



NATIONAL BUREAU OF STATISTICS

PROCEEDINGS

**2007 AFRICAN STATISTICS DAY CELEBRATION
IN NIGERIA: 20TH NOVEMBER, 2007**

**Federal Republic of Nigeria
November, 2007**

CONTENTS	PAGES
1. PREFACE	3
2. COMMUNIQUE	5
3. PROGRAMME OF EVENTS	9
4. WELCOME ADDRESS	11
5. KEYNOTE ADDRESS	15
6. SUMMARY OF PROCEEDINGS	19
7. PAPERS PRESENTED	32
8. LIST OF PARTICIPANTS	79

PREFACE

The 2007 African statistics Day celebration in Nigeria was held in Abuja on Tuesday 20th November, 2007. The celebration however was in conformity with the meeting of African Ministers responsible for Economic planning and Development at the twenty-fifth sessions of the United Nations Economic Commission for Africa in May 1990 which declared 18th November of every year as African Statistics Day, to be celebrated each year. The objective of this declaration was to ensure the creation of awareness on the important role of statistics in all aspects of social and economic life. This celebration day is observed by every African country annually with series of activities such as seminars, symposium, Jingles on Television, Radio etc. Accordingly, Nigeria has been consistently observing the African Statistics day every year as a medium for the promotion of the production and usage of statistics in the Country and to serve as an advocacy tool for raising awareness of the importance of statistics throughout Africa.

The opening ceremony commenced with a welcome address by the Director-General, National Bureau of Statistics, Dr. Vincent O. Akinyosoye, followed by a keynote Address by the Honourable Minister and Deputy chairman/CEO, National Planning Commission (NPC), Senator Sanusi Daggash, ably represented by the Coordinating Director (Administration) National Planning Commission, Alhaji. D.M. Shehu. Also in attendance was the Chairperson, Senate Committee on National Planning, Senator Hajia Zainab Kure.

The two addresses emphasized the critical roles of African Statistics Day celebration every year as a medium and tool for promotion and advocating the awareness, usage, supply and production of statistics in the country.

There were three major scientific presentations with Prof. Eniola Adeniyi, President, Development Research Bureau, Ibadan as the Chairperson. The first paper was presented by Dr Ozo-Eson Peter, Director of Research, Nigeria Labour Congress titled Situation of Employment in Nigeria- Labour Union Prospective. The second paper was presented by Professor Tunji Akande, Director-General NISER, Ibadan, titled Prospects and Challenges of Producing Labour Statistics in Nigeria. While the third paper was presented by the Deputy Director, Policy Analysis, Research and Statistics, Mr. Illoh of Federal Ministry of Labour.

Finally, I must sincerely thank all participants for their frank discussions and useful comments during the Public Lectures. A summary of all the presentations, comments and observations made as well as key papers presented constitute these proceedings. I am therefore, pleased to commend the proceedings to all readers. However comments and suggestions for further improvement on future Lectures would be highly appreciated.

Dr. Vincent O. Akinyosoye,
Director-General,
National Bureau of Statistics (NBS).

COMMUNIQUE

The 2007 African statistics Day celebration in Nigeria was held in Abuja on 20th November, 2007. This year's theme is "Improving Employment and Related Indicators To Better Inform Labour Policies and Programmes In Africa." The purpose of the celebration, every year, was to ensure continuous creation of awareness on the important role of statistics in all aspects of social and economic life. This celebration day is observed by every African country annually with series of activities such as seminars, symposium, Jingles on Television, Radio etc. Accordingly, Nigeria has been consistently observing the African Statistics day every year as a medium for the promotion of the production and usage of statistics in the Country and to serve as an advocacy tool for raising awareness of the importance of statistics throughout Africa.

The opening ceremony commenced with a welcome address by the Director – General, National of Bureau of Statistics followed by a key note Address by the Honorable Minister and Deputy chairman/CEO, National planning commission (NPC), Senator Sanusi Daggash, ably represented by the coordinating Director (Administration) National Planning Commission, Alhaji D.M.. Shehu. Also in attendance was the Chairperson, Senate Committee on National Planning, Senator Hajia Zainab Kure.

The two addresses emphasized the critical roles of African Statistics Day celebration every year as a medium and tool for promotion and

advocating the awareness, usage, supplying and production of statistics in the country.

There were three major scientific presentations chairperson with Professor Eniola Adeniyi, President, Development Research Bureau, Ibadan as the Chairperson. The first paper was presented by Dr Eson Peter, Director of Research, Nigeria Labour Congress titled situation of Employment in Nigeria- Labour Union Prospective. The second paper was presented by professor Tunji Akande, Director – General NISER, Ibadan, titled prospects and Challenges of Producing Labour Statistics in Nigeria. While the third paper was presented by the Director Policy Analysis, Research and Statistics, Mr. Illoh of Federal Ministry of Labour.

OBSERVATIONS:

After a thorough deliberation, the following observations were made:-

- ❖ In all NBS surveys, the issue of Labour Statistics has not been well addressed as there is absence of any formal procedure for recording employment and unemployment figures.
- ❖ There are gender gaps in employment and occupational segregation between men and women.
- ❖ There are obvious rigidities in the Nigerian Labour market particularly at the state level
- ❖ Child Labour is high in Agriculture, Mining and Construction which required government attention.
- ❖ The challenges posed by the size of informal sector Statistics given the virtual lack of record keeping and supplying of information in the sector.

- ❖ Statistics was critical in accelerating the pace of Socio-economic development particularly in the implementation of government current seven – point agenda economic reforms programme.
- ❖ Inadequate funding was a major constraint towards comprehensive and sustained data production at all levels of the Nigerian statistical system.
- ❖ Training of statistical personnel at both senior and middle level is a critical requisite for sustained statistical development.

RECOMMENDATIONS:

It was therefore recommended that:-

- ❖ Government should adequately fund statistical operations and ensure timely release of funds meant for statistical programmes as well as support the proposed National Statistical Funds (NSF) so as to ensure sustainability in Statistical Production.
- ❖ Effort must be devoted to the generation and dissemination of Labour Statistics with ILO key indicators to be able to address employment challenges.
- ❖ There is need for sustainable cooperation between the National Bureau of Statistics and key stakeholders, including Labour Unions and employers' associations
- ❖ The definition and concepts used to generate employment statistics by various agencies need to be consistent.
- ❖ Development of Labour Market Information system (LMIS) framework that permits the collection and transformation of labour market data into labour market information in an integrated manner among the several stakeholders such that a logistic and

accurate picture of how the labour market functions at any given time is produced

- ❖ Need for institutional linkages in collecting Labour Statistics.

CONCLUSIONS:

In his closing remarks, Director, Corporate Planning and Technical Coordination, National Bureau of Statistics, Okomayin Sj. Mayaki expressed satisfaction with participants at the public Lectures as well as the discipline and commitment demonstrated throughout the programme. He remarked that the reforms going on in the NSS would ensure the entrenchment of cohesive coordination, collaboration and harmonization arrangement within the Nigerian Statistical System. He encouraged participants to increase their zeal and tempo in order to take statistics to a lofty height. He finally wished all, God's guidance in all their endeavours in life.

PROGRAMME OF EVENTS

2007 AFRICAN STATISTICS DAY CELEBRATION IN NIGERIA: 20TH NOVEMBER, 2007.

Theme: “IMPROVING EMPLOYMENT AND RELATED INDICATORS TO BETTER INFORM LABOUR POLICIES AND PROGRAMMES IN AFRICA.”

9.00 – 10.00am Registration of participants

10.00 – 10.30am Welcome Address – Director-General,
National Bureau of
Statistics (NBS)

10.30 – 11.00am Keynote Address – Honourable Minister/Deputy
Chairman-CEO, National Planning Commission
(NPC)

Vote of Thanks: Okomayin Sj. Mayaki, Director (Corporate
Planning & Technical Coordination), NBS

11.00 – 11.30am **Tea/Coffee Break**

11.30 – 2.30pm **PLENARY SESSION**

Chairman: Prof. Eniola Adeniyi, President, Development Research
Bureau, Ibadan.

Topic 1: “Situation Of Employment In Nigeria – Labour Union
Perspectives”.

Presenter/Author: Director, Research, Nigeria Labour Congress.

Topic 2: 'Prospects & Challenges of Producing Labour Statistics In Nigeria'

Presenter/Author: Head, Human Resource Development, NISER.

Topic 3: 'Gender and Child Labour Issues In Employment with Reference to Nigeria'

Presenter/Author: Director (Policy Analysis, Research & Statistics)
Federal Ministry of Labour.

Questions and Answers.

2.30- 3.30pm

LUNCH

COMMUNIQUE

**WELCOME ADDRESS DELIVERED BY DR. VINCENT O.
AKINYOSOYE, THE DIRECTOR GENERAL, NATIONAL BUREAU
OF STATISTICS DURING THE AFRICAN STATISTICS DAY
CELEBRATION, 20TH NOVEMBER, 2007**

**The Honourable Minister/Deputy Chairman-CEO,
National Planning Commission,
Chief Executive of Government Ministries, Departments, and Agencies
(MDAs),
Representatives of International Agencies,
Distinguished participants,
Gentlemen of the Press,
Ladies and Gentlemen,**

It is a privilege for me to welcome the Honourable Minister of National Planning Commission, Chief Executives of MDAs Representative of International Agencies, Distinguished participants, Gentlemen of the Press Ladies and Gentlemen to this year's celebration African Statistics Day. I indeed wish to thank you all for honouring our invitation despite the short notice and your other engagements.

2. This African Statistics Day (ASD) celebration is always marked across the continent, including Nigeria, with series of activities. The climax of these activities are three invited lectures on the theme “**Improving Employment and Related Indicators to Better Inform Labour Policies and Programmes In Africa**”. The ASD celebration is in compliance with the declaration of the conference of African Ministers of Finance, Planning and Economic Development and also the conclusion of the twenty-fifth

session of the United Nations Economic Commission for Africa which adopted 18 November every year as African Statistics Day. The purpose of ASD is to increase public awareness about the important role which statistics play in all aspects of social and economic life of our countries and the continent of Africa.

3. Permit me, Honourable Minister, Ladies and Gentlemen, to re-emphasize an important fact that Statistical Information is the life line of social-economic development of any nation. There is the need always for constant reassessment of Government policy objectives using statistical information. Production of these statistical information is possible only if users and producers of data actively work together as a team to generate such quality products. I am, of course, very glad to inform you that NBS has assumed her responsibility in this regards through the development of a template for the capture and management of Administrative Statistics in all Ministries, Departments and Agencies. The template covers all Socio-economic Statistics about the country covering about 54000 variables. NBS has also designed and produced a uniform template of over 118 tables for each State for the production of National Statistical Year Book (NSYB) as well as State and Zonal Statistical Yearbooks. Arrangements are almost concluded on the development of a direct data Capture System between NBS and MDAs starting from CBN, NNPC and the Federal Ministries of Finance, Agriculture, Education, and Health. The Bureau is currently using two internationally renowned micro-data based tools, Toolkit and Devinfo, to manage and disseminate survey data at household level. The Headquarters and Zonal offices of NBS have fully functional Local Area Networks (LANs) and a Wide Area Network (WAN) connecting the Zones to the

Headquarters. These networks will make data exchange within the office and between the Headquarters and Zonal Offices fully on-line.

4. The foregoing notwithstanding, efforts have been put in place to revitalize our survey activities in the areas of prices, energy, environment and capital stock statistics. In the same vein, in the coming year, the office, in conjunction with some MDAs will be conducting the Agricultural Census and a combined Nigerian Living Standard Survey (NLSS) and Core Welfare Indicator Questionnaire (CWIQ) Survey. In all these Surveys, the issue of labour statistics has not been well addressed. In the absence of any formal procedure for recording employment and unemployment figures, NBS relies on labour force surveys at the household level but this is not sufficient. The problem is compounded by the large pool of workers in the informal sector and different forms of under-employment and mis-employment in the system. In view of these problems, the theme of this year's ASD, **“Improving Employment and Related Indicators to Better Inform Labour Policies and Programmes In Africa”** is very appropriate. It is crucial to raise awareness of data producers, users, suppliers and the population at large about the importance of Employment Statistics to monitor implementation of job creation policies and programmes. Challenges abound in the fight against unemployment in the country because employment generating strategies have not been mainstreamed into National Development Strategies and Policies in the country. There are gender gaps in employment and occupational segregation between men and women. There are obvious rigidities in the Nigerian Labour market particularly at the state level. There is also the problem of hourly, weekly, bi-weekly and monthly wage structure. Child labour is high in Agriculture, mining and

construction and this requires government attention. I would, therefore, like to implore the participants for lively contributions during these lectures to help improve the production of labour statistics in Nigeria, to address the aforementioned problems.

5. Distinguished participants, I thank you most sincerely for honouring our invitation to attend these Lectures which are designed to attract attention of labour statistics in Nigeria. Your presence has further demonstrated the continued interest of your respective agencies and institutions in supporting statistical development in Nigeria.

6. Your Excellency Sir, the Honourable Minister of National Planning, I must say that we feel greatly honoured by your presence on this occasion and for finding time out of your obviously crowded programmes to grace this opening ceremony.

Once again, Ladies and Gentlemen I welcome you all to this gathering and wish you happy deliberations.

Thank you.

**DIRECTOR GENERAL
NATIONAL BUREAU OF STATISTICS
ABUJA**

**KEYNOTE ADDRESS DELIVERED BY SENATOR
MOHAMMED SANUSI DAGGASH, THE HONOURABLE
MINISTER/DEPUTY CHAIRMAN-CEO, NATIONAL
PLANNING COMMISSION, DURING THE AFRICAN
STATISTICS DAY CELEBRATION,
20TH NOVEMBER, 2007**

**The Director-General, National Bureau of Statistics,
Chief Executive of Government Ministries, Departments
And Agencies (MDAs),
Representatives of International Agencies,
Distinguished Participants,
Gentlemen of the Press,
Ladies and Gentlemen,**

It is indeed a great honour to address this august gathering of professionals and users of statistics in National Statistical System at the occasion of the grand finale of the celebration of African Statistics Day. I understand that the African Statistics Day celebration is an annual advocacy tool to increase public awareness about the important role which statistics play in all aspects of social and economic life of Nigeria and the continent of Africa. I am equally aware that this year theme 2007 African Statistics Day celebration is: **“Improving Employment and Related Indicators to Better Inform Labour Policies and Programmes in Africa.”** There is no better time for this theme than now, especially with the current Administration’s Seven point agenda and the need to mainstream statistics within Policy Processes and National Development Programmes and Strategies.

2. The present democratic Government of Nigeria affirmed the centrality of employment and its primary role in poverty reduction and national development. It is therefore, crucial to raise awareness of data producers, users, suppliers and the population at large about the importance of having appropriate statistics to monitor implementation of job creation policies and programmes in the country. In this regard, I feel delighted that the National Bureau of Statistics (NBS), the apex statistical agency and coordinator of National Statistical System in Nigeria has a good working relationship with other data producing agencies at the Federal level MDAs and States Statistical Agencies (SSA). They are putting in place necessary infrastructure and Sectoral Development Strategies at the Federal and State level that would facilitate the production of timely administrative statistical information capable of meeting the needs of users and the expectations of the Seven Points Agenda in the present democratic dispensation and indeed monitoring of progress towards meeting the MDGs. I thereby commend the efforts of NBS for ensuring that this year's African Statistical Day is celebrated in Nigeria as it is being celebrated all over other African countries. I believe the forum will help to come out with ideas that would help to strengthen the development of labour statistics in Nigeria.

3. As you are already aware, the present government noted with concern that employment had not been embedded in national development strategies. Therefore, in order to create decent jobs in Nigeria, employment strategies are being mainstreamed into the seven point agenda of the present administration. The special needs of vulnerable groups in society were also recognized including

government efforts to increase employment opportunities for women, youth, people with disabilities, internally displaced persons, refugees and returnees. I also commend the efforts and strong commitment of our development partners in their activities to enhance gender equality. It was been highlighted that a key measure for women's improvement is the availability of good – quality jobs for women in legislative, senior official or managerial positions with higher participation rates indicating a reduction of discriminatory barriers. In Nigeria, child labour is very widespread; particularly in Agriculture, livestock herding and mining.

4. The foregoing puts into focus, the need for the National Statistical System and indeed the National Bureau of Statistics along with MDAs, private sector representatives, academia and researchers, the Civil Society, donors, international organizations, the press and the general public to take active part in the entire process of increasing the availability of accurate, timely and policy-relevant data on employment and related indicators. This will entail among other things, building consensus on concepts and definitions related to employment, carefully defining and refining methods for collecting data on each category of employment, measuring and profiling the informal sector, which covers a wide range of labour market activities and which provides many job opportunities. It is important to note that production of statistics is not only time consuming but it is also time sensitive and expensive. For this reason, the public and users generally should endeavour to assist NBS as well as other producers of statistics by providing accurate information and responding promptly to all statistical enquires and surveys.

5. Before concluding this address, I wish to express my profound gratitude and appreciation to our development partners and donor agencies for offering to provide support with sustained interest and assistance in development of statistics in Nigeria and Africa in general. With the quality of Resource Persons invited, I have no doubt that you are all equal to the task. I hope that your deliberations would provide the way forward for better and effective statistical delivery and usage in Nigeria.
6. While I look forward to your recommendations and conclusions, I wish you fruitful and successful deliberations.
7. Thank you for your attention.

**HONOURABLE MINISTER/DEPUTY CHAIRMAN-CEO,
NATIONAL PLANNING COMMISSION,
20TH NOVEMBER, 2007.**

SUMMARY OF PROCEEDINGS PLENARY SESSION

Chairman: Prof. Eniola Adeniyi (Development Research Bureau Ibadan)

Rappoteurs: (i) Mustapha A.Daramola (NBS)

(ii) Aikhionbare Jacobs (NBS)

(iii) Mrs Obamedo Felicia (NBS)

Topic1: Situation of Employment in Nigeria – Labour Union Perspectives.

Author: Peter I. Ozo-Eson, PH.D. (Dir. Research (NLC))

Topic2: Prospects & Challenges of Producing Labour Statistics in Nigeria

Author: Prof. Tunji Akande (DG NISER IBADAN)

Topic 3: “Gender and Child Labour Issues in Employment with particular Reference to Nigeria”

Author: Director (Policy Analysis, Research & Statistics) Federal Ministry of Labour. O.C. Illoh.

Discussant: Prof. Eniola Adeniyi (DRB Ibadan).

Chairman’s Opening Remarks:

In his opening remarks, the Chairman welcomed the Participants especially stakeholders in statistics and Development Partners to the grand finale of the African Statistics Day, observed by the United Nations to create awareness and sensitize Africans on the development of statistics in the Continent. He opined that the theme “Improving Employment and Related Indicators to better inform Labour Policies and Programmes in Africa” was a welcomed development. He reminded the participants that unemployment was a major problem facing

Africans and that with a clean, reliable unbiased and credible statistics, poverty in Africa will be addressed. However, he was confident that with the cream of presenters, delegates and participants present would proffer meaningful solution to unemployment and its related statistics to assist decision makers. The Chairman thereafter called on the presenters to deliver their papers.

1ST SPEAKER: Peter I. Ozo-Esan

The primary function of any Labour Union is to defend the Jobs of its members, failure of which, he said would erode membership base and create a weak Labour Market.

The Labour executive told participants base on this that no government can exist without employment of Labour. Unfortunately he said unemployment had been a reoccurring decimal since Independence in Nigeria without the efforts to address the scourge. He then enumerated some of the programmes designed by government to tackle unemployment, with a rider whether they have solved the problems.

- (ii) 1962 – 1968 (National Development Plan) met to create employment for all citizens
- (iii) 1975 – 1980 (Third Development Plan) – Reduction in the level of unemployment and an increase in the supply of high level Manpower
- (iv) 1986 National Directorate of Employment (NDE) contained (Item ii.)
- (v) NEEDS (2001) – To create 7 Million new Jobs in 4 years
- (vi) 7 Point Agenda (2007) – Wealth Creation and Employment

The speaker informed participants further that NLC has continued to draw the attention of Government through its May Day message on the need and urgency of confronting the employment crisis. Whereas Government

continues to paint a rosy picture of an economy experiencing tremendous and sustained growth in the face of continued job losses, persistent weakness in the job market and public criticism of the economy growth figures declared by government which had not improved the economy nor create the needed jobs. He said it would be useless to be in a union if employment of members are not sustained and guaranteed. To be relevant, he advised NBS to continue to produce relevant Labour indices and their effects on members, so that jobs created would be of high quality and sustainable too.

He Identified 4 major types of employment indicators

- Unemployment
- Underemployment
- Low wage employment
- Outcry lot social endusion

He drew the attention of participants to a graphical table on page 34 showing National Unemployment Rates and Under – Employment rates in Nigeria (1992 – 1998). He concluded that statistics revealed massive wastages of human resources and a denied opportunity to fully contribute to national creations.

This, he said, was imminent in the Manufacturing Sectors the largest employment of Labour outside the Public service: Other affected are in Food and beverages sectors.

On the effects of unemployment, the speaker said the worst hit are the youth of ages bracket 15-40 years and the University Graduate who are often baked every year by our Universities without commensurate contribution of their vast human resources to National development. Instead, their time are being wasted on unsustainable and low wealth creating jobs such as; Newspaper Vendors, Okada Riders, Motor Vehicle drivers, Street Corners Selling etc. he said the

economic sector which is the life wire of the economy is bedeviled with lack of record keeping, reporting and relevant information on which policy can be based was generally lacking. He informed participants the reliability of the statistics used in his analysis in Nigeria were in doubt. He suggested the following for a robust data in Labour statistics.

- Need for reliable, adequate and credible Labour statistics
- The gamut for labour statistics should be exhaustive and captured for further analysis.
- Funding of data and Reporting.
- Cooperation between the NBS and key stakeholders, Labour Union and employers association.

Toward producing a reliable statistics be strengthened,

- Release of available Labour statistics on time.
- All stakeholders should come together to define simple labour indicators to deal with labour problem.
- Avoid empty indices or not available syndrome in labour statistics.
- Definition of labour indices in the Nigerian context to address the Nigerian peculiar labour problems.

Finally, he said to tackle unemployment problem in Nigeria, there must be

- Government led investment.
- Adequate and reliable Indicators.
- Release on time of these data to users and policy makers.

2ND SPEAKER: Prof Tunji Akande.

In the introductory part of his paper, the author extolled the opportunity this year celebration offered to the participants to focus on the

challenges of producing labour statistics in Nigeria. Agreeing with the first speaker that available statistics on Labour was grossly underestimated, he said that without adequate, clean and reliable data on Labour statistics the world economy can not progress, including Nigeria.

To achieve this, he emphasized on concept and definition as a vital ingredient to assist in collecting adequate and useful data. He went on to defined the following vital labour variables

- Working population
- Dependent population and Dependency Ratio
- Employed
- Employer
- Own-Account workers
- Employees
- Unpaid Family Worker
- Person Not Classified by Status
- Unemployment
- Underemployment
 - invisible Underemployment
 - visible Underemployment

On the issue of handling and generating Labour Statistics, the author said that Information Technology has been helpful in the following:

- It has made possible new and Sophisticated way of data collection and assessment of scientific information
- It has provide new and powerful tools for the modeling and simulation of complex natural, social and Engineering systems

- It has made possible the creation of massive, complex and shared data sets
- It has changed the way scientific knowledge is stored and communicated
- It has facilitated the sharing of computational resources and scientific instrument among various categories of scientists and engineers in different locations and has aided communication and collaborations among large groups of researchers.

On the sources, type and uses of Labour Stakeholders he enumerated the following sources of labour with the uses: they are;

- Population Census
- House Hold Surveys
- Administrative Records
- Tracer Studies
- Cost studies
- Informal Sectors surveys
- Industrial Relations Studies
- Cost of living studies

Continuing with his paper, he gave the following challenges associated with Labour Statistics in Nigeria and the need to address them:

- Definition problem
- Large informal Sector activities
- Lack of standardized Classifications
- Errors in Measurement

- Error in projection

To improve the quality of labour statistics, he suggested the following, with explanation on the composition of the Labour Market Information Systems (LMIS).

- Adequate funding of Labour Agencies e.g NBS
- Get definition and concept right
- Develop Labour Market Information system (LMIS)
- Need for Institutional Linkage in collecting Labour Statistics
- Coordinate Labour statistics
- Easy accessibility of labour statistics information on the need to preserve a robust labour statistics, the author gave a comprehensive profiles of labour statistics (**main and submain**)
 - Socio Demographic Data
 - Employment and Underemployment Data
 - Education Data
 - Employment and Labour Market Information
 - Labour Market Policies
 - Analysis of Training policies and Programmes
 - Assessment of Training Response to the Employers needs
 - Productivity, wages, Prices and Poverty

In conclusion, the author echoed that Labour statistics are imperative, with the rapid and unprecedented wave of IT, globalization, robust manpower planning and policy formation are indispensable for

optimal integration into the global Economy, could only be possible when there are adequate and reliable labour statistics.

3RD SPEAKER: O.C. ILLOH (Federal Ministry of Labour)

Commencing his presentation, Mr. Illoh told participant that Child Labour was becoming worrisome in view of its negative impact to the Child and Society at large. In the area of quality and quantity of our nation's future workforce. He asked some pertinent questions and went on to provide answers to them as follows:

Child Work:- It is a process of Child's training and socializing to the norms, code of practice and traditions aimed at equipping them for future survival and contribution to societal development. Below 18yrs.

Child Labour: it is using the child to perform economy exploitative, hazardous and injurious to physical, mental, psycho-social, moral and cognitive development of the child. (less than 18yrs)

Decent Work: Doing a job that gives a sustainable income with due recourse to fundamental human rights and security. After which he led the participants on why Child Labour was a problem. Adding to the Child Labour definition, he said, it was a reversed role of a parent paid or unpaid, visible or invisible by giving responsibilities above his capacity for little or no remuneration. He

presented a pathetic states ILO estimate of over 246 million and Nigeria estimate of 15 million (Male = 8m and F = 7 million) engage in Child Labour.

Among other exploitative and hazardous environment children are exposed to include:

- slavery, trafficking, Debt bondage or serfdom
- Trafficking in hard drug and other contrabands
- Commercial sex work, production of porno porno performance.
- Work, which is likely to harm the health, safety or moral of the child.
- Ritual Murders, Injuries

Mr Illoh said child Labour was un-African mutul in 1983 and 1992

when unemployment was at its peak many families had to adopt available survival strategies including the use of children, to hawk, use as househelps to earn a living. He said society took undue advantage of the Children by luring them from the rural areas to the cities for menial jobs.

The Presenter on some of the causes of Child Labour, he enumerated the following:

- Poverty
- Unemployment
- Impact of HIV/AIDS
- Illiteracy and ignorance of the effects of child Labour by parents and children
- Large Family size
- Culture, tradition and religion
- Rural – Urban migration
- Peer influence

He went further to list some of the activities child Labourers are involved in which include:

- **Street Related Activities**
- Hawking on the streets
- Scavenging
- Beggies guide and street begging etc.

Craft/artisans work

- Iron and steel work
- Tailoring etc

Conflict Zones

- Ethnic/political and religions crises

On how the menace was being fought. Mr Illoh said the following interventional strategies were employed:

AT INTERNATIONAL LEVEL

- Adoption of the ILO convention Nos 138 of 1973
- Adoption of ILO convention No 182 of 1999 (on worst form of Child Labour)

AT THE NATIONAL LEVEL

- Increased commitment and political will by which child labour issues become a budgetary item

- Ratification of ILO Convention of Nos 138 of 1973 and No 182 of 1999.
- Review of the extent labour Laws to capture the issues of Child Labour and HIV/AIDS.
- Promulgation of several child labour legislation such as:
 - o Child Rights Act, 2003
 - o National Agency for Trafficking in Person (Prohibition Law Enforcement and Administration Act 2003
 - o Universal Basic Education act, 2003
 - o Nomadic Education Act
 - o Formation of a Draft National Policy on Child Labour
 - o Formation of a National Policy on HIV/AIDS
- Establishment of relevant Agencies, including
 - o National Agency for the Prohibition of Trafficking in person (NAPTIP)
 - o Child Labour Units in live Ministries
 - o Human Trafficking Desk in the Nigerian policy and Immigration Services.
- Promotion of the enactment of edict and bye laws at the state and Local government levels
- Review of the existing National Employment Policy in line with the National Economic Empowerment Development Strategy (NEEDS) and The Millennium Development Goals (MDGs)
- Awareness action and Sensitization on the ills of Child Labour, among other.

However, Mr Illoh was quick to refer perhaps to a rodent survey conducted here under reveal the following:

- (i) To Supplement Family Income.....95%
- (ii) Orphaned and have to support own sibling.....3.3%
- (iii) To earn own Income.....1.7%

He said 95% of the Children engage in Child Labour was below eleven years of age out of which 55.8% of them were boys

Finally, he said, child labour recycles poverty and deprived the child of the opportunity to acquire skills and education required to build a viable and employable labour Force capable of contributing to personal and societal development. He then urged social partners, organized workers and worker representative to sanction employer that employ children contrary to the provision of the Law. To the government he appealed for adequate funding and release of such funds on time for the purpose fighting the scourge of child labour in Nigeria.

Opening Remarks by The Chairman Senate Committee on National Planning; Senator Hajia Zainab Kure.

The Chairman Senate Committee on National Planning Commission in her extemporized and down to earth speech to the participants expressed delight and commended the NBS for creating awareness on statistics in Nigeria. Henceforth, she said statistics would be placed at the centre stage for national development. As an ardent lover of statistics, she summarized the important of statistics with the maxim “if you fail to plan, you plan to fail”. Welcoming this year theme, stressed the need to plan all levels of

government and human endeavours using statistics to arrive at concrete decisions; was germane to the realization of the present administration 7-point agenda. Appraising development in Nigeria in retrospect since 1960, she was bold to answer in the affirmative. In her defense she said visible indices available now were missing in the past. She then went on to use simple analogy to drive her point with conviction from participants.

On the importance of data, Hajia enjoined that NBS, NISER be empowered to attain international standard to make credible data available for national use. She also said that accurate statistics was important for adequate planning and machinery would be put in place to realize the development as panacea for sustainable National Budgetary implementation.

Finally, to achieve the desired goal of making statistics the centre piece and in the production of robust and credible statistics for the nation, she urged the participant to make useful suggestions on the way forward for good statistics as a veritable tool in Nigeria.

PAPERS PRESENTED

PAPER 1:

Situation of Employment in Nigeria: Labour Union Perspectives

By

Peter I. Ozo-Eson, Ph.D.
Director of Research
Nigeria Labour Congress

Being Lecture Delivered at the African Statistics Day, 2007,
Organised by National Bureau of Statistics Abuja 20th
November 2007

Situation of Employment in Nigeria: Labour Union Perspectives

Introduction

The challenge of employment is certainly one of the major national challenges in our country today. For several years, increasing population and expanding outputs of educational institutions have not been matched by available employment opportunities. Given the economic crisis of the past two decades, opportunities for sustainable employment have not only stagnated, but have contracted in a number of years. The emerging recovery of the economy, which has emerged in the past few years, has to a large measure not been employment led. Although high rates of economic growth have been recorded, the growth has largely been jobless. Herein lies the continuing challenge of employment.

Recognition of the Employment Challenge

Government has, over the years, recognised the employment challenge. The challenge has been recognised for some time. Right from independence, economic policy has placed emphasis on addressing the problem of unemployment. The problem has been consistently highlighted in virtually all post-independence economic plans. The 1962 – 1968 National Development Plan, for example, aimed, among other goals, at creating employment for all citizens; while the Third Plan (1975 – 1980) aimed at a drastic reduction in the level of unemployment and an increase in the supply of high level manpower. The setting up of the National Directorate of Employment in 1986 was a continuation of this focus. The

National Economic Empowerment and Development Strategy (NEEDS) also recognised the challenge of employment.

NEEDS, while recognising the employment challenge, sought to create seven million new jobs in four years. Importantly, employment creation is one of the four key strategies of the plan, with the other three being reorienting values, reducing poverty and creating wealth. The seven point agenda of the present government also recognises the employment challenge by including among the seven items on the agenda, wealth creation and employment.

On its part, the Nigeria Labour Congress has remained consistent in drawing attention to the employment crisis. Through its May Day messages from year to year and other documents, the NLC has continued to engage government on the need and urgency of confronting the crisis. For example the 2004, May Day, which focused on the theme of Jobs, Insecurity and Poverty, had this to say:

...our focus on jobs, poverty and insecurity in the theme of this year's May Day underscores our continuing concerns with the parlous state of our national economy. In our May Day address last year, we highlighted among other issues the problem of unemployment and job losses arising from factory closures. Within the past year, many more factories have closed and many more jobs have been lost.

Two years later, the NLC continued its focus on the crisis of employment, when it used the May Day address of 2006 to highlight touted growth which was not delivering jobs. In the address, Congress had this to say:

In the past three years, we have had cause to draw attention to the persistent weakness in the job market. Reports from our affiliate unions continue to paint a picture of continuing job losses. Yet, government continues to paint a rosy picture of an economy experiencing tremendous and sustained growth. We have had cause to wonder about the correctness of these claims. Captains of industry, particularly operators in the productive sectors of the economy, have also publicly contested the growth figures put out by government.

What is becoming increasingly obvious, however, is that irrespective of what the actual growth rates are, the employment situation in the economy has not improved. We are worried that if, indeed, the economy is growing, we are locked into an unfortunate situation of jobless growth.

The concern of labour with the employment situation is understandable. The primary function of any labour union is to defend the jobs of its members. Sustained job losses, not only erodes the membership base of unions, but also signifies a weak labour market in which union power can hardly be exercised.

The Employment Situation in Nigeria

Beyond recognition, however, not much success has been achieved in employment creation. This has resulted in a situation, where the employment problem has continued to fester so that today, there is a monumental employment crisis in Nigeria. This crisis consists of four elements resulting in human resource wastage. These are unemployment, underemployment, low wage employment and outright social exclusion (Umo, 2006).

Part of the problem of fully appreciating the existing employment situation is the inadequacy and reliability of employment and other labour market data. Even at that, existing data paint a dismal picture of the employment situation in the country.

Table 1: National Unemployment Rates

Period	Composite	Urban	Rural
1999	17.5	11.6	19.6
2000	18.1	14.2	19.8
2001	13.7	10.3	15.1
2002	12.2	9.5	13.3
2003	14.8	17.1	13.8
2004	11.8	11.0	12.1
March 2005	11.9	10.1	12.6

Source: *National Bureau of Statistics*, June 2006.

Whereas there is a pervasive contention that the published data consistently under reports the unemployment rate in the country, the figures in Table 1 indicate a serious unemployment problem. At the national level, the composite unemployment rate has remained at double digits, while rural unemployment has consistently remained higher than the urban rate. At an aggregate level, this represents a massive wastage of human resources. The magnitude of human resource wastage is more correctly appreciated when one recognises that apart from the unemployed, a high proportion of the seemingly employed is underemployed. Although data could not be obtained for the corresponding years shown in Table 1, information in Table 2 shows that underemployment is a significant problem.

Table 2: Under-Employment Rates in Nigeria (1992 – 1998)

Years	National	Urban	Rural
1992	18.3	11.6	25.1
1993	18.8	15.5	22.0
1994	16.4	12.7	20.2
1995	14.7	9.3	20.1
1996	15.9	11.4	20.4
1997	13.7	8.8	18.6
1998	18.5	11.2	20.1

Source: FOS: *Annual Abstracts of Statistics* (various issues)

Inferring an average unemployment rate of about 16 percent from Table 1 and underemployment rate of 17 percent from Table 2 leads to a frightening scenario, where about 33 percent of the work force may be denied the opportunity of contributing fully to national wealth creation.

Other features of the employment situation, which can be inferred from available, albeit unreliable, data include:

- Nigeria's labour force growth rate of 2.8% exceeds the annual rate of employment growth which is estimated to be less than 1%.
- Rural unemployment rates in all states are almost three times the corresponding rates in the urban areas thereby confirming the rural nature of Nigeria's unemployment problem.
- Tertiary graduate unemployment has remained at an average of 15% per annum.

- Nigerian youths (15 – 24 years) bear the greatest burden of unemployment with rates averaging 40 – 60% between the 80s and the 90s.
- In more recent years, female unemployment rates have been much higher than the male rates.
- The number of students graduating from the school system into the labour market annually is estimated at about 3 million. The labour market is estimated to absorb only 10% of this number annually.

Beyond published statistics, evidence abounds indicating massive and continuing job losses, particularly in the manufacturing sector. Probably the best example of this unfortunate development is the massive loss of jobs in the textile sector, resulting from the virtual collapse of the sector. The situation is particularly worrisome given that less than two decades ago, the sector was the largest employer of labour outside the public service. What is true of the employment situation in the textile sector is also becoming increasingly true in the food and beverages sector, where due to the adoption of new technologies and increasing automation, labour redundancy is on the increase.

The resulting employment crisis has resulted in a situation where today, university graduates stand on street corners selling telephone recharge cards, or roam the streets as newspaper vendors, while others engage themselves as commercial motorcycle and taxi drivers. While there is nothing degrading about these jobs, it would, nevertheless, seem obvious that the national investment in their human capital development would have been rendered bad investment if their contribution to national development were to be

confined to these types of unsustainable and low wealth creating jobs. Yet, unfortunately, it is these types of jobs that constitute the bulk of activities in the growing informal sector.

Faced with the growing unemployment situation in the country, the informal sector has continued to grow as the unemployed seek stop-gap anchorage in the sector. While informal sectors are features of virtually all economies, the size of Nigeria's informal sector poses challenges, not only for economic development, but also for the capacity to employ effectively, policy to determine economic outcomes. Given the virtual lack of record keeping and reporting in the sector, the relevant information on which policy can be based is generally lacking. We will return to the issue of data shortly. But first, let us address what, from our perspective, needs to be done in order to meet the employment challenge.

Perspectives on Meeting the Employment Challenge

Recently, we had the opportunity to share our thoughts on what needs to be done to meet the employment challenge we currently face. Permit me to reproduce aspects of our contributions on that occasion.

The starting point in designing an appropriate strategy for employment is to realise that the creation of sustainable quality jobs depends crucially on the capacity and ability of the economy to create wealth. Predominantly, work is the necessary means of creating wealth (Jordan, 1996). Jobs that do not create value and therefore wealth cannot be sustainable in the long run. The capacity of the economy to create wealth and sustainable jobs depends crucially on investment. The challenge of investment is, therefore, at the heart of employment generation.

Given this important role of investment, it is important to resolve clearly the issue of where the responsibility for investment rests. Neo-

classical economic thinking, which has found resurgence in today's neo-liberalism, pushes a role assignment between the public and the private sectors of the economy where wealth creation and employment generation are the responsibility of the private sector, while the public sector is expected to act as facilitator and provider of the enabling environment for the functioning of the private sector. Counter-posed to this ideological position is the other viewpoint which gained ascendancy in the 1930s, following the monumental collapse of the market model represented by the great depression, that a direct and activist intervention of the state was required for economic development and stability. This Keynesian view of the world requires that the state be an activist investor in wealth creation and employment generation.

The philosophy of economic policy in Nigeria has oscillated between these two contending influences over the years. Up till 1986, the need for an active interventionist state was recognised and the state was expected to lead investment in the commanding heights of the economy. Since then, however, the dominance of the neo-liberal doctrine, which heralded the Structural Adjustment Programme, has held sway and economic policy since then has emphasised the leading role of private sector investment in wealth creation and employment generation. The privatisation programme and the downsizing of public sector employment have been elements of this new policy direction.

Two decades on since this shift in philosophy, it is pertinent to ask how well we have fared. I am sure most of us will agree that some progress has been made. Growth rates in Gross Domestic Product (GDP) have recovered and inflation has relatively been curtailed. Growth has, however, been largely jobless, resulting in increasing unemployment and *immiserating*

growth as poverty has continued to worsen. The inability of a private-sector-led investment drive to tackle the unemployment and poverty problem calls for a critical evaluation of the underlying philosophy.

To start with, there is need to recognise a great dissonance in our stated philosophy of economic management. There is today a great dissonance between the philosophy of economic organisation outlined in the 1999 constitution and the philosophy driving economic policy. Whereas the constitution clearly prescribes for a mixed economy, where the state takes control of major sectors of the national economy, the NEEDS seeks to move the nation in the direction of a purely private-sector-driven economy. This dissonance needs to be removed by an unequivocal adoption of an underlying philosophy which would be binding in the management of the national economy. Some may argue that this dissonance is now only on paper and that the country has moved beyond the constitution on this matter. Be that as it may, what is being emphasised here is the need to reconcile our stated guiding philosophy and our practice.

More importantly and at a practical level, we wish to canvass in the strongest terms the need for an activist developmental state. It is our view that this is necessary if we are to speedily transform the national economy. Our present state of development is such that the private sector is extremely weak. To depend on the sector as the sole source of the development of new economic ventures is to seriously compromise the desired goal of a speedy transformation of the national economy, which constitutes the basis for wealth creation and employment generation. We envision a state that plays the important role of pioneer investor, alone or in partnership with the private sector, where private investors are unable or unwilling to invest in specific sectors and ventures that are deemed necessary for the speedy

development of the overall national economy. This is not an ideological, but a pragmatic matter. I sometimes wonder if the great infrastructural works in the developed world would ever have been developed if at the time of their development, the state had been a mere facilitator and provider of enabling environment.

Let us briefly return to the experience so far under NEEDS. A few months now to the end of NEEDS, all reviews have agreed that the envisaged creation of jobs has not been realised. Although the projected growth has been surpassed, the growth has been largely jobless. Private sector industries, particularly manufacturing have continued to shed jobs. Growth in employment has largely been concentrated in the informal sector of the economy, where low wage and unsustainable jobs are concentrated. New investment in industry has been slow, except in the service sectors where communications and finance have driven investment. Given existing empirical finding (Iyoha, 2000), which shows that public and private sector investments are complementary, these outcomes are understandable. Post NEEDS, there is need to re-think the underlying philosophy of driving investment.

The process of re-think would probably be helped if we all temporarily keep away in our bags our various ideological togas. To aid this process, we review examples from the heartland of capitalism to demonstrate what innovations are taking place in other lands in the promotion of investment for wealth creation and employment generation. After years of adopting the facilitator model and using incentive structures to cajole private enterprises to invest in wealth creation and employment generation without much positive results, several state governments in the

U.S.A have resorted to direct investment to address state unemployment. The following passage speaks for itself:

How do states encourage job growth? For too long, the answer by many state governments had been to hand out fat tax subsidy checks to corporations with little accountability and with little for the taxpayer to show at the end of the day. But that's changing. States are increasingly taking a more active approach to job creation and becoming direct investors in job growth. When states invest funds directly, the returns on those investments come back to the taxpayer for reinvestment in new ventures, whether for technological innovation or revitalization of previously abandoned communities (Newman, 2006).

As of 2006, thirty-six states in the U.S.A, including New York, Washington State and California, had embraced this model of direct or targeted state investment, either solely or in partnership with private sector enterprises. A particularly interesting case is that of Pennsylvania, where the state has set aside \$33.8 million in tobacco settlement money for the development of biotechnology in the southern Pennsylvania region. The overall goal is to dedicate \$2 billion of the tobacco settlement money to the development of life-saving (and job-creating) biotechnology firms in the state.

We have chosen these examples for illustration because no one is likely to argue that the adoption of direct investment state models in the U.S.A is influenced by an ideological shift to socialism (or is it communism?). This is not to suggest that there is anything wrong with or undesirable in such a shift. Those who oppose direct state investment in our country may point to the dismal record of public enterprises. On this score they may have a point. But, is the record of dismal performance not also

applicable to our private sector and general government? Is the challenge not how to fashion an appropriate and effective mix of public and private partnerships that would produce the best results?

What needs to be emphasized, in our view, is that where direct state investments are made, they should be guided by the need for them “to contribute to community revitalization while achieving market returns. To build a long-term community reinvestment dynamic, these investments must be viewed and approached as *primary* opportunities offering strong returns — not as investments of lesser worth agreed to as a matter of politics” (*ibid*). Beyond the foregoing, there is need to re-focus our engagement with the global economy. When the marketing Boards existed, they provided intermediation and facilitation services that made it easier for domestic agricultural goods to find markets abroad. Today, there is no agency providing that service. There is need to invest in specialized agencies that can advise on and monitor product standards and provide information on standards required for access to various overseas markets, particularly for our manufactured goods.

The Challenge of Adequate and Reliable Statistics

Mr. Chairman, Distinguished Ladies and Gentlemen, what we are marking today is the African Statistics Day. My comments would not be complete, therefore, if I do not say a few words on the challenge of statistics in meeting the employment challenge. You would have noticed that our use of published statistics in our analysis has been heavily underlined by caveats about the reliability of data. Beyond reliability, there are yawning gaps in the types and detail of labour market data which ought to inform analysis and policy.

For example, an examination of the ILO Key Indicators of the Labour Market (KLIM 5th Edition) reveals that Nigeria has data, albeit incomplete, on only three of forty or so labour market indicators! Yet, adequate policies to address the employment challenge need to be based on reliable and available data. There is need to invest adequately in data gathering and reporting. At the level of the overall economy, there have been significant improvements in the past few years. Efforts need to be devoted to the generation and dissemination of labour market data. Towards this, there is need for cooperation between the National Bureau of Statistics and key stakeholders, including labour unions and employers' associations.

Conclusion

Our review of the employment situation in our country today has resulted in a rather grim picture. The employment crisis is severe and this poses a major challenge for policy. Our perspective is that we need to as a nation rethink the underlying philosophy of economic management so that government can more directly seek to tackle the problem of unemployment through government led investment. To facilitate this, adequate and reliable data are required on various labour market indicators. The availability and reliability of such data today is dismal. This poses a challenge for the National Bureau of Statistics and other stakeholders.

References:

Umo, J. U, 2006. “Employment in NEEDS – 2, Draft Background Paper for NEEDS – 2.

Milton A. Iyoha ‘Public Policy and Public Sector Investment’ in *ILO, Investment for Poverty Reducing Employment Study*, Lagos 2000.

Newman N., 2006. New State Investment Model for Job Creation.

Jordan L., 1996. “Jobs Creation and Government Policy”,
www.cato.org/pubs/journal/cj16n3-1

PAPER 2:

PROSPECTS AND CHALLENGES OF PRODUCING LABOUR STATISTICS IN NIGERIA

BY

**PROF. TUNJI AKANDE
DIRECTOR-GENERAL**

NIGERIAN INSTITUTE OF SOCIAL AND ECONOMIC RESEARCH (NISER), IBADAN.

I. INTRODUCTION

The importance of labour statistics in manpower and employment planning can not be overemphasized. Experience over the years has shown that statistics is of prime importance in all facets of human development. Effective policy formulation and implementation are based on, reliable, relevant, accurate and timely statistics. For example, the formulation and administration of labour laws and negotiation concerning wage and salary require employment statistics.

To formulate adequate labour legislation, data is required on some variables, such as, numbers engaged, salaries and wages for some special groups, like women, children, family, workers, home makers and so on. It is in recognition of this that the international recommendations for industrial statistics include the collection of employment and earning data in industrial enquiries for all countries.

The broad macro-economic objective in most societies is to foster growth of national output, achieve full employment of available resources and maintain price stability and external balance. A gainfully employed

labour force and an active population have high potentials to contribute to the growth of national output for the promotion of economic development. The income derived as remuneration to labour (a major factor of production), complemented by social programmes on food, shelter, health and education enhances the raising of the standard of living of workers, their dependants, and thus, the citizenry – a main aim of development. Economic development is targeted at people and hence, the issue of population, employment, unemployment and economic development are closely related.

In order to achieve broad macroeconomic and development objectives, there is, therefore, need for production of accurate, reliable and timely data not only on economically active population, employment, unemployment and underemployment, but also on other major indicators of performance of the Nigerian economy (inflation, national output / income, human development indices, etc.). Accurate employment and unemployment data are essential for proper formulation of employment and income policies as well as introduction and implementation of measures aimed at reduction of unemployment. They are also necessary for manpower and employment planning, monitoring for the purpose of maintaining up-to-date records and evolving suitable employment training and apprenticeship programmes.

Importance of Labour

Labour is the productive services embodied in the physical efforts, skills and intellectual power of human beings (Umoh, 2002). The labour available in any society or nation at any given time is made up of the quality

and quantity of workers as well as the quality and quantity of those able and willing to work but who are without jobs. Labour is an important factor in the process of socio-economic development. It occupies a central role in the productive process. Land and capital are, of course essential for production, yet it is the human factor that gives them such essential value by transforming them into goods and services. Adequate supply of labour is essential in the development process. Of greater importance is the issue of effective utilization of labour and increase in the productive capacity of labour force. One implication of rapid rate of population growth is the corresponding rapid growth in the size of the labour force and corresponding changes in its age and sex composition. A youthful population is characterized by a young labour force, high rate of entry and low rate of exit (through retirement and death). The productive capacity of the labour force is influenced by such factors as its age-sex structure, and its quality measured in terms of educational characteristics, level of skill acquisition, level of technological advancement and health status. The level of utilization of labour is known to depend on the extent to which it is applied in the production of economic goods and services i.e. the level of employment.

The demand for labour is determined by the tempo of economic activity which depends on the rate of growth of the economy – measured in terms of growth in Gross National Product (GNP). In many developing countries with weak economic base and low labour and factor productivity, the rate of economic growth does not seem to match the rate of population growth. The clear indication of this undesirable trend is the mismatch of the supply of labour force with the demand for labour force. The widening gap between the supply of labour force and its effective or potential demand is manifest in the increasing rate of unemployment and underemployment. In

order to accelerate the pace of socio-economic development, it is important to formulate and implement policies and programmes that will bring about a match in the demand for and supply of labour. This important objective can be achieved through programmes aimed at population control, increase in work participation (especially for women), increased employment generation and enhanced labour productivity.

II. CONCEPT AND DEFINITIONS

Working Population

The working population refers to the actual potential labour supply. It is defined to include only persons aged between the minimum legal age at leaving school and the maximum legal age at retirement, hence usually between ages 15 and 64, between ages 15 and 69, and between 10 and 59 in some countries. In theory, all persons who are physically and mentally capable to work are said to belong to the potential labour supply. Although young children (of say above age 5 and persons above age 75) can be called upon and are often able to perform some economic activity, child labour (i.e. labour furnished by person aged under 15) is officially discouraged in almost all countries. Nevertheless, because primary education is compulsory in many countries, children under 15 years are often not regarded as part of the working population.

Dependent population and Dependency Ratio

Dependency population is defined as that part of the population which is considered inactive. The bulk of the dependants in Nigeria are children under 15 years of age because of the youthful nature of the population

occasioned by high fertility level and to a less extent old persons over 65 years age.

Economically Active Population or Labour Force

Economically active population is synonymous with the labour force. This comprises all persons of either sex who furnish the supply of labour for the production of economic goods and services as defined by the United Nations System of national accounts and balances during a specified time-reference period (ILO, 1999). It comprises of persons who are working (the employed) as well as those who do not have work and are looking for one (i.e unemployed). It includes both person in the civilian labour-force and those serving in the armed forces. The latter is often treated as a separate category. Thus, the labour force is defined as the population 15 – 64 years who are working (either full time or part-time) or seeking work i.e. the currently active population. The not economically active population comprise of home makers, students, income recipients, disabled or incapacitated and others.

Employed

The employed comprise all persons, including family workers, who worked during the time-reference period established for data on economic characteristics or who have a job in which they have already worked but from which they were temporarily absent because of illness or injury, industrial dispute, vacation or other leave of absence, absence without leave or temporary disorganization of work due to such reasons as bad weather or mechanical breakdown.

Employed persons i.e. those who are at work or who have jobs, or enterprises during the reference period, can be classified into the following categories

- **Employer:** A person who operates his or her own economic enterprises or engages independently in a profession or trade, and hires one or more employees;
- **Own-account Worker:** A person who operates his or her own economic enterprise or engages independently in a profession or trade, and hire no employees;
- **Employee:** A person who works for a public or private employer and receives remuneration in wages, salary, commission, tips, piece – rates or pay in kind;
- **Unpaid Family Worker:** A person who works a specified minimum amount of time (at least one third of normal working hours – 40 hours a week) in an economic enterprise operated by a related person living in the same household;
- **Person Not Classified by Status:** Experienced workers with status unknown or inadequately described and unemployed persons not previously employed.

Depending on the length of time over which the work is carried out or is available, employment can be classified into full-time, part-time, temporary, fixed-term, interim, casual or seasonal (Farooq and Oforu, 1992).

Unemployed

The unemployed consist of all persons who, during the reference period, were not working but who were seeking work for pay or profit, including those who never worked before. Also included are persons who during the reference period were not seeking work because of temporary illness, because they made arrangements to start a new job subsequent to the reference period or because they were on temporary or indefinite lay-off without pay. Where employment opportunities are very limited, the unemployed should also include persons who were not working and were available for work, but were not actively seeking it because they believed that no jobs were open.

Persons who are neither employed nor unemployed are classified as not in the labour force. The size of the national labour force is determined by population size, rate of population growth, population age-sex structure, replacement ratios and rates, dependency ratio and school enrolment ratio.

Underemployment

Underemployment exists when a person's employment is inadequate in relation to specified norms or alternative employment, account being taken of his or her occupational skill (training or working experience) (ILO, 1999). Underemployment is subdivided into two major categories: visible, when persons involuntarily work part time or for shorter periods than usual; and invisible, when persons work full time but the work is inadequate

because earnings are too low or the job does not permit exercise of fullest skills (ILO, 1957, p.17)

III. PROSPECTS OF GENERATING LABOUR STATISTICS

Information technology has made possible new and sophisticated ways of data collection and assessment of scientific information. It has provided new and powerful tools for the modeling and simulation of complex natural, social and engineering systems. Information technology has made possible the creation of massive, complex and shared data sets. It has changed the way scientific knowledge is stored and communicated. Indeed, information technology has facilitated the sharing of computational resources and scientific instruments among various categories of scientists and engineers in different locations and has aided communication and collaboration among large groups of researchers.

Data Generation and Processing

Information technology has enabled automated collection of data. In many scientific fields, data are increasingly being collected in digital form which facilitates analysis, storage and dissemination. Information technology may be said to reflect the combination of three key technologies namely; digital computing, data storage and the ability to transmit digital signals through telecommunication networks.

In the generation of labour statistics, information technology plays a key role in ensuring that such data are accurate, robust, timely, efficient and reliable. It is pertinent to point out here that data collection and processing are two major components of statistical delivery system; and when the

technology for these activities are largely manual as has been the case in Nigeria over the years (until very recently), it will impact negatively on data generation.

The use of information technology makes data collection and processing very fast, accurate, smooth and reliable. It is gratifying to note that in line with the current practice world over, the introduction of digital technology has started in earnest at NBS (the Nigerian apex statistical agency). The traditional questionnaire design for manual capture and verification process is now being replaced by e-forms, shading, bubbling and scanning. This has reduced the incidences of errors, and has made the job friendlier, much faster, less labour intensive. Although, it may appear to be very expensive in the short run, but on the long run it is cost effective and thus cheaper. Further, the processing time is reduced by over 80 per cent, and the labour use is reduced by more than 50 per cent with the use of information technology. Thus it is clear that information technology paves the way for a highly robust and efficient data generation and processing.

In the past, the Federal Office of Statistics had always organized data in the traditional way, using flat filing system like creating tables from surveys and administrative records for official publications. This was largely responsible for the frequent delay in the release of official data. But the use of information technology-based system in NBS in recent times has enabled it to generate and process data efficiently and to release official data promptly. A case in point is the Core Welfare Questionnaire Indicator survey (CWIQ), which was conducted between March and April 2006, the reports were published promptly and could be accessed by interested stakeholders. This feat is commendable when we consider the scope of the CWIQ survey, which was national, unlike previous CWIQ whose scope was

limited to selected states. The use of scanners and other information technology tools facilitated greatly the CWIQ survey and data processing.

It is obvious from what is stated so far that information technology is an indispensable ingredient in the collection and processing of data in general and labour statistics in particular. Information technology will make the collection and processing of labour statistics to be efficient, robust, timely and very cheap. It will also make the management and release of official labour statistics to be efficient and timely. Indeed, information technology plays a major role in the efficient generation of labour statistics.

IV. CHALLENGES ASSOCIATED WITH LABOUR STATISTICS IN NIGERIA

The available labour statistics produced by the various agencies do not seem to meet the expected needs of the country. The shortcomings are traceable, mainly to issues listed and discussed below.

- Definitional problem;
- Large informal sector activities
- Lack of standardized classifications
- Errors in measurement
- Errors in projection

Definitional Problem

The definition of unemployment determines the way it is measured and also delimits the choice as well as the effectiveness of policy instruments designed to solve the problem. The definition of unemployment

by the labour agencies as the proportion of the labour force who are available for work but did not do any work in the week preceding the survey period seems to imply that an individual doing “any work” for a minimal period of time is deemed employed.

Large Informal Sector Activities

As a result of the ever growing size of the informal sector where many Nigerians find token outlets for a limited period of time to eke out a living, the definition and measurement of unemployment would be different from those of other countries where informal activities were negligible. Also, the extended family system, which encourages giving support to relatives, does not allow many jobless people feel the full pinch of being unemployed. Thus, for some of the unemployed, if the benefits received from their relations are higher than what they would obtain by working, they will prefer to identify themselves as unemployed. This situation marks the actual unemployment situation in the country. Consequently, available unemployment rates are so low that one can conveniently assume we have full employment, when in actual fact, the unemployment and or underemployment situation is very serious.

Lack of standardized classification

This kind of limitation pervades all types of manpower and employment information not only in Nigeria but in nearly all developing and developed countries. For example, a quick examination of job

advertisements in national newspapers will show that quite often is difficult – if not impossible – to know what occupation is really wanted or offered: many of the job titles used are too vague (e.g. “machinist”, “office assistant”, “labourer”). Basically, problems of classification are problems of the description or tags which employers and job seekers attach to jobs. Thus, problems arise in two ways: the same job is given different titles and different jobs are given the same title. To resolve these problems, details of the actual tasks performed in the jobs are essential. The problem is compounded if – and this happens almost everywhere – different classification systems are being used, each one trying to cater for the specific needs of particular users or trying to remedy shortcomings of another system. The answer is the provision of a “bridge” or “crosswalk” between the various occupational classifications in use (Casley, 1984). This relates the various occupational code structures to a chosen base system and code, in the form of cross-reference tables.

Errors in measurement

These are constraints in the collection of reliable and valid data – which are encountered in any information-gathering. In the case of questionnaire-based surveys, the kinds of error which could be made are reporting errors (the respondent misunderstands the question put to him/her, or give a biased or deliberately incorrect answer), recording errors (the data collector marks the respondent’s answer in the wrong box) and sampling errors (the group chosen is not a true representation of the total/universe). The most careful preparation of questionnaires and fully trained survey staff will minimize these problems which in any form of survey cannot be

completely eliminated, but there are also many ways of checking and rechecking.

Errors in projection

These errors are of a different kind as compared to errors of measurement. Such errors are rather theoretical and methodological in nature, involving the various assumptions on which the projections are based. However, since they can only be revealed by hindsight, they might be better regarded as bad guesses rather than errors. The construction of models to project future manpower supply and demand in order to attempt to balance the two is wide spread and quite popular practice among national planners and policy-makers. Most of these forecasts in the past have been of the single-figure or straight-line type.

Common experience has shown that such projections, unless they are done at high levels of aggregation, for limited time periods and with rather modest claims of accuracy, are less than reliable. To be of real use for operational decision-making in the employment and manpower fields, and notably for vocational training, planning and projections need to be updated, at least annually, by “rolling” adjustments derived from recent labour market data. Another way out is that developing countries like Nigeria would be best served by a manpower and employment planning programme which put less emphasis on forecasting and projection work predicting the distant future, but devote more attention to continuously analyzing the functioning and changes of sectorial, occupational and local labour market at various skill levels so as to be always one step ahead of actual events.

Other Limitations

There are other limitations such as incomplete coverage (the informal sector is usually excluded from major labour market studies), inadequate timeliness of reports (employment and manpower data are often published with delays) and lack of local relevance (local labour information is not available in the detailed and with the timeliness which local decision makers require). However, these constraints are more amenable to solution, since they are essentially due to resource deficits.

V. SOURCES, TYPES AND USES OF LABOUR STATISTICS

As labour market data are varied, so are their sources and uses. The various types, sources and uses of data for the labour market are summarized in the following table.

Table 1: Sources, Types and Uses of Labour Market Data

S/N	Sources	Type of Data	Uses
1	Population Census	Number of persons, Number of households, Employment, Unemployment. Not in Labour Force, Income and Wages, Demographics (age, sex, education, ethnic group, marital status, etc) Occupation, Industry	(i) Employment status of population (ii) Labour Force projection (iii) Labour market analysis
2.	Household Surveys	Population, Labour Force activity, Employment, Unemployment, Underemployment, Hours worked, Earnings, Education and training. Demographics (age, sex, etc)	(i) Manpower utilization (ii) Rate of returns on education and training (iii) Effect of employment on the population (iv) Wage and employment

			(v) trends Labour Market Analysis Supply
3.	Establishment Surveys	Employment, Vacancies, Industry Earnings, Establishment size, value added, Labour cost	(i) Labour Market Analysis (ii) Wage and Employment trends (iii) Productivity
4.	Administrative Records (Social Insurance and Employment Exchange data)	Employment, Unemployment, Vacancy, Exchanges, Industry	Wage and Employment Trends
5.	Tracer Studies	Employment, Unemployment, Earnings, Occupation	Rate of returns studies (Benefits)
6.	Cost Studies	Capital cost, Recurrent cost, Enrolment, Training Capacity	Rate of Returns Studies (Costs)
7.	Informal Sector Surveys	Firm size, Employment, Value Added, Earnings, Industry	Analysis of the Informal Sector
8.	Industrial Relations Studies	Number of strikes, Number of working days lost	Analysis of strikes incidence
9.	Cost of Living Studies	Consumer Price Index, Inflation Rate	Measurement of Standards of Living, Analysis of Price – Level Stability.

Sources: Adapted from Van Adams, Middleton and Ziderman,
Manpower Planning in a Market Economy with Labour Signals,
World Bank Working Paper, 837, 1992 p. 26

VI. SUGGESTIONS FOR IMPROVING LABOUR STATISTICS

In order to improve the quality of labour statistics in the country, there is a need to adopt some measures which will ensure accuracy, consistency and timely rendition of data. We therefore, recommend the following measures:

- (a) There is a need to adequately fund the labour agencies, particularly the National Bureau of Statistics (NBS) to enable them carry out their statutory functions effectively. It has been observed that because of inadequate resources, most agencies saddled with data collection could not carry out surveys as often as desired and the sampled sizes have to be reduced to match available resources. Hence there is need to increase the sampled sizes and coverage to ensure true representation of the population and produce reliable estimates. In the same way, there is need to expand the information requested by the Federal Ministry of Labour and Productivity from applicants to include some statistics such as occupation, sex, skill acquired, previous work experience and the duration of unemployment so as to enrich the analysis of the data. Also, staff handling the registered unemployment data should be well exposed and remunerated, to reflect the importance attached to their job.

- (b) The definition and concepts used to generate employment statistics by various agencies need to be consistent. For example, unemployment should embrace the more prevalent open unemployment as well as the disguised unemployment, bearing in mind the peculiar situation in a developing country like Nigeria.

(c) Need to establish a robust Labour Market Information System (LMIS)

Labour Market Information System (LMIS) is simply a framework that permits the collection and transformation of labour market data into labour market information in an integrated manner among the several stakeholders such that a holistic and accurate picture of how the labour market functions at any given time is produced. In this way, LMIS has come to be looked upon as both a tool and strategy of intervention on the various policies and practical interest of labour market (Ukpong, 2000)

A labour market information system consists of a set of institutional arrangements, procedures and mechanisms that produce the labour market information itself. The usual components of LMIS are as follows:

- Users – Individuals and organizations;
- Source of signals, indicators and intelligence;
- System managers, data gatherers, operators and analysts;
- Labour Market information itself;
- Methodology of data collection and analysis;
- Equipment – computers and other hardware;
- Processing software;
- Means of communication, including public media;
- Financial resources;
- Sub-systems;
- training for systems staff and end users;

- feedback and evaluation;
- research, development and publications

There is immediate need to commence the institutionalization process of LMIS. Gladly, the Nigerian Institute of Social and Economic Research is presently working out modalities for establishing a robust labour market information system that could be assessed by users both within and outside the country. There is however need for commitment, by way of national budgetary provision for the take – off and sustenance of data production for the system on a continuous basis. National acceptance of LMIS as a development strategy and the tool that can be used for poverty alleviation, job creation and other planning purposes is imperative.

(d) Need for Institutional Linkages in collecting labour Statistics

Linkages are required between government departments responsible for various policies affecting the labour market on the one hand, and statistical agencies on the other. The use of innovative methods to collect labour market data, for example, will necessitate more extensive institutional collaboration and co-operation. The use of administrative records, for example, involves establishing a network of many organization, including both users and producers of information.

The profile of Labour Statistics needed for the Labour Market Information System is as follows:

1. Socio Demographic Data

- Population overtime by age and gender.
- Population distribution by region.
- Literacy rates by gender, age and region.
- Information on health, wealth and social grouping.
- Economically active population (current and usual).
- Labour force participation rate.

2. Employment and Underemployment Data

- Employment by sector
- Employment by status
- Employment by occupation
- Informal sector employment by economic sector
- Employment rate
- Unemployment rate
- Underemployment rate
- Long-term unemployment
- Youth unemployment
- Unemployment by Education attainment
- Urban and rural informal sector unemployment
- Time related underemployment
- Registered and advertised vacancies by economic sector

3. Education Data

- Enrolment by gender in primary, secondary and tertiary levels

- Education attainments by qualification and gender
- Transition rate by gender from one level to another

4. Employment and Labour market Information

- Size of the labour force and its projected growth by sectors
- Macro level economic trends
- Size of labour force and its projected growth by sectors
- Size of migrants labour groups by origin and sector
- Growth or contraction of wages employment by sector and occupation
- Skills level of workers by occupation and sector
- Levels of unemployment / underemployment by age, gender, sector and education/training attainment
- Identification of reported training needs by sectors
- Identification of sources and methods of collecting LMI

5. Labour Market Policies

- Policies on remuneration and social benefits in public and private sectors
- Government industrial/capital investment and promotion policies and their effects on employment and demand for skills by sector
- Policies relating to technological development and their effects on skills and employment by sector and gender
- Policies relating to unemployment subsidies and job creation

- Trends in the labour market and the impact on future demands for skills, knowledge and employment

6. Analysis of Training Policies and Programmes

- Main features of the education and training system – orientation and balance between public and private sector provisions
- Details of staffing at training institutions, staff/trainee ratio
- Apprenticeship system programmes, duration, numbers by sector, gender and state
- Provisions of career guidance/counseling and job placement services
- Results of tracer studies, showing training relevance to future employment

7. Assessment of Training Response to the Employers Needs

- Contribution / resource allocation by employers in support of training system
- Quality of graduates training standards versus employers' stated requirements
- Internal/on-the-job training programmes by employers
- Recruitment of graduates immediately, six months and one year after training
- Formal linkages between employers and training system/institutions
- Number of trained graduates entering self-employment by sector and gender after one year, three years.

8. Productivity, Wages, Prices and Poverty

- Wages/income distribution by sector
- Poverty and income distribution
- Productivity and unit labour costs
- Prices.

VII. CONCLUSION

As stated above, labour statistics are imperative for manpower planning and policy formulation. Labour statistics provide the crucial guide for the planning and design of manpower and employment programmes. Labour statistics give information on labour market that can then be used to develop, manage, evaluate and report on labour market policies. Information technology plays a very significant role in the generation, processing and management of labour market statistics. The use of digitalized survey instruments enhances data collection by reducing data entry errors either at the survey stage or at the data entry stage. Moreover, it reduces the time spent in processing data after the survey has been completed. The availability of internet can also facilitate establishment surveys aimed at generating data on job vacancies, manpower requirements etc.

In Nigeria, the labour statistics are generally unreliable and this has over the years been posing great impediment to effective and efficient manpower planning and policy formulation. In the 21st century, with the rapid and unprecedented wave of information technology and globalization, sophisticated and robust manpower planning and policy formulation are indispensable for optimal integration into the global economy. And these can only be possible when there are adequate and reliable labour statistics.

References

1. Casley, D. J. Data Collection in Developing Countries. (Clarendon Press, Oxford, 1984)
2. Farooq, Ghazi M and Yaw Ofosu, 1992; Population, Labour Force and Employment: Concepts, Trends and Policy Issue. World Employment Programme, ILO, Geneva.
3. ILO, 1957. Measurement of Underemployment Ninth International Conference of Labour Statisticians
4. ILO, 1999. Key Indicators of the Labour Market (KILM). Geneva.
5. Ukpong E A, 2000; Strengthening Labour Market Information System in Nigeria
6. Umoh O J, 2002 “ The Process of Generation Labour Market Statistics andf the Role of Information Technology; An Overview

PAPER 3:

CHILD LABOUR ISSUES IN EMPLOYMENT WITH PARTICULAR REFERENCE TO NIGERIA.

**BY
O.C.ILOH**

FEDERAL MINISTRY OF LABOUR

INTRODUCTION

The employment of young children in the active labour force has become worrisome in view of its negative impact to the child and society at large. Child labour presents a formidable challenge to the quality and quantity of our nation's future workforce.

Child labour as opposed to child work is the engagement of a child below 18 years of age in any work that is exploitative, hazardous and injurious to the physical, mental, psycho-social, moral and cognitive development of the child. It deprives the child of the opportunity to attend school and childhood rights and privileges. In most instances, the child is given responsibilities above his capacity for little or no remuneration. While, child work is a process of children socializing to the norms, code of practices and traditions aimed at equipping them for future survival and contribution to societal development.

The International Labour Organisation (ILO) estimates that over 246million children are involved in child labour world wide. In Nigeria, a statistical Information and Monitoring Programme on child labour (SIMPOC) survey carried out in 2003 found that over 15million (15,027,612) consisting 7,812,756 males and 7,214,856 females were engaged in child labour.

These children work under exploitative and hazardous environments. In its worst forms, they are exposed to;

- Slavery or practices similar to slavery, such as child trafficking or forced labour. In some parts of the world, they are used for debt bondage or serfdom.
- Trafficking in hard drugs and other contrabands
- Commercial sex work, production of pornography or pornographic performance.
- Work, which is likely to harm the health, safety or moral of the child.

BRIEF HISTORY OF CHILD LABOUR.

The history of child labour had been traced from the 17th Century to the early 20th century, beginning from the industrial revolution in Great Britain and other countries. Duhmann (2000), ILO (2004) attributed the genesis of child labour to the system of capitalist production and the need for extra labour which were readily available in women and children. The advent of capitalism during the industrial revolution in Britain had devastating consequences for the concept of work and the worker. Prior to the industrial revolution, the British economy was largely agrarian. Work and the worker were inseparable. This had been illustrated

thus, “in such an economy every member of the community was required to work to provide food (Middleton, 1970:174).

In Nigeria the issue of child labour began to manifest a dangerous and worrisome dimension with the downturn in the economy resulting to escalation of unemployment and poverty. The situation was worsened between 1983 and 1992 when unemployment was at its peak and many families had to adopt any available survival strategies including the use of children in economic activities. The city streets began to witness influx of school age children hawking various items under inclement weather and for long hours. Children, relations and house helps became ready workers to earn a living. The turn over encouraged some “city parents” to lure children of unsuspecting relations from the rural areas to the cities where such children were forced into child labour. Today, child labour has assumed varied forms and is manifesting in different shapes.

CAUSES OF CHILD LABOUR

- Poverty
- Unemployment
- Impact of HIV/AIDS
- Illiteracy and ignorance of the effects of child labour by parents and children
- Large family size
- Culture, tradition and religion
- Rural-urban migration
- Peer influence

WHERE CHILD LABOUR IS FOUND.

Child Labour is prevalent in the semi-formal and informal sectors of the economy. However, some formal organizations do indirectly involve children through their distribution networks. These organizations include those in the food, drinks, beverages, communication and services sectors.

Other sectors are as follows,

Informal sector,

- Agriculture and commercial plantations
- Personal and Domestic services
- Transport
- Shop and distributive services
- Hotels and brothels
- Mining, iron smiting and metal works
- Construction industry.
- Fishing

ACTIVITIES CHILD LABOURERS ARE INVOLVED IN.

1. Street Related Activities.

- Hawking on the streets
- Head loading
- Feet washing
- Car wash
- Scavenging
- Beggars guide and street begging

2. Craft/Artisans work.

- Iron and steel work

- Carpentry
- Painting
- Tailoring
- Masonry
- Weaving and dying

3. Conflict Zones

- Ethnic crises
- Political crises
- Religious crises

INTERVENTIONS AND LEGISLATIONS

Child labour has been with us since years past. But its face changed in the 19th and 20th centuries with the advent of industrialization, urbanization and globalization which exposed working children to occupational hazards and accidents. Early efforts to combat child labour were rebuffed on the argument that child labour was necessary to alleviate poverty in the less privileged families, that child labour laws would be difficult to enforce on account of the nature and number of enterprises involved in the informal sector, that numerous tasks can be done by children and that government had no business interfering with parental choice on their children development.

However, in the 1970s, the International Labour Organisation (ILO) member states agitated for legislations to curb the menace arguing as follows,

- Childhood is an education and development period in every child's life and should not be jeopardized.

- Child labour jeopardizes children's chances of becoming productive adults.
- Child labour endangers the long term productivity scale, quantity and quality labour force succession plan.

The struggle culminated in the adoption of the ILO Convention Nos 138 of 1973 on Minimum Age and 182 of 1999 on Worst Forms of Child Labour. The two Conventions were ratified by Nigeria in 2003, with the following obligations,

- Review of the extant labour laws in conformity with provisions of the two conventions.
- Establishment of child labour Units and networks in the various government and relevant organizations.
- Increase the minimum age of employment into the Nigerian active labour force to 18 years.
- Nigeria signed a Memorandum of Understanding (MOU) with the ILO with a view to partnering and collaborating in the fight against child labour.
- Implementation of selected Child Labour Action Programmes, such as
 1. Facilitating the implementation of child labour programmes in Nigeria, which involved the Formulation of a National Policy and its National Plan of Action.
 2. Support to Government on the Repatriation of Externally and Internally Trafficked children.
 3. Establishment of a Pilot Child Labour Monitoring System in Child Labour Endemic Communities of Ondo state.
 4. Capacity Development of Child Labour Inspection Specialists.

At the national level government adopted various intervention strategies to combat this scourge, especially its worst forms. The strategies included the following,

1. Increased commitment and political will by which child labour issues became a budgetary item.
2. Ratification of ILO Conventions 138 on “Minimum Age” and 182 on “Worst Forms of Child Labour”.
3. Review of the extant labour laws to capture the twin issues of child labour and HIV/AIDS.
4. Promulgation of several child labour legislations, such as,
 - Child Right’s Act,2003
 - National Agency for Trafficking in Person (prohibition) Law Enforcement and Administration Act, 2003.
 - Universal Basic Education Act, 2003.
 - Nomadic Education Act.
 - Formulation of a Draft National Policy on Child Labour.
 - Formulation of a National Policy on HIV/AIDS.
5. Establishment of relevant agencies, including,
 - Agency for the Prohibition of Traffick in Person (NAPTIP)
 - National Child labour Units in line Ministries and other implementing agencies with the Federal Ministry of Labour as the coordinating and focal agency.
 - Human Trafficking Desk in the Nigeria Police and Immigration Services.

6. Promotion of the enactment of edicts and bye laws at the state and local government levels.
7. Review of the existing National Employment Policy in line with the National Economic Empowerment Development Strategy (NEEDS) and the Millennium Development Goals,(MDGs)
8. Awareness creation and sensitization on the ills of child labour, amongst others.

WHY CHILDREN CONTINUE TO WORK.

Findings from a recent study carried out by the Federal Ministry of Labour (2006) in selected child labour endemic communities in Ondo state shows by percentage the reasons why children continue to engage in child labour as follows,

- | | |
|--|-------------|
| 1. To supplement family income | 95 percent. |
| 2. orphaned and have to support own siblings | 3.3 percent |
| 3. To earn own income | 1.7 Percent |

Further to the above, it was established that 95 percent of children engaged in child labour are below eleven years of age, while 55.8 percent of them are boys.

CONCLUSION.

Child labour presents a serious challenge to the quality and quantity of the Nigerian future labour force. It impedes greatly on government's policy aimed at building an egalitarian, informed, democratic and prosperous

society. This vision cannot be achieved in a nation where a large proportion of her youth are engaged in hazardous and exploitative labour detrimental to their physical, mental, social and moral development. Child labour recycles poverty and deprives the child of the opportunity to acquire skills and education required to build a viable and employable labour force capable of contributing to personal and societal development. Furthermore, Child labour is a big hurdle against the actualization and success of government's policy on Millennium Development Goals (MDGs) and the National Economic Empowerment Development Strategy (NEEDS). It is therefore pertinent that the other Social partners work more effectively with government to combat this scourge. This can be done when organized workers and workers representative in collaboration with Employers resolve to sanction organizations that employ children contrary to the provisions of the law.

Government should allocate adequate funding to cover elimination of child labour programmes and projects, facilitate capacity building of relevant agencies and personnel. Importantly, sustainable and functional poverty alleviation programmes, especially employment generation and soft loans should be encouraged by the various tiers of government.

**2007 AFRICAN STATISTICS DAY CELEBRATION
(LIST OF PARTICIPANTS)**

S/N	NAME	ORGANISATION	PHONE NO.
1	A.A SHETTIMA	O.S.G.F	08033140831
2	SALE AHMADU .A.	FCC	08052374070
3	MHYA ADAMU .H.	NNPC	08037850580
4	GAMBO .L. LOUIS	NBS	08060868394
5	SALAMI .H.O	NIG. CUSTOMS	08033334274
6	AIKHIONBARE .J	NBS	08035712933
7	PROF. TUNJI AKANDE	NISER	08057740789
8	J.K BALOGUN	CONSULTANT	07035152389
9	C. A ADEPOJU	OHCSI	08082530977
10	OWOSHAGBA .S.O	FMBN	08037233184
11	TUNDE ALAYALE	PENCOM	08034916448
12	NWOKEBI N.F (Mrs)	NBS	08039224637
13	G.C. NWEZE	NBS	08054993256
14	Sj.. MAYAKI	NBS	08033255978
15	PATRICK OYENEHO	JAMB	08020959189
16	ASANANSI .E (Mrs)	OAUGF	08033155226
17	TIJANI T.M	FMST	08039681584
18	S. SAM	MFA	08033709533
19	ISAH BABAGANA	MOE	08035884428
20	DR. PETER OZO-ESON	NLC	08036660006
21	OKERE .C.S	NBS	08057886637
22	WAZIRI ZANYANO	NTA	08034503626
23	ARCHIBONG .C. D	FMC&P	08023807360
24	AUDU .M. GWASHI	MOI \$COM	08055838447
25	MISHECK LUHANGA	UNFPA	08082357735
26	GRACE AZUBUIKE	LEADERSHIP	08036745824
27	NDAMININ .B.A	N.E.P.C	08033165016

28	UKPAI .J.A	NAPTIP	08037651096
29	EKEZIE .E.O	NBS	08035662695
30	JOSEPH NOEL	NAT. COMPEM.	08055305553
31	S.I. ANEKWE	OAGF	08033156055
32	PROF. FUNMI SOETAN	UNDP	08037169069
33	MR.A.O. OJO	FML	08055249693
34	EJENJI EJENJI	AIT	08027493496
35	EDWARD AIDOYIN	RAY POWER	08023498528
36	A.C . ADIGHIOGU	WAGES COM.	08065553550
37	CLEMENT OTOGO	NOA	08023124779
38	OLUSOLA AYODELE	MAN	08023244607
39	N.C. NWOEJE	F. MUNGLUHENU	08057326588
40	SUBARI G.A	TRIBUNE	08033
41	SALEH Y.A.U	NACCIMA	08059615883
42	ADEWINMBI A.N	NBS	08033070436
43	NKECHI .S. ICHI	EFCC	08035975265
44	ODUKANMI OLUSEGUN	OLU ODU. & CO.	08083537272
45	S.O. OKWUNBOR	FML & P	08036928850
46	S. EMMANUEL MAIKASUWA	NPF (IGP)	08029465302
47	A.A. ZAREWA	NBS	08023307050
48	F.B. LADEJOBI	NBS	08035879854
49	E.S. KAUWA	NIG. IMM. SERV.	08054906210
50	ONYERI. N.C	FMA & WR	08060648069
51	ODU-THOMAS YvU.	NBS	08023076588
52	SALILU MUSA	NHRC	08045215711
53	OYETAKUN JOSHUA	PPPRA	08055024787
54	ABBA-EKU OMYEKA	NAT. WATCH	094840666
55	AYO AROGE	NBTE	08034512901
56	CHIEMZIE EMMA .A.	NIG. PRISONS	08069160451
57	O.C. JILOH	FM. LABOUR	08033137872

58	SHITTU .A. SOLOMON	CBN	08033500277
59	ATEBIJE B.M	FM. LABOUR	08069314034
60	NDEKWU P.N	PHCN	08033301674
61	OKEGHUNA .K	NBS	08053921982
62	YINKA ALESE	NEWS ORG.	08065334797
63	FANAM RICHARD	NEWSGATE	08086241917
64	AJIJALA .O.G.	TUFAWAN BUS.	08027054342
65	ENEKAYI .O.I	MIN. OF AGRIC	08037014633
66	SEN. Z. KURE	NAT. ASS.	
67	U.S. ABUBAKAR	NAT. ASS	
68	KANU KANU	NIG. FILM CORP.	08037231978
69	ESHO OLUSEGUN	NBS	08032097629
70	ADEOYE OLUWAFEMI	NBS	08030959834
71	AJIKIOLA OLUTOYIN	NBS	08060999124
72	OGUNDUYA KOLA JOHN	NBS	08033596332
73	SANUSI .R.A	NBS	08023286065
74	EMMANUEL IBAKU	NBS	08068353882
75	S. AGBABIAKA SUNDAY	FMWA & SD	08055067866
76	SAHHU LUKMAN	P & P CONSULT`	08333000107
77	SHUAIBA A.B INDABAWA	NHIS	08065741955
78	ADOLE	NTA	08035991118
79	ERHIMHE .A. O.	MIN.OF ENERGY	08051353709
80	PROF. ENIOLA ADENIYE	DEV.RESEARCH	08034061909
81	MR. IKERAVE YANGE-KAR	NIGCOMSAT	08055510967
82	A.O ALIYU	ENERGY COM.	08055942722
83	DR. ADUYA ODE	UNDP	094616254
84	O. J . FAGBOHUN	NBS	08037872604
85	UMORU HENRY	VANGUARD	08037860298
86	ESE ERICA EKAMA	NAN	08034032329
87	OPARAKU GEORGE .N .	NBS	08036700912

88	ISAAC ANUMIHE	THE SUN	08036795959
89	JOHNSON AWOTUNDE	UNICEF	08035250266
90	IGONOH B.J	INTERIOR MIN.	08059836010
91	OMAKOBIA F.E	NBS	08023664640
92	OGUNLANA .B.	NBS	08027248902
93	DELE ADEYEMI	MERFUMD	08033262072
94	YAHAYA ABUBAKAR	HOS	08036276317
95	MR. PAUL .C. OJI	B.O.F	08036002901
96	TOPE OGUNDOLA	PPPRA	08032502510
97	KANAYO VICTOR .N.	NAPEP	
98	JAMES HODO	THE INQUIER	08035992451
99	BOBBO ILIYASU	ECOWAS	08057962335
100	P.A. OLUNIYI	YOUTH DEV.	08054914697
101	O.O. BABALOLA . (Mrs.)	YOUTH DEV.	08055961740
102	KALU .U.E	PRISONS	08023674032
103	ANULE EMMANUEL	FIN. STANDARD	08036052136
104	AGOHA .J.	MIN. OF LAB.	08036004597
105	EWEAMA .P.M. (MRS)	NBS	08036406287
106	AKINMADE .S. OLADAPO	AFRICAN PPLE.	08075866232
107	OKAFOR .C. M.	CBN	08066877275
108	UCHE .S. AGBIM	PHCN	0803786001
109	ALHASSAN .A.A.	NBS	08033111553
110	ETEAMA .H.C.	NBS	
111	JOHN IKPES	VISION FM	
112	OLUYEMI .S.O	NBS	08023967297
113	ADEDAYO .I..A.	NBS	08030667539
114	OBUTE JAMES	NAT. POLICY	08057987618
115	HENRY IORTIM	BUSS. WORLD	08036469000
116	SUNDAY EKONG	NIG . CHRONICLE	08036140122
117	AREMU. A.A.	NPC	08058110979

118	HENRY ALA	BUSS. WEEK	08032910662
119	B.T. LAWAL	NTDC	08055084601
120	JAMES NONGO	OAGP	08033043781
121	CHIDINMA ONWUASO	NAT. STANDARD	080370202141
122	CHIDINMA .P. JOSEPH	NBS	08054070392
123	IBIDAPO .J.A	MIN. OF DEFENCE	08062677253
124	Mrs. N.P AKPAN	NDE	08028598853
125	S.B. HARRY	NBS	08037876095
126	O.A. BAKAM	RMRDC	08037045163
127	A.D. MUSTAPHA	NBS	08066667697
128	DR. V.O. AKINYOSOYE	DG (NBS)	
129	E.A. FAFUNMI	NBS	