, investment climate, competitiveness	<a href="https://www.worldbank.org/en/topic/investment-climate/brief/business-environment">https://www.worldbank.org/en/topic/investment-climate/brief/business-environment</a> <a href="https://www.worldbank.org/en/topic/investment-climate">https://www.worldbank.org/en/topic/investment-climate</a> <a href="http://reports.weforum.org/global-competitiveness-index-2017-2018/?doing_wp_cron=1587651374.3924179077148437500000">http://reports.weforum.org/global-competitiveness-index-2017-2018/?doing_wp_cron=1587651374.3924179077148437500000</a>
Population growth	Population growth	<a href="https://data.worldbank.org/indicator/SP.POP.GROW">https://data.worldbank.org/indicator/SP.POP.GROW</a> <a href="http://esa.un.org/wpp/unpp/panel_indicators.htm">http://esa.un.org/wpp/unpp/panel_indicators.htm</a> <a href="http://popstats.unhcr.org/en/demographics">http://popstats.unhcr.org/en/demographics</a> <a href="https://datacatalog.worldbank.org/dataset/global-jobs-indicators-database">https://datacatalog.worldbank.org/dataset/global-jobs-indicators-database</a> <a href="https://www.ilo.org/global/statistics-and-databases/research-and-databases/kilm/lang--en/index.htm">https://www.ilo.org/global/statistics-and-databases/research-and-databases/kilm/lang--en/index.htm</a> <a href="https://ilostat.ilo.org/topics/unemployment-and-labour-underutilization/">https://ilostat.ilo.org/topics/unemployment-and-labour-underutilization/</a>
Migration	Migration	<a href="https://data.worldbank.org/indicator/SM.POP.REFG">https://data.worldbank.org/indicator/SM.POP.REFG</a> <a href="https://migrationdataportal.org/search/countries?text=&amp;theme=&amp;tags=&amp;category">https://migrationdataportal.org/search/countries?text=&amp;theme=&amp;tags=&amp;category</a> <a href="https://displacement.iom.int">https://displacement.iom.int</a>
Employment	Status of employment	<a href="https://ilostat.ilo.org/topics/unemployment-and-labour-underutilization/">https://ilostat.ilo.org/topics/unemployment-and-labour-underutilization/</a>

### Labour Demand

Subject	Elements	Source
Share per sector	Share of GDP, job outcomes	<a href="https://www.ilo.org/global/statistics-and-databases/research-and-databases/kilm/lang--en/index.htm">https://www.ilo.org/global/statistics-and-databases/research-and-databases/kilm/lang--en/index.htm</a> <a href="http://datatopics.worldbank.org/JobsDiagnostics/jobs-tools.html">http://datatopics.worldbank.org/JobsDiagnostics/jobs-tools.html</a>
Competitiveness constraints	Competitiveness constraints	<a href="http://reports.weforum.org/global-competitiveness-index-2017-2018/countryeconomy-profiles/#economy=ALB">http://reports.weforum.org/global-competitiveness-index-2017-2018/countryeconomy-profiles/#economy=ALB</a>

### Labour Supply and Jobs

Subject	Elements	Source
Indicators and diagnostics	Job indicators and diagnostics	<a href="https://www.jobsanddevelopment.org/">https://www.jobsanddevelopment.org/</a> <a href="https://www.ilo.org/employment/Whatwedo/Publications/working-papers/lang--en/index.htm">https://www.ilo.org/employment/Whatwedo/Publications/working-papers/lang--en/index.htm</a> <a href="https://datacatalog.worldbank.org/dataset/global-jobs-indicators-database">https://datacatalog.worldbank.org/dataset/global-jobs-indicators-database</a>

<http://datatopics.worldbank.org/JobsDiagnostics/jobs-tools.html>

## Matching

Subject	Elements	Further Reading
Employment Service Providers	Employment Service Providers	<a href="https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_445932.pdf">https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_445932.pdf</a>
Foresights / Forecasts	Developing skills foresights, scenarios and forecasts	<a href="https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_534328.pdf">https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_534328.pdf</a>
Indicators	Key Indicators of the Labour Market (KILM)	<a href="http://kilm.ilo.org/2011/download/GuidEN.pdf">http://kilm.ilo.org/2011/download/GuidEN.pdf</a>
Jobs	Various infos on jobs and development per country	<a href="https://www.jobsanddevelopment.org/">https://www.jobsanddevelopment.org/</a>
Labour Market Information System	Info on Labour Market Information Systems	<a href="https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_534314.pdf">https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_534314.pdf</a>
Matching	Sector level matching	<a href="https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_534313.pdf">https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_534313.pdf</a>
Quality of employment	Quality of employment, including child labour	<a href="http://wdi.worldbank.org/table/WV.2">http://wdi.worldbank.org/table/WV.2</a> <a href="https://data.worldbank.org/indicator/SL.EMPVULN.ZS">https://data.worldbank.org/indicator/SL.EMPVULN.ZS</a> <a href="https://data.worldbank.org/indicator/SL.TLF.0714.ZS?locations=DZ&amp;view=chart">https://data.worldbank.org/indicator/SL.TLF.0714.ZS?locations=DZ&amp;view=chart</a>
Sector level matching	Infos on working on sectoral level	<a href="https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_534313.pdf">https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_534313.pdf</a>
Skills Survey	Infos on how to conduct a skills survey	<a href="https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_548324.pdf">https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_548324.pdf</a>
Tracer Studies	Infos on how to conduct tracer studies	<a href="https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_534331.pdf">https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_534331.pdf</a>





## ANNEX 3: FORMS OF ELMA, POSSIBILITIES AND LIMITATIONS

### What is ELMA

The Employment and Labour Market Analysis (ELMA) provides a comprehensive overview of the Labour Market, its actors and its framework conditions. It explores current labour market trends, the impact of business and sector development on employment generation, the qualitative development of labour force development and the matching of supply and demand in the labour market. In addition, ELMA provides profiles of sectors which have large potential for job creation or income generation and recommendations for key stakeholders on how to improve the situation. The structure of ELMA is flexible enough to deal with different employment conditions in and to adapt ELMA to specific needs:

- In its most comprehensive form, ELMA would analyse the national framework conditions for employment across all regions in a country, the supply and demand side across all economic sectors of the labour market as well as the matching mechanisms in a country. It would also look into the relevant international relations and international trade relations.
- An ELMA with a regional focus, however, looks at a sub-system within a country, usually an administrative territory such as a State, a region or a province.
- An ELMA with a sectoral focus analyses one specific sector, for example the sector of manufacturing or the sector of health.
- Depending on the defined purpose, an ELMA could also concentrate on identifying constraints and opportunities for employment at the labour demand or supply side or the matching with or without an analysis of the respective framework conditions.
- In addition, specific topics can be integrated in ELMAs, such as the consideration of ELMA in conflict / post-conflict situations.

The time perspective of the analysis can be

- Long-term (3-10 years), e.g. for increased budgetary provision of TVET or the change of laws and regulation
- Medium-term (1-3 years), e.g. for the introduction of new curricula or organizational changes
- Short-term (up to 1 year), e.g. for the development of teachers' training or an organizational analysis.

The elaboration of ELMA depends on the available resources and the time frame. It can be a rapid or a detailed assessment.

The analysis method, however, should be always based on the following pillars:

- Desk research
- Expert's consultation
- Participatory approach
- Systemic.

### Possibilities and Limitations

ELMA can offer different possibilities, such as a tool to facilitate the exchange between stakeholders and partners during its elaboration (workshops), the roll out (dissemination events), a basis for decision makers or an informative document to improve the comprehension of the labour market. The following table summarizes the possibilities and limits of the conduction of ELMA:

Table 15: Possibilities and Limits of ELMA

ELMA can do	ELMA cannot do
<ul style="list-style-type: none"> <li>● Generate a rapid overview or in-depth information in a longer time span.</li> <li>● Make use of existing/ available reports on employment situations in a country/ region.</li> <li>● Generate analytical data/ information/ advice according to strategic needs of different user groups.</li> <li>● Flexibly adapt to various information needs of different user groups and purposes.</li> <li>● Descriptive analysis of employment and labour market situations as a foundation for prioritization, strategic decisions and implementation measures.</li> <li>● Generate <i>facts and figures</i> to support strategic dialogue processes with national politics and the international donor community.</li> <li>● Skip the analysis of areas which are not of relevance for the defined purpose of the ELMA.</li> <li>● Systematically develop recommendations, employment strategies and measures.</li> <li>● Work in coherence with other analytical tools (e.g. value chain selection tool).</li> </ul>	<ul style="list-style-type: none"> <li>● Generate primary statistical data and produce research outcomes which meet top academic standards.</li> <li>● In-depth institutional analysis and capacity assessment of important actors.</li> <li>● Provide in-depth analysis of the regulatory framework.</li> <li>● Determine and specify detailed skills and qualification needs for workers in the sector.</li> <li>● Analyse the situation of the forced labour and child labour in a country and develop appropriate measures.</li> <li>● Motivate unwilling national actors to participate actively in the process and implement recommendations/ measures.</li> <li>● Completely replace an in-depth assessment for developing intervention measures in the context of a technical cooperation project</li> </ul>

### Key Success Factors

To conduct a useful ELMA for the target group, the following key factors should be considered:

- Definition of objectives
- Definition of scope and planning of process
- Combination of international and local expertise with definition of roles in team
- Adaptation of ELMA according to objective and context
- Participative approach, especially for qualitative information
- Mix of different levels and actors
- Results presentation
- Quality instead of quantity – an ELMA does not have to be long!.

## ANNEX 4: APPLIED METHODOLOGY FOR ELMA PLATEAU-STATE

Employment and Labour Market Analysis (ELMA) is a methodological tool developed by GIZ. It provides a comprehensive analysis of the constraints and potential for employment creation and serves as a basis for recommendations for international development interventions.

The ELMA Plateau -State is part of a work package of the SKYE project which includes:

- Elaboration of ELMA Edo -State and ELMA Lagos-State, including presentation in public forum on State-level
- Development of training material for the development of ELMA
- Training (4 days presence or 32 hours online training) and coaching of selected stakeholders of 2 additional States who will then elaborate an ELMA in their State; the 2 additional States are Ogun State and Plateau State
- Coaching of the trained stakeholders during development of ELMA
- Presentation of ELMA in a public forum on State-level.

The table below summarizes the different aspects.

Table 16: ELMA Key Success Factors for ELMA Plateau-State

Aspect	Content
Definition of objectives	<ol style="list-style-type: none"> <li>1. Deepen the knowledge on the functioning of the labour market for a wide range of people with or without prior knowledge on the labour market</li> <li>2. Provide ideas for decision-makers on how to improve the functioning of the labour market to boost employment.</li> </ol>
Definition of scope and planning of process	<p>Combination of the conduction of 2 ELMAs on State-level and capacity development including training and coaching for 2 additional states</p> <p>Team Leader: 90 days</p> <p>International Expert: 110 days</p> <p>National Experts: 120 days</p> <p>Due to the impacts of COVID-19, travel restrictions for international experts.</p>
Adaptation of ELMA according to objective and context	<ul style="list-style-type: none"> <li>● Integration of Executive Summary with suggestion of interventions of actors for decision makers</li> <li>● Integration of guiding questions and additional information in chapters (highlighted in blue)</li> <li>● Integration of actors and potential intervention area as basis for discussion in recommendation</li> <li>● Additional annexes with glossary, further readings in annex for more details on labour markets (plus information on ELMA, methodology, bibliography, resource persons)</li> </ul>
Participative approach, especially for qualitative information	<ul style="list-style-type: none"> <li>● Integration of semi-structured interviews with actors</li> <li>● Integration of workshops for presentation of preliminary results and discussion</li> </ul>

<b>Mix of different levels and actors</b>	<ul style="list-style-type: none"><li>● Actors from federal level, State-level and local level</li><li>● Actors from the public, private and NGO-sector</li></ul>
<b>Results presentation</b>	<ul style="list-style-type: none"><li>● Integration of workshops for presentation of preliminary results and discussion</li><li>● Integration of public forums for presentation of results</li></ul>
<b>Quality instead of quantity – an ELMA does not have to be long!.</b>	<ul style="list-style-type: none"><li>● Focus on interpretation of facts, not on presentation of facts</li><li>● Suggestion of concrete with focus on the medium and short-term perspective</li></ul>

## ANNEX 5: BIBLIOGRAPHY

### Publications, Reports etc.

([www.hrw.org/reports/2006/nigeria0406/7.htm](http://www.hrw.org/reports/2006/nigeria0406/7.htm)) *A CASE STUDY OF PLATEAU STATE: THEY DO NOT OWN THIS PLACE*

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- researchgate.net, A Study of the Berom and Hausa/Fulani Conflict in Jos by Oladiran Afolabi of Bowen University
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- Effects of Crashing Crude Oil Prices on Oil Producing Countries (Nigeria's perspective)
- Plateau State Potato Value Chain Support Project (PS-PVCP)
- Plateau State Child Protection System Strengthening Mapping and Assessment (August 2014)
- The Impact of Changes in Crude Oil Prices on Economic Growth in Nigeria (1986-2015)- Ishmael Ogboru, Matthew Terry Rivi, Park Idisi
- Seizing the Opportunity (An economic assessment of key sectors of opportunity for UK businesses in Nigeria)
- Plateau State Second Quarter Deviation Report
- Plateau State Annual General Report (2016)
- 2020 Budget Speech
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- Labor Force Statistics: Unemployment and Underemployment (Abridged Labor Force Survey Under COVID-19)- Q2 2020
- Open Data for Africa
- Unemployment Convergence among the 36 States in Nigeria (Michael O. Nyong, Department of Economics, University of Calabar, Nigeria) (Finance and Economics Conference 2013 in Frankfurt am Main, Germany)
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Source: DNA Economic (2020): Labour Market and Sector Analysis, Baseline Study for Cameroon, Ethiopia, Ghana, Nigeria, Togo, and Tunisia

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[https://www.researchgate.net/publication/328289914\\_Effect\\_of\\_Recognition\\_and\\_Promotion\\_on\\_Employees%27\\_Job\\_Satisfaction\\_of\\_Selected\\_Outsourced\\_Service\\_Providers\\_In\\_Jos\\_Plateau\\_State\\_Nigeria](https://www.researchgate.net/publication/328289914_Effect_of_Recognition_and_Promotion_on_Employees%27_Job_Satisfaction_of_Selected_Outsourced_Service_Providers_In_Jos_Plateau_State_Nigeria)

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## ANNEX 6: RELEVANT ACTORS FOR ELMA PATEAU STATE-STATE

Revise at the end

Orange: federal level only

Table 17: Actors and Role with regard to ELMA

Acronym	Actor	Role with regard to ELMA
ABDPIN	Association of Business Development Practitioners in Nigeria	Professional association for business development service in form of training and mentorships to enable MSME catalyse growth and access financing and new markets. It offers several programmes both free and paid to support and enhance business development leveraging the principle of local economic development (LED) approach to powering economic growth through promoting participation and local dialogue, connecting people and their resources for better employment and higher quality of life.
AFAN	All Farmers Association of Nigeria	Members representation
ATCON	Association of Telecommunications Companies of Nigeria	Trade association that stands to foster and facilitate the revival and re-positioning of the sector



BTVE	Board for Technical and Vocational Education	<p>Responsible for implementation of TVET policies, conformity of courses of instruction with State policy on TVET, supervision of secondary schools including provision of equipment and materials</p> <p>Objectives</p> <ul style="list-style-type: none"> <li>• Management of technical / vocational education at post primary level</li> <li>• Provision of vocational education for the training of artisans and craftsmen</li> <li>• Management of Technical Colleges and Vocational Centres across the state</li> </ul>
CSC	Civil Service Commission- Plateau State	Labor Market Conditions, Employment by the overall plateau State government employment,
CBN	Central Bank of Nigeria	Offers the Nigeria Incentive-Based Risk Sharing System for Agricultural Lending (NIRSAL), a US\$500 million non-bank financial institution wholly-owned by CBN. It was established to redefine, dimension, measure, re-price and share agribusiness-related credit risk in Nigeria. Its intervention feature five pillars, but it is the mandate to provide technical assistance through capacity building targeted at financial institutions and agricultural value chain players that relates with TVET active labour market measures.
C'ORBON	Council of Registered Builders of Nigeria	<p>Membership association for registered builders and construction artisans in Nigeria.</p> <p>CORBON and NIOB are both primary stakeholders for the programme to develop TVET policy especially for construction. It is also the awarding body and sector skill council for National Skill Qualifications (NSQ). Responsibilities:</p> <ul style="list-style-type: none"> <li>• Regulating and controlling the practice of Building technology in all its aspects and ramifications</li> <li>• Conducting professional accreditation of Tertiary Academic Institutions and training facilities for the Building profession (Universities &amp; Polytechnic)</li> <li>• Conducting professional examinations/interviews for those who are aspiring to qualify to practice the profession in Nigeria</li> </ul>

		<ul style="list-style-type: none"> <li>• Maintenance of discipline within the profession</li> <li>• Registration of would-be professionals</li> <li>• Organizing and conducting Continuing Professional Development Programmes for the registered persons</li> <li>• Performing such other functions conferred on the Council by the enabling law</li> </ul>
<b>COREN</b>	Council for the Regulation of Engineering in Nigeria	Council with the objective to regulate and control the training and practice of engineering in Nigeria and to ensure and enforce the registration of all engineering personnel and consulting firms wishing to practice
<b>FDA</b>	Fashion Designers Association	Association of fashion designers, focus in Lagos-State
<b>FME</b>	Federal Ministry of Education	<p>Responsible for different aspects of national education.</p> <p>The department of technology and science education has 21 technical and science colleges and through NBTE several private and government owned Innovation Enterprise Institutions (IEIs) and Vocational Enterprise Institutions (VEIs). It is the supervisory department for NBTE and NABTEB.</p> <ul style="list-style-type: none"> <li>• Vocational Enterprise Institutions (VEIs) are institutions approved by the Federal Government to provide a veritable alternative route to higher education They are a product of the reform initiatives of the education sector of the country. They are private institutions that offer vocational, technical, technology or professional education and training at post-basic level to equip second-ary school leavers and working adults with vocational skills and knowledge to meet the increasing demand for skilled technical manpower by the various sectors of the economy.</li> </ul>

<b>FML&amp;E</b>	Federal Ministry of Labour and Employment	<ul style="list-style-type: none"> <li>• The Ministry’s Department of Skills Development and Certification is the regulator and operator of the national trade test in all sectors and features testing and certification centres nationwide. Its role in testing and certification also interfaces with that of NBTE for the National Skills Qualifications (NSQ) and NABTEB. However, the trade test has lost its pride of place due to poor regulation and supervision leading to the indiscriminate proliferation of the certificates. The MLE hosts NELEX.</li> </ul>
<b>HOMAL</b>	Hotel Owners and Managers Association of Lagos-State	Association of hotel owners and managers in Lagos-State
<b>Idia Renaissance</b>	Organisation focussing on migration	Works closely together with the International Organisation for Migration (IOM) and organizes the information transfer and exchange around persons that suffered from human trafficking cases as well as around persons that conducted one or several failed attempts to migrate through Libya to Europe. The organisation is key in order to get more information on those persons. Other very active donor stakeholders in this field are the Swiss Embassy, the Canadian Embassy, the International Labour Organization or Caritas.
<b>IFMA</b>	International Facilities Management Association	World's largest and most widely recognized international association for facility management professionals

IFMA	International Facilities Management Association	World's largest and most widely recognized international association for facility management professionals
IGSR	Institute for Governance and Social Research	IGSR is a non- profit ,non-governmental research-oriented institute established to promote research on socio-political and economic problems of Africa
ITA	Industry Trade Association	xxx
ITF	Industrial Training Fund	<p>Parastatal organisation under the supervision of the Federal Ministry of Industry, responsible for managing a national fund for industrial training and development of skilled manpower for Nigeria’s industries. It is a contribution of profit after tax of all registered companies operating in Nigeria. It features several skills development interventions and has a mandate and vision to promote, set, and regulate standards for skills training and development in Nigeria.</p> <p>ITP provides trainings, offers business development and information on financing and active labour market measures. ITF features different programmes for curriculum design and development, Technical and Vocational Skills Development, MSME development and support services, and bespoke and special intervention programmes. It is a primary stakeholder for TVET policy implementation, focussing on ensuring job creation and employment, and above all ensuring the development of relevant and quality workforce for the future.</p>

<b>Jobberman</b>	Employment website in Nigeria	Employment website in Nigeria, created in 2009. Financially backed by a world leader in private equity in internet space, , Jobberman.com was set up to bridge the gap between opportunity and talent, creating a marketplace where job seekers and employers in Nigeria can find one another quickly, easily, and cost-effectively. Primarily, Jobberman.com sources jobs directly from companies and recruiting agencies and broadcasts them via the website, blog, email, partner websites and social networks. Job seekers search and apply for jobs by either visiting the website directly or through partner portals. Jobberman.com has offices in Lagos, Abuja and Ghana.
<b>LCCI</b>	Lagos Chamber of Commerce and Industry	Provision of business development and services
<b>LSETF</b>	Lagos-State Employment Trust Fund	Fund with the objective to create employment and entrepreneurship opportunities for Lagos residents
<b>MAN</b>	Manufacturers Association of Nigeria	Provision of a platform for the private sector to formulate and articulate policy suggestions that would be complementary to government’s efforts at policy formulation.

MoCI	Ministry of Commerce and Industry ()	<p>The Plateau State Ministry of Commerce and Industry's Ensuring the optimum utilization of resources through industrialization, to drive the economy through the commercialization of resources.</p> <p>Encourage private participation in government-initiated projects, registration and supervision of business organizations and provide facilities for market traders while promoting the image of Plateau State within the ministry of external organizations.</p>
MRC (FML&E)	Migration Resource Center (Office of Migrants)	<p>Establishment of the Federal Ministry of Labour and Employment in collaboration with the International Organization for Migration (IOM). The centre serves as a 'one-stop-shop' where intending, actual and returning migrants access relevant information on legal, organized and humane migration rights and protection of migrants, pre-departure orientation. It also features TVET policy development related to activities in its Migrant Empowerment for Development programme where it provides technical skills to especially returnee migrants. It cooperates with NAPTIP.</p> <p>Xxx relevant for ELMA Plateau -State?</p>
MWASD	Ministry of Women Affairs and Social Development	<p>Primary stakeholder in TVET policy especially because its focus on gender and social inclusion, dominating TVET discussions in recent times. The Ministry also offers programs that specifically target women for improvements of livelihoods through building their capacity in artisanal trades and entrepreneurship.</p> <p>Xxx relevant for ELMA Plateau -State?</p>
MYS	Ministry of Youth Development & Sports	<p>The Ministry is charged with the responsibility for organizing and co-coordinating youth development programmes with the help of other departments.</p>

NABG	Nigeria Agribusiness Group	Organized private sector platform working together to grow Nigeria's agricultural economy
NABTEB	National Business and Technical Examinations Board	<p>NABTEB and NBTE are national statutory agencies for TVET regulation, assessment, and certification. They are charged with the formulation of standards, curriculum, and accreditation and certification policies for the sector. It was established to domesticate craft level examinations in accordance with the provisions of the National Policy on Education. These exams were hitherto conducted by City and Guilds, Pittman's and Royal Society of Arts, all of the United Kingdom.</p> <p>It is noteworthy, however, that the duplication of its mandate with that of NBTE may be a source of institutional strain.</p>
NACCIMA	Nigerian Association of Chambers of Commerce, Industry, Mines, and Agriculture	<ul style="list-style-type: none"> <li>● Ensuring the creation of a conducive atmosphere for the pursuit of commerce, industry and all other forms of economic activities of interest to the Private Sector</li> </ul> <p>Promotion, protection and development of all matters affecting business.</p> <ul style="list-style-type: none"> <li>● Contribution of ideas for the overall economic stability of the nation.</li> <li>● Encouragement and promotion of the nation's private sector.</li> <li>● Provision of a network for national and international business contacts and opportunities.</li> </ul>
NAPTIP	National Agency for Prohibition of Trafficking in Person	<p>Features programming and interventions that matter to traditional labour market measures.</p> <p>Not traditionally known for core roles in active labour market measures.</p>

<p><b>NASME</b></p>	<p>National Association of Small and Medium Scale Enterprise</p>	<p>Promotion and empowerment of Nigerian MSMEs as a veritable means of achieving sustainable employment generation, economic growth and development.</p>
<p><b>NASSI</b></p>	<p>National Association of Small-Scale Industrialist</p>	<p>Development and promotion of MSMEs in Nigeria</p>
<p><b>NIPSS</b></p>	<p>National Institute of Policy &amp; Strategic Studies</p>	<p>The National institute serves as a high-level Centre for reflection, research and dialogue where, academics of excellence, seasoned policy initiators and executors and other citizens of mature experience and wisdom drawn from all walks of life, meet to reflect and exchange ideas on the great issues of society, particularly as they relate to Nigeria and Africa within the context of a constantly changing world.</p> <p>The instituteConducts courses for top-level policymakers and executors drawn from different sectors of the country, with a view to expanding their outlook and perspectives and stretching their conceptual capacity and qualities of discernment and analyses, thereby helping to improve their overall performance in their different fields.</p> <p>Publishes books,</p>
<p><b>NBS</b></p>	<p>National Bureau of Statistics</p>	<p>NBS is expected to coordinate Statistical Operations of the National Statistical System in the production of Official Statistics in all the Federal Ministries, Departments and Agencies (MDAs), State Statistical Agencies (SSAs) and Local Government Councils (LGCs). Nigeria operates a Federal System of government with 36 States and Federal Capital Territory and 774 Local Government Areas. At the federal level, each Ministry, Department and Agency has a Director of Statistics. Each state has a Director of Statistics and a Head of Statistics Unit at Local Government Areas. All these including Statistical Institutes constitute the Nigeria National Statistical System (NSS).</p>



NBTE	National Board for Technical Education	<p>The national body oversees the management and regulates the technical and vocational education in Nigeria, including the developing curricula to provide choice of courses and programmes for them. It is under the vocational education branch of technology and science education department. The department also features pre-vocational education and an entrepreneurship development branch. In recent times there have collaborations with organised and informal private sector to formulate policies for demand based skills development as established in the National Skills Qualifications Framework (NSQF).</p> <p>NBTE and NABTEB are national statutory agencies for TVET regulation, assessment and certification. They are charged with the formulation of standards, curriculum, and accreditation and certification policies for the sector.</p> <p>It is noteworthy however, that the duplication of its mandate with that of NABTEB may be a source of institutional strain.</p>
NCCE	National Council for Colleges of Education	xxx
NDE	National Directorate of Employment	<p>Parastatal agency of the federal government and responsible for addressing unemployment.</p> <p>It is mandated to design and implement programmes to combat mass unemployment, articulate policies aimed at developing work programmes with labour intensive potentials and maintain a labour market observatory to link job seekers with vacancies. It offers valuable business development services in form of training and mentorships to enable MSME catalyse growth, and also access financing and new markets.</p>
NECA	Nigeria Employers Consultative Assembly	<p>Umbrella body for employers in the organised private sector. Over the years, NECA has distinguished itself in capacity building programmes on various broad themes including TVET related. NECA has institutional collaboration with ITF which has led to many laudable policy and strategies that have culminated into laudable production of skilled manpower. NECA is a primary stakeholder for TVET policy development in Lagos-State and Nigeria at large.</p>

<p><b>NELEX (within FML&amp;E)</b></p>	<p>National Electronic Labour Exchange</p>	<p>An innovative platform designed to transform the employment exchanges of the FML&amp;E into a robust database of employable manpower in Nigeria and facilitate the job exchange and labour mobility. It is envisaged to be the national labour market observatory which will also analyses labour market trends and challenges, bringing value added analytics that can inform national employment strategies and intervention.</p> <p>On the flipside, Jobberman remains the most valuable national labour exchange and offers valuable analytics as a service. However, Jobberman is a for profit business.</p>
<p><b>NIFOR</b></p>	<p>Nigerian Institute for Oil Palm Research</p>	<p>Prepares and conducts technical training courses themselves as an independent training provider (the GSTCs are managed by the Board of TVET whereas CoA and NIFOR are independent providers with a high level of influence in the VET sector).</p>
<p><b>NIOB</b></p>	<p>Nigeria Institute of Building</p>	<p>Professional regulator and membership association for registered builders and construction artisans. It is the approved National Skills Qualifications (NSQ) awarding body for construction while CORBON is the recognised sector skills council for the construction sector.</p>
<p><b>NIRSAL</b></p>	<p>Nigeria Incentive-Based Risk Sharing system for Agricultural Lending</p>	<p>Desirous of building the capacity of over 8 million farmers across the country within 16°000 geo-clusters scheme targeted at creating local economic partnerships that will create centres of production and support that will lead to mass employment.</p> <p>It is a non-bank financial institution owned by the CBN with the mandate to redefine, dimension, measure, reprice and share agribusiness related credit risks in Nigeria; its activities and interventions interface with TVET.</p>

<p><b>PLACCIMA</b></p>	<p>Plateau State Chamber of Commerce and Industry</p>	
<p><b>PLASMEDA</b></p>	<p>Plateau State Small and Medium Scale Development Agency</p>	<p>Faith-based organisation and an essential community gatekeeper for addressing unemployment through vocational development that may contribute to improved livelihood or stability.</p>
<p><b>Plateau Jobs</b></p>	<p>Plateau Jobs</p>	<p>Online Job matching company</p>
<p><b>PIPC</b></p>	<p>Plateau Investment and Property Development Company</p>	

<b>REDAN</b>	Real Estate Developers Association of Nigeria	Principal agency and umbrella body of the organized private sector responsible for housing development in Lagos-State
<b>RTEAN</b>	Road Transport Employers Association of Nigeria	Association of road transport employers in Lagos-State
<b>SFGC</b>	Search for Common Ground	<p>One of the largest dedicated peacebuilding organizations whose mission is to transform the way the world deals with conflict, away from adversarial approaches and towards cooperative solutions.</p> <p>SFGC works at all levels of society to build sustainable peace through three main avenues: Dialogue, Media and Community Engagement</p>

<b>SMEDAN</b>	Small and Medium Enterprises Development Agency of Nigeria	<p>Established by the SMEDAN Act of 2003 to promote the development of micro, small and medium enterprises (MSMEs) in the Nigerian Economy as a one-stop-shop. Functions of the agency include:</p> <ul style="list-style-type: none"> <li>● Stimulating, monitoring and coordinating the development of the MSME sector</li> <li>● Initiating and articulating policy ideas for MSMEs' growth and development</li> <li>● Promoting and facilitating development programmes, instruments and support services to accelerate the development and modernization of MSME operation</li> <li>● Linking SMEs to internal and external sources of finance, appropriate technology and technical skills as well as to large enterprises</li> <li>● Working in concert with other institutions in both public and private sectors to create an enabling environment for businesses in general, and MSME activities in particular</li> <li>● Intermediating between MSMEs and the Government. SMEDAN is the voice of the MSMEs.</li> </ul> <p>SMEDAN focusses on business development and finance related training, strongly cooperates with ITF and on skills and vocational training.</p>
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## ANNEX 7: RESOURCE PERSONS






We thank all our interview partners for their openness and the valuable insights that they shared with us.

Table 18: Resource Persons

Name of organisation or company	Name	Position
Plateau State Government House	Mr. Mike	Chief Administrative Officer
N-Hub	Eric Nanle	Chief Executive Officer
C-STEMP Siteworx	Nenji Emmanuel	Admin officer
C -STEMP Construction Skills Training and Empowerment Project		
PLASMEDA		Admin Officer
Plateau State Ministry of Agriculture		
Industrial Training Fund (ITF)	Mrs. Lami Dakwak	
NASCO		
Nigerian Breweries PLC		
Mini Options Outsourcing	Mrs.	Chief Executive Officer
Go-Ye Construction Associates	Micheal	Chief Admin Officer
WAYE Foundation	Silas Dung	Chief Operation Officer
Bukuru Technical College	Nantim S. Larson	Head Principal
Plateau State Civil Service Commission	Sunday Chong Hyat	Head of Service
Institute for Governance and Social Research (IGSR)		
Grand Cereals Ltd	Mr. Solomon	HR

## ANNEX 8: COMPARISON OF SELECTED STATES

Table 19: Comparison of Selected States

Aspect	National	Edo-State	Lagos-State	Ogun-State	Plateau-State
Map					
Capital	Abuja 2,5 m inhabitants, metropolitan area: 10m	Benin City 1.5 m inhabitants	Ikeja 800'000 inhabitants Largest city: Lagos 16 m inhabitants)	Abeokuta 500'000 inhabitants, metropolitan area: 1.1 m	Jos 900'000 inhabitants
Surface	1'000'000 km <sup>2</sup> (Germany: 350'000 km <sup>2</sup> )	18'000 km <sup>2</sup>	3'500 km <sup>2</sup>	17'000 km <sup>2</sup>	31'000 km <sup>2</sup>
Population	200'000 (estimate 2020, census 2014: 140'000)	3'200'000 (2006, rank 27 of 36)	9'000'000 (2006, rank 2 of 36)	3'700'000 (2006, rank 16/36)	3'200'000 (2006, rank 26 of 36)
GDP / capita	2'500 \$ (2020, estimate)	3'600 \$ (2007)	4'300 \$ (2007)	2'700 \$ (2007)	1'600 \$ (2007)
HDI	0,534 (rank world: 158 of 189)	0,622 (2018, rank 12 of 37)	0,673 (2018, rank 1 of 37)	0,662 (2018, rank 2 of 37)	0,562 (2018, rank 22 of 37)

Main sectors	Various with big differences between States	Big informal sector with little presence of big companies and SME.	Houses headquarters of most conglomerates and commercial banks	High concentration of industrial estates and a major manufacturing hub	High concentration of light manufacturing Companies, Agro allied companies as well as largely concentrated MSMEs
Administrative Divisions	36 States + Federal Capital Territory, 774 LGA	18 Local Government Areas	20 Local Government Areas	20 Local Government Areas	14 Local Government Areas
Official links	(various)	<a href="http://www.edostate.gov.ng/">http://www.edostate.gov.ng/</a>	<a href="http://www.lagossate.gov.ng/">http://www.lagossate.gov.ng/</a>	<a href="http://ogunstate.gov.ng/">http://ogunstate.gov.ng/</a>	<a href="https://www.plateaustate.gov.ng/">https://www.plateaustate.gov.ng/</a>



