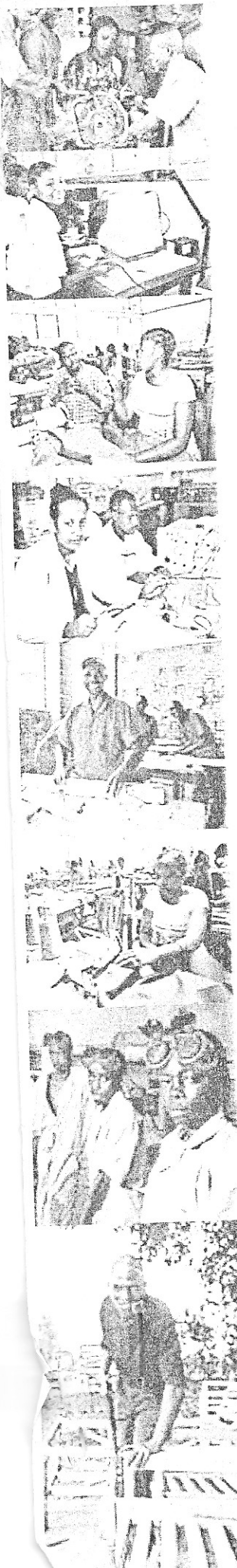




FEDERAL REPUBLIC OF NIGERIA

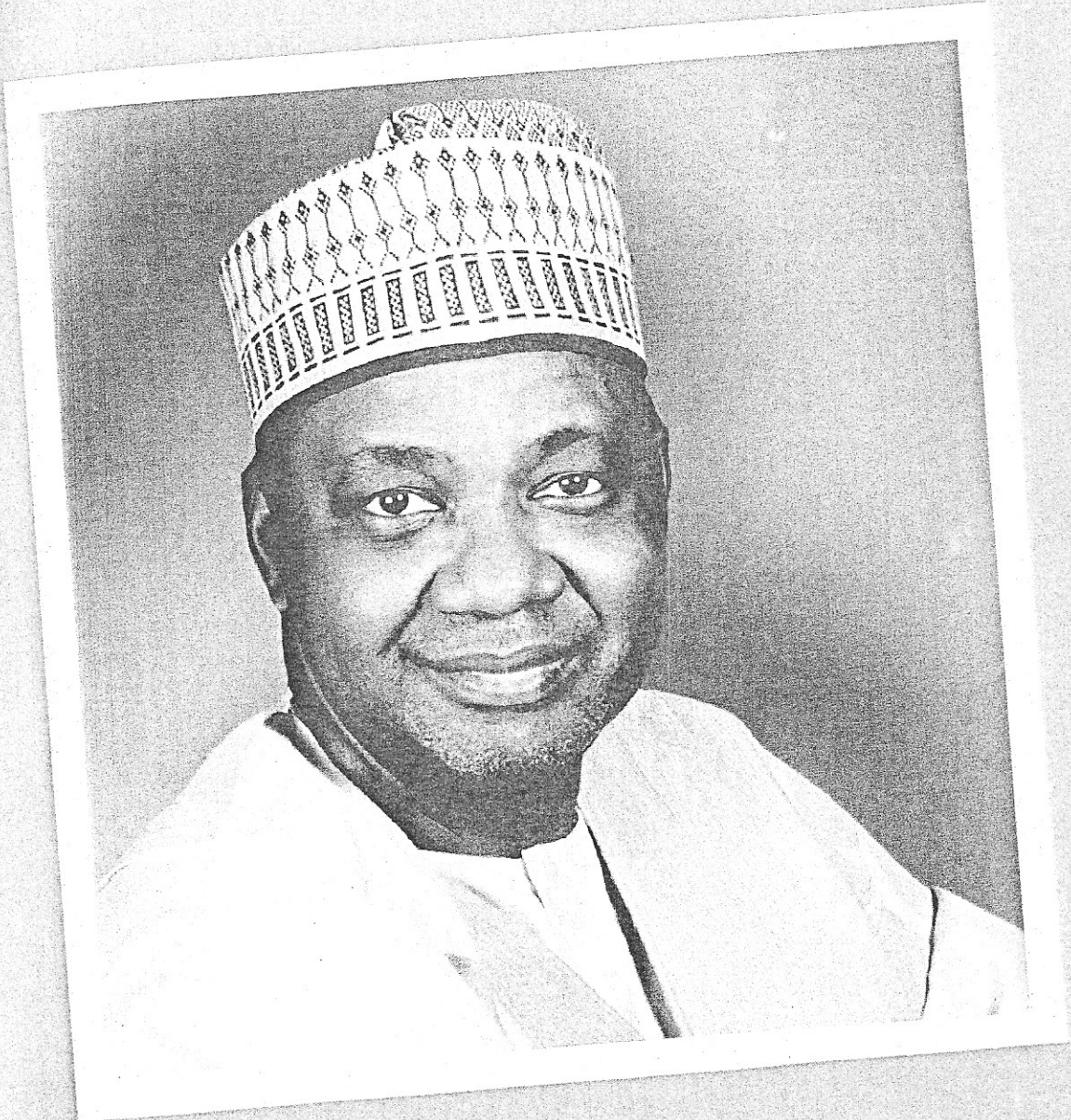
**NATIONAL ACTION PLAN
ON
EMPLOYMENT CREATION
2009 - 2020**

**Federal Ministry of Labour
and Productivity**





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FOREWORD

In the last quarter of 2008, it became manifest that the world was in the throes of a global financial and economic crisis. The dimensions and magnitude of the crisis have been highlighted in several recent reports by the International Labour Organization (ILO), the World Bank and the International Monetary Fund (IMF). According to the ILO Report titled Global Employment Trends released in January 2009, "The Global Economic Crisis is expected to lead to a dramatic increase in the number of people joining the ranks of the unemployed, working poor, and those in vulnerable employment". It is partly for these reasons that the United Nations Secretary General, addressing the ILO in November 2008, referred to the global Financial and Economic Crisis as a "Jobs Crisis".

Nigeria, for its part, has been following the global Financial and Economic Crisis very closely, and the government has fully acknowledged that this crisis will have significant and adverse effects on its economy and people. This is epitomized by the fact that the price of crude oil, on which Nigeria depends for about 90% of its export earnings and 80% of its public revenue, has crashed from over US\$140 per barrel in 2008 to about US\$70 currently. The Nigerian Government like most governments around the world has therefore set up task forces to prepare adequate response programmes of action, taking into account the Global Financial and Economic Crisis.

The Nigerian National Employment Summit was one of the several efforts pursued by the Nigerian Government to respond effectively to the effects of the Global Financial and Economic Crisis in Nigeria - on the employment front.

The Summit, which was organised by the Federal Ministry of Labour and Productivity in collaboration with the International Labour Organisation (ILO) from 21st-23rd April 2009 was considered an outstanding success. The summit was held in 2 segments. The period of 21st-22nd April was dedicated as the high level meeting of employment experts, to deliberate on the dimensions of the global financial and economic crisis, its employer impacts globally and on Nigeria in particular, as well as the specific employer challenges which Nigeria had to address in the short, medium and long term. A team of 13 Nigerian consultants was assembled to prepare Nigeria's response in meeting the employment challenges of the global financial and economic crisis and Nigeria's long outstanding crisis, by identifying employment prospects and opportunities in 11 key sectors of the Nigerian economy in the short (2009-2011), medium (2012-2015), and long term (2015-2020). Nigerian social partners represented by the Government Employers - the Nigeria Employers' Consultative Association (NECA) and workers organisations - the Nigerian Labour Congress (NLC) and the Nigerian Trade Union Congress (TUC) also presented position papers on the same issues.

The major conclusions and recommendations from the meeting of High level Experts were presented for review and adoption to the Ministerial Summit, which was held on April 2009. At the end of that meeting, the summit adopted the Abuja Declaration. A copy of the Declaration is attached as an Annex to this document. Amongst the commitments made by the Nigerian stakeholders in the Employment sector, together with their Development partners, especially the ILO, was to place the creation of decent employment opportunities at the centre of socio-economic policy in Nigeria, and ensure that all investment projects to be executed in the public and private sectors in Nigeria, should have the employment outcomes of such investment fully spelt out and made public. This would amount to an employment impact assessment of all invest-

projects undertaken in the public and private sectors. The Declaration also called for the empanelling of a technical committee of all major employment stakeholders, to prepare a National Action Plan on employment creation based on the summit documents and conclusions. This will assist in addressing Nigeria's long standing employment crisis and the implementation of the Abuja Declaration on Meeting the Employment Challenges of the Global Economic and Financial Crisis. We had always envisaged, in any case, that one of the post summit activities necessary for the implementation of the summit conclusions was the formulation of a National Action Plan on Employment Creation in Nigeria (NAPEC).

The Action Plan presented in this document outlines policies, programmes and projects for employment creation in the following key sectors of the Nigerian economy: Agriculture, Commerce and Industry, Power and Energy, Works, Housing and Urban Development, Petroleum, Gas and Solid Minerals, Transportation, Communication and Information, Informal economy, Education, Health, Culture, Tourism, Entertainment and Sports and an Enabling Policy and Regulatory Environment for employment creation.

The analysis shows that if the recommendations for action contained in this report are fully implemented, Nigeria can indeed meet the Employment Challenges of the Global Financial and Economic crisis, by creating 4-5 million new jobs annually in all sectors of the economy. We therefore call on all the stakeholders in the Nigerian Government (Federal, State and Local) MDAs, the private sector, the Employers and Workers organisations - NECA, NLC and TUC, Civil Society, and all our development partners, especially the ILO, to work together assiduously and with determination to successfully implement this National Action Plan on Employment Creation (NAPEC) in Nigeria, with all its many concrete and cogent recommendations, with special mention going to the need to establish a National Employment fund and a Rural Employment Guarantee Scheme. These efforts will also serve as Nigeria's contribution to the implementation of the Global Jobs Pact adopted at the ILO Global Employment Summit in Geneva on 19th June 2009.

In conclusion, I would like to express my deep appreciation to all those who contributed in one way or the other, too numerous to mention, to the great success of the National Employment Summit. I would like to express our special and deep gratitude and appreciation to our late former President His Excellency Umaru Musa Yar' Ardua GCFR, for his support at the Summit and for his inspiring opening and Keynote Address. We are also deeply grateful to His Excellency, Dr. Goodluck Jonathan GCFR, President of the Federal Republic of Nigeria, who at the time serving as Vice President represented the then President at the ILO Global Job Summit held in Geneva (15-17th June 2009), as a follow-up to our own National Employment Summit. We also wish to further thank Mr President, Dr. Goodluck Jonathan for his leadership and unwavering support that led to the approval by the Federal Executive Council in October 2010 that the NAPEC be adopted as a strategic National Document and incorporated into our National Development Plans. Mr. President's support also culminated in council's approval that all memoranda to council for contract awards by all Ministries, Departments and Agencies (MDAs) should mandatorily indicate the Local Employment Content Implication (LECI) of the project and programmes concerned as presented by the Honourable Minister of Labour (Chief Chukwuemeka Wogu).

We are also very thankful to the Nigerian Ministers and Governors, State Commissioners and Local Government Chairmen, who personally attended the summit. Our special appreciation and recognition are also due to Mr. Juan Somavia, Director-General of the ILO and Mr. Charles Dan, ILO Regional Director for Africa, for their great moral, financial and technical support of the ILO to the National Employment Summit, and for courtesies extended to Nigeria during the ILO Global Employment Summit. Furthermore, we

sincerely, appreciate the tireless contributions to the summit and financial contribution to the production of this Action Plan document, by the Director of the ILO office in Abuja, Mrs. Sina Chuma-Mkandawire. We are particularly appreciative of the brotherly and neighbourly gesture of the Honourable Ministers of Labour of Ghana, Liberia and Sierra-Leone, who personally attended the summit and presented goodwill messages. We are also appreciative of the goodwill messages we received from the U.S. Ambassador to Nigeria, the President of the ECOWAS Commission, the Chairman of the Senate Committee on Labour and Productivity, the UN Resident Co-ordinator, the World Bank Representative, and our social partners - NECA, NLC and TUC whom we also thank for their contributions to making the summit a success, and for their inputs into the Summit Declaration and this Action Plan document. Thanks are also due to the Chief Consultant to the Summit Prof. Vremudia.P.Diejomaoh and the Team of national Consultants for their technical contributions to the summit and the preparation of this National Action Plan on Employment creation document.

Our acknowledgement would be incomplete without recognising the tireless efforts and dedication of my predecessor Prince Adetokunbo Kayode (SAN), the then Permanent Secretary, the late Mr. Suleiman D. Kassim mni, OON and all the staff in the Ministry of Labour and Productivity, who contributed to the great success of the National Employment Summit and the production of this report

Chief Chukuemeka Wogu

Honourable Minister for Labour and Productivity

Abuja

August, 2011

LIST OF ACRONYMS

ACGSF	Agricultural Credit Guarantee Scheme Fund
ADB	African Development Bank
ADP	Agricultural Development Programmes
AIDS	Acquired Immune Deficiency Syndrome
ARCEDEM	African Regional Center for Engineering Design and Manufacturing
ASCE	Abuja Securities and Commodity Exchange
Bcf/day	Billion cubic feet per day
BDS	Business Development Services
BLP	Better Life for Rural Dwellers Programme
BOI	Bank of Industry
BPE	Bureau for Public Enterprises
BRE	Better Regulation Executive
CAC	Corporate Affairs Commission
CBN	Central Bank of Nigeria
CBOs	Community-Based Organisations
CCDs	Common Commitment Dates
CCRF	Code of Conduct for Responsible Fishing
CCT	Conditional Cash Transfer
CDP	Cash Delivery Programme
CET	Common External Treaty
CFS	Container Freight Stations
CMC	Community Multipurpose Telecentre
CPC	Consumer Protection Council
CVFF	Cabotage Vessels Financing Fund
DFID	Department for International Development
DFID	Department for International Development
DFRRI	Directorate of Food, Roads and Rural Infrastructure
DFRRI	Directorate for Foods, Roads and rural Infrastructure
ECCE	Early Child Care and Development
ECCE	Early Child Care and Development
EDBI	Ease of Doing Business Index
EDP	Economic Diversification Project
EEG	Export Expansion Grant
EFA	Education for All
EFCC	Economic and Financial Crime Commission
EIA	Environmental Impact Assessment
ETF	Education Trust Fund
FAO	Food and Agriculture Organisation
FCT	Federal Capital Territory
FDI	Foreign Direct Investment
FEAP	Family Economic Advancement Programme
FERMA	Federal Road Maintenance Agency
FME	Federal Ministry of Education
FMOCI	Federal Ministry of Commerce and Industry
FMOH	Federal Ministry of Health
FSP	Family Support Programme
FTZ	Free Trade Zones
GDP	Gross Domestic Product
GEMS	Growth Employment Market
GR	Green Revolution

NEPC	Nigerian Export Promotion Council
NEPZA	Nigerian Export Processing Zones Authority
NERC	Nigeria Electricity Regulatory Commission
NERDC	Nigerian Educational Research and Development Council
NEXIM	Nigeria Export Import Bank
NFDP	National Fadama Development Programme
NFE	Non-Formal Education
NFLV	Nigerian French Language Board
NGOs	Non-Governmental Organizations
NIEPA	National Institute for Educational Planning and Administration
NII	National Information Infrastructure
NIMASA	Nigerian Maritime Administration and Safety Agency
NINLAN	National Institute for Nigerian Languages
NIPC	Nigerian Investment Promotion Council
NIPP	National Independent Power Project
NITDA	National Information Technology Development Agency
NLNG	Nigeria Liquefied Natural Gas
NMC	National mathematical Centre
NMEC	National Commission for Mass Literacy, Adult and Non-formal Education
NNPC	Nigerian National Petroleum Company
NPE	National Policy on Education
NRDCS	Natural Resources Development Conservation Scheme
NSDC	National Sugar Development Council
NSDP	Nigerian Seafarers Development Project
NTI	National Teachers Institute
NUC	National Universities Commission
OFN	Operation Feed the Nation
OGFZA	Oil and Gas Free Zone Authority
OM	Operation and Management
OMPADEC	Oil Minerals Producing Areas Development Commission
OPS	Organised Private Sector
PAPs	Poverty Alleviation programmes
PBN	Peoples Bank of Nigeria
PCAEEI	Presidential Committee on Accelerated Expansion of Electricity Infrastructure
PHC	Primary Health Care
PHCN	Power Holding Company of Nigeria
PPP	Private Sector Partnership
PPPP	Public Private People Participation
RAIDS	Rural Agro Industrial Development Scheme
RAMP	Rural Access Mobility Project
RBDAs	River Basin Development Authorities
RBP	Rural Banking Programme
REA	Rural Electricity Agency
RIDSS	Rural Infrastructure Development Services Scheme
SAP	Structural Adjustment Programme
SEEDS	State Economic Empowerment and Development Strategy
SHC	Secondary Health Care
SIWES	Student Industrial Work Experience Scheme
SME	Small and Medium Enterprises
SMEDAN	Small and Medium Enterprise Development Agency of Nigeria
SMEEIS	Small and Medium Enterprises Equity Investment Scheme
SMEIIS	Small and Medium Enterprises Investment Initiative Scheme
SMEs	Small and Medium Scale Enterprises

GTL	Gas to Liquid
HFA	Health For All
HIV	Human Immunodeficiency Virus
ICD	Inland Container Depot
ICE	International Conference on Education
ICPC	Independent Corrupt Practices Commission
ICT	Information Communication Technology
IDSR	Integrated Disease Surveillance and Response
IFAD	International Fund for Agricultural Development
ILO	International Labour Organization
IME	Implementation, Monitoring and Evaluation
ISI	Import Substitution Industrialisation Policy
ISON	Informal Sector Operators of Nigeria
ISPS	International Ship and Port Facility Security
ITF	Industrial Training Fund
JAMB	Joint Matriculations and Admissions Board
JICA	Japanese International Cooperation Agency
JOMALIC	Joint Maritime Labour Industrial Council
JSS	Junior Secondary School
LEEDS	Local Economic Empowerment and Development Strategy
LGA	Local Government Area
LITC	Lagos International Trade Complex
LMIS	Labour Market Information System
LNG	Liquefied Natural Gas
LSTA	Long Term Service Agreement
MAN	Manufacturers Association of Nigeria
MDAs	Ministries, Departments and Agencies
MDGs	Millennium Development Goals
MFBs	Microfinance Banks
MPR	Monetary Policy Rate
MPRAI	Multisectoral Policy and Regulatory Analysis Institute
NABTEB	National Business and Technical Education Board
NACB	Nigerian Agricultural and Cooperative Bank
NACRDB	Nigeria Agricultural Cooperative and Rural Development Bank
NADDC	National Automotive Design and Development Council
NAFDAC	National Agency for Drugs and Allied Commission
NAFPP	National Accelerated Food Production Programme
NALDA	National Agricultural Land Development Authorities
NALV	Nigerian Arabic Language Village
NAPEP	National Poverty Eradication Programme
NASB	Nigerian Accounting Standard Board
NBS	National Bureau of Statistics
NBTE	National Board for Technical Education
NCC	National Communication Commission
NCCE	National Commission for Colleges of Education
NCE	Nigeria Certificate in Education
NCNE	National Commission for Nomadic Education
NCNE	National Commission for Nomadic Education
NDDC	Niger Delta Development Commission
NDE	National Directorate of Employment
NECA	Nigeria Employers' Consultative Association
NECO	National Examinations Council
NEEDS	National Economic Empowerment and Development Strategy
NEP	National Employment Policy

SON	Standard Organisation of Nigeria
SOWESS	Social Welfare Services Scheme
SSA	Sub-Saharan Africa
SSS	Senior Secondary School
SUBEB	State Universal Basic Education Board
TAM	Turn Around Maintenance
TBSMB	Tafawa Balewa Square Management Board
THC	Tertiary Health Care
TMP	Tourism Master Plan
TVET	Technical Vocational Education and Training
UBE	Universal Basic Education
UBEC	Universal Basic Education Commission
UNDP	United Nations Development Programmes
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations Children's Fund
UNIDO	United Nation Industrial Organisation
USAID	United States Agency for International Development
VSM	Vessel Monitoring System
WAEC	West African Examinations Council
WEP	World Employment Programme
WHO	World Health Organisation
YES	Youth Employment Scheme

EXECUTIVE SUMMARY

1. INTRODUCTION

We present in this Executive Summary the major employment challenges which have to be met, as a result of the global economic and financial crisis facing Nigeria, as well as the long standing employment crisis in the country. Thereafter, we present summaries of the major actions that need to be undertaken in the eleven key sectors of the Nigerian economy to meet the employment challenges.

Each of the eleven chapters presented in the main text of this report, presents a sectoral employment action plan, and an indication of the likely jobs that could be created in the short run (2009 - 2011), medium term (2012 - 2015) and the long term (2016-2020), the terminal date for the achievement of the National Vision 20 - 2020, which is supposed to lead Nigeria into the ranks of the 20 largest economies in the world by 2020.

The database for socio-economic planning in Nigeria, as in most African countries is weak. It is particularly weak in the employment field. The job prospects and opportunities envisaged and estimated in the 2009 - 2020 period should therefore be interpreted with caution. However, they have been estimated based on data from public sector sources. They present an indication that with determined implementation of employment policies, strategies, programmes and projects, the identified employment challenges can indeed be met.

The challenge on the way forward, therefore, is the formulation and implementation of more detailed and carefully costed national investment plans and projects where the employment implications are fully spelt out, and set against the anticipated growth in the labour force, and the need to reduce current excessive levels of national unemployment and underemployment rates, especially for the youth (including women).

2. SUMMARY OF THE MAJOR EMPLOYMENT CHALLENGES OF THE NIGERIAN EMPLOYMENT CRISIS

- National unemployment rates ranging from 12% to 15%, about three times the full employment goal
- Youth unemployment rates three times the adult rate and three times the Sub-Saharan Africa and global average
- Underemployment and poverty rates which exceed the Sub-Saharan Africa average by 25%
- Gender imbalances in unemployment and underemployment
- Limited attention to problems of persons with disabilities
- A formal sector which is creating too few jobs
- Formal production sectors which are creating too few jobs
- A public sector that dominates the formal sector employment (62% of total) but is not dynamic enough in job creation
- A private sector that is supposed to lead in employment creation but is not doing so
- Rapid growth of new entrants into the labour force which are not matched by new job creation, hence increasing the pool of unemployed, under-employed and the poor. Rough estimates linked to population projected increases of about four million a year, suggest that the annual labour force increase, is in the range of four

million persons. Accordingly, if the already excessive unemployment/underemployment situation is to be prevented from getting worse, 4 million new jobs in all sectors should be created annually.

- High proportion of labour force with no formal schooling and skills
- Educational system which is expanding rapidly but outputs have limited skills and knowledge demanded by the labour market.
- Entrepreneurial and technical skills in short supply.

3. AGRICULTURE

Summary of Projects

The strategy for generating employment in the Agricultural Sector is to focus on programmes that will facilitate increased crop and livestock production in communities and the private sector as well as commercialization of the sector. This is one sector that provides opportunities for males and females. The projects have been approved for implementation and funds earmarked either by the Federal and/or State Governments or from external support should be directed to achieve the above objectives. However, it was not possible to get the costs of some of the items. Every effort will be made to mainstream gender in all activities planned for the sector and, where feasible, affirmative action will be taken to redress the disadvantaged position of women in employment activities in the sector. It is also hoped that a more aggressive implementation of the National gender policy and its strategic action plan will contribute to the achievement of gender equity in employment in the sector. For instance, a reasonable percentage of the loans should be made available to women. The cost of the commercial tree crop programme should be borne by the Local Governments. The Programmes/Projects, Investment and Source of funds are presented below.

Output 1: Agriculture diversified, strengthened and commercialised, including the N200billion loan scheme to commercial farmers.

The activities involved in this output are:

- To organise and provide extension service to commodity producers associations and cooperative groups
- To develop food commodity chains
- To undertake agro-processing and produce value-added commodities involving 200 cassava processing mills in 22 States
- To enhance market access through the provision of model markets for livestock in 9 centres, for fishery and fruits and vegetables in 15 and 12 centres respectively
- To minimise post harvest storage losses through the construction of 40 units of 2000 tonnes warehouses
- To support the establishment of 50 hectares of various tree crops per Local Government Area, yielding a total of 31,200 employment opportunities, which can be created per year.
- To promote, public and private sector driven, and PPP investments, in the rehabilitation of cocoa, oil palm, rubber, cotton, groundnut and rice production/plantations drawing on entrepreneurs/investors from Thailand, Malaysia, Indonesia, Vietnam, Korea and China, Brazil and elsewhere.
- To provide loans to farmers
- To provide and distribute improved seeds and fertilizer to small holder farmers; number of farmers to be targeted, cost involved and impact on income increase and reduction of underemployment to be determined.
- To mainstream gender in all activities above

Responsibility: Federal Ministry of Agriculture and Water Resources, State Ministries of Agriculture, Local Governments, CBN, participating banks and private commercial farmers, Investment promotion centres, Nigerian private sector associations in agriculture, Nigerian Banks, Nigeria Agriculture, Cooperative and Rural Development Bank, World Bank, FAO, IFAD

Output 2: Organise and strengthen new and existing cooperatives, women's groups, commodity producers associations and cooperative groups for the enhancement of rural output and employment.

The activities involved include:

- To procure 3,250 tractors and implements for cooperative and community tractor service programme
- To train 1850 tractor operators, 774 tractor mechanics and 15 engineers
- To improve the employability of 7,740 interested youths through skills and entrepreneurship development in agriculture
- Introduce the Rural Employment Scheme drawing on India's experience
- To mainstream gender in all activities above

Responsibility: Federal Ministry of Agriculture and Water Resources, Ministry of Labour and Productivity, Federal and State Ministries of Works, and ILO, with respect to the Rural Employment Guarantee Schemes, State Ministries of Agriculture, Local Governments, Cooperatives, Women's groups, World Bank.

Output 3: Livestock rearing and training facilities provided

Activities include:

- To Construct Earth Dams, Livestock Service Centres and Bore holes in Grazing Reserves in 21 States
- To establish 6,000 monuments and survey of 3,000 km Stock Routes in the Northern States and 3,000 monuments along 1,500 km grazing corridors in the SW, SE and SS states.
- To develop 3 Model Grazing Reserves
- To complete Livestock Training Centre at Kachia Grazing Reserve

Responsibility: Federal Ministry of Agriculture, National Veterinary Research Institute, FAO

Output 4: Aquaculture and captive fishery supported through capacity building and provision of inputs

Activities include:

- To develop and promote Fish Farming /Culture using various Culture Systems.
- To conduct nationwide Aquaculture training and demonstration of tilapia and catfish farming to cooperative groups (including women groups)
- To procure Cage and Pen Fish Culture Systems for the Development of Inland Fisheries in Dams, Reservoirs and Lakes
- To Procure Equipment, Raw Materials and Facilities for the Implementation of the Fish Seed and Fish Feed Certification and Standardization Programme
- To Procure Facilities, Raw Materials and Equipment for the Artisanal and Capture Fisheries Development Project
- To Procure and Install FAO - Recommended Fishing Vessel Monitoring System (VMS)

Equipment and Training of Operators
 To conduct enlightenment campaign and implement the FAO Code of Conduct for Responsible Fisheries and the Inland Fisheries Resource Monitoring, Control and Surveillance Strategies as well as the United States of America / European Union Fisheries Export Certification Programme

Responsibility: Federal Ministry of Agriculture, Nigerian Institute of Oceanography and Marine Research, ADPs, FAO

Summary of employment created and Investment

Output	Jobs Created	Investment Required
Diversification and Commercialization	45,900	N7billion + N200billion loans for commercial agric and whose effect on employment is yet to be determined
Organise and strengthen new and existing commodity producers associations and cooperative groups	2,640	N14.5 billion + Training Costs for tractorisation (to be determined)
Livestock rearing and training facilities provided	13,000	N3.768billion
Aquaculture and captive fishery supported through capacity building and provision of inputs	69,000	N984million
Total	130,540*	N226.252 billion + Training and some other Costs (to be determined)

*employment effects of commercial agric loans, distribution of improved seeds and fertilizer, and rehabilitation of traditional agric exports and rice production to be determined by responsible agencies.

4. INFORMATION AND COMMUNICATION TECHNOLOGY

The strategy in the short term is to develop a critical mass of ICT literate persons (male and female), whose training will be based on a proper identification of market needs. A long term target of 2 million computer literate Nigerians is envisaged in the next 4years. In addition, about 620,000 emerging and existing IT cluster operators will be organized into cooperatives to facilitate access to funds and training. While MDAs will also be trained, they will be encouraged to outsource certain specialized IT activities to the private sector. The ICT sector currently employs thousands of male and females both in the formal and informal sectors. Every effort will be made to mainstream gender in all activities planned for the sector and, wherever disadvantages are perceived in this sector for any gender, affirmative action will be taken to redress them. It is also hoped that a more aggressive implementation of the National gender policy and its strategic action plan will contribute to the achievement of gender equity in employment in the sector.

The expected outputs are as follows:

Output 1: NDE, SMEDAN and NCC strengthened to provide skills to 620,000 youths (men and women) from 2009 to 2012.

The activities are:

- To survey the ICT job market and identify gaps in skills
- To strengthen the capacity of relevant agencies to provide effective training to selected youths
- To train 612,200 youths (including men and women) on ICT skills and equip them to be able to fill skill gaps identified from 2009 to 2011

Responsibility: NCC, NDE, SMEDAN

Output 2: Informal sector clusters in six geopolitical zones trained and organized into cooperatives to facilitate access to finance

The activities include:

- To organize six ICT clusters located in the six geopolitical zones into cooperatives
- To train cooperative groups formed and link them to sources of finance
- To mainstream gender in all activities above

Responsibility: NDE, SMEDAN and NCC

Output 3: NITDA strengthened to enhance the implementation of programmes related to the IT policy.

The activities involved are:

- To initiate action on policy reforms that will encourage outsourcing of identified IT activities
- To enhance the capacity of NITDA

Responsibility: NCC, NITDA

Summary of employment created and Investment

Output

NDE, SMEDAN and NCC strengthened to provide skills to 620,000 youths (including men and women) from 2009 to 2012

Informal sector clusters in six geopolitical zones trained and organized into cooperatives to facilitate access to finance

NITDA strengthened to enhance the implementation of programmes related to the IT policy.

Total

Jobs Created	Investment Required
620,00	To be determined by Agencies
1million	"
77,400	"
1,697,400	"

5. WORKS, HOUSING AND URBAN DEVELOPMENT

The strategy in this sector is to domiciliate the labour-based method of construction in Nigeria by massive building of capacity of public and private entities to be able to plan and implement infrastructure projects by labour-based methods, as well as remove existing bias against it in the system and procedures. A fairly large number of small scale contractors will constitute the bulk of private entities to be developed and supported to set up businesses. Women are well suited for most of the activities involved in labour-based construction as they are not much different from their normal farming activities. Therefore, special efforts will be made to mainstream gender in all the activities in this sector.

The outputs and activities that are envisaged are:

Output 1: Capacities of technical and other interested persons (male and female) developed to be able to plan and implement infrastructure works by labour-based methods.

The activities include:

- To develop the capacities of 3,700 small-scale labour-based contractors and two persons (i.e. 7,400) from each of their firms mainly in construction of rural roads including drainage, pipe laying, etc.
- To develop the capacities of 185 technical persons from the 36 States and FCT (5 from the Ministries of Works of each) and 1,560 from the 774 LGs and 6 Councils (2 from each Works Department)
- To adapt existing training modules for the capacity building
- To mainstream gender in all activities above

Responsibility: Works Departments of LGAs/Councils, State Ministries of Works and Housing and State Road Maintenance Agencies, ILO, Federal Ministry of Works.

Output 2: Selected infrastructure works constructed/rehabilitated and/or maintained to approved standards using labour-based methods

The activities are:

- To develop appropriate maintenance systems for the various categories of roads in Nigeria
- To modify existing systems and procedures biased against labour-based method of construction
- To maintain the existing 34,000km of Federal roads
- To rehabilitate/construct 15,600Km of feeder roads nationwide
- To lay, at least, 15,600km of pipe network for urban water supply

Responsibility: Works Departments of LGAs/Councils, State Ministries of Works and Housing and State Road Maintenance Agencies, ILO, Federal Ministry of Works in co-ordinating and lead role.

Output 3: Housing for all achieved by 2020

The activities include:

- To upgrade the skills of at least 3,700 semi-skilled masons
- To train 3,700 unskilled persons in masonry
- To facilitate the construction of at least 720,000 housing units per year
- To mainstream gender in all activities above

Responsibility: Federal Ministry of Works, Housing and Urban Development, State Ministries, of Works and Housing and State Housing Corporations, Federal Mortgage Bank, etc.

Summary of employment created and Investment

Output	Jobs Creation	Investment Required
Capacities of technical and other interested persons developed to be able plan and implement infrastructure works by labour-based methods	311,100	To be determined by responsible agencies.
Selected infrastructure works constructed/rehabilitated and/or maintained to approved standards using labour-based methods	200,360	
Housing for all achieved by 2020	3 million short term; 3 million medium term; 6 million long term	N 10, 800 billion N 10,800 billion N 64,800 billion
Total	4,511,460 short term; 3 million medium term; 6 million long term	N 620 billion short term; N 10,800 billion medium and N 64,800 billion long term

An additional US\$400million is available from the World Bank and IFAD for rural feeder roads. Employment opportunities from the above investment, depend on method of construction adopted in implementation and should be determined, by the responsible agencies.

6. PETROLEUM, GAS AND SOLID MINERALS

The strategy in this sector is to focus on the intensification of activities in the oil and gas sub-sector through stopping the unnecessary waste occasioned by gas flaring and giving more investment and employment opportunities to Nigerians in the oil sector. The money realized from these opportunities will be ploughed back into economic activities and infrastructure rehabilitation. In the case of the solid mineral sector, the approach is to develop and equip small scale miners and support them with facilities that will take their work to the next level. Every effort should be made to mainstream gender in all activities planned for the sector and, wherever gender disadvantages are perceived, affirmative action will be taken to redress them. It is also hoped that a more aggressive implementation of the National gender policy and its strategic action plan will contribute to the achievement of gender equity in employment in the sector.

Outputs and Activities

The following outputs and activities are envisaged:

Output 1: Implementation of the gas master plan especially the aspects of ending gas flaring by 2010, but not later than 2011. This is expected to increase foreign exchange earnings appreciably, among other benefits.

The activities include:

- To build the capacity of the appropriate authorities to be able to monitor gas flaring effectively
- To ensure that gas flaring is put to a final stop in 2010, but not later than 2011 and the

needful investments made to achieve this end.

Responsibility: NNPC, LNG companies and investors.

Output 2: Implementation of the Local Content policy in oil and gas. This is expected to lead to the domestication of the oil and gas technology in the country and increase local participation and jobs.

The activities involved in realising the output include:

- To encourage banks to provide financial support for Nigerians to enable them participate more effectively in the oil industry
- To ensure that the 70% local content is achieved by 2010
- To mainstream gender in all activities above

Responsibility: NNPC, LNG, Banks

Output 3: Capacity building and support for small scale miners

The activities involved are as follows:

- To strengthen existing mining schools and set up three new ones
- To train 7,740 small scale miners and organise them into cooperative groups
- To set up six processing centres to facilitate the processing of solid minerals
- To mainstream gender in all activities above

Responsibility: Ministry of Mines and Solid Minerals, NDE and SMEDAN

There is a need to study the cost implications of the above. Jobs to be created will be as a result of expected increase in earnings that will arise as a result of the additional US\$2.5 billion that will be earned from hitherto flared gas and the increased earnings from the oil sub-sector with the implementation of the local content policy. It is estimated that activities in the solid minerals will yield at least 22,000 permanent job opportunities, and up to 80,000 temporary job opportunities.

7. TRANSPORT

The strategy in this sector is to activate all the modes of transport rather than the current concentration on road transport. There is a need to expand/commence the local production of bicycles, motor cycles and tricycles. The local manufacture of these cycles will generate a lot of employment opportunities, the magnitude of which should be determined by transport planners. Every effort should be made to ensure gender equity in the implementation of all activities planned for the sector. One way of doing so is to promote a more aggressive implementation of the National gender policy and its strategic action plan.

The outputs in the railway sub-sector are:

Procurement of new locomotives and wagons and opening up of new stations
Passage of Nigerian Railway Bill. Opposing views including from trade unions should be considered.

The activities include

- To generate at least 1,225 employment opportunities by the resuscitation of rail services through the procurement of more locomotives and wagons and opening up of more railway stations.
- To generate at least 20,000 employment opportunities in the short term and 100,000 in the long term through the passage of the Railway Bill to pave way for the

- involvement of other stakeholders in rail service provision.
- To encourage the expanded use of PPP to achieve the resuscitation of the sector
- To mainstream gender in all the activities

Responsibility: NRC, Senate and House of Representatives and Ministry of Transport, Organised Private sector (OPS)

The outputs in the maritime sub-sector are:

Promote the expansion of seaports and the development of free trade zones.
Implementation of the proposed river ports project and the development and expansion of inland water transport system.

The activities involved are:

- To generate at least 1,000 jobs through greater incentive to terminal operators and intervention by NIMASA.
- To create 900 jobs by implementing the Nigerian Seafarers Development Programme.
- To create at least 2000 jobs by providing greater access to the CVFF thereby increasing indigenous shipping companies' participation in cabotage trade.
- To generate not less than 3,000 job opportunities by developing all the ICDs and CFSs.
- To generate 30,000 to 35,000 jobs for dockworkers, shipping companies, workers in the EPZs and those to be engaged in ancillary activities through the expansion in maritime activities, possible expansion of seaports and the development of free trade zones.
- To create not less than 1,000 jobs immediately by promoting the involvement of public and private sector ferry service delivery, through the procurement of more vessels.
- To generate about 5,000 job opportunities (vessel operators, dry dock workers, jetty operators and support staff) by fully implementing the proposed development of river ports and expansion of inland water transport system.
- To mainstream gender in all the activities above

Responsibility: Ministry of Transport, Inland Waterways, NIMASA, ILO

The output in the road sector is:

Local/State Governments encouraged to introduce tricycles for rural transportation (100 per LG)

The activities include:

- To procure 77,400 tricycles for rural transport preferably from local sources
- To facilitate the local manufacture of bicycles, motor cycles and tricycles in Nigeria.

Summary of employment created and Investment

Output	Jobs Creation	Investment Required
Procurement of new locomotives and opening up of new stations Passage of Nigeria Railway Bill.	21,225 in the short term and at least 100,000 in the long term	Relevant Agency to determine
Promote the expansion of seaports and the development of free trade zones. Implementation of the proposed river ports project and the development and expansion of inland water transport system.	47,900	Relevant Agency to determine
Local/State Government encouraged to introduce tricycles for rural transportation	77,400	N 3.1 billion
Total	146,525 in the short term and 100,00 in the long-term.	N 3.1 billion for tricycles only

There is a need for responsible agencies to determine the cost of the outputs

8. POWER AND ENERGY

The Power and Energy sector has great potentials for employment generation, which are yet to be exploited. Improvement in this sector will give a big boost to all the sectors of the economy and facilitate substantial employment generation. One area that will be greatly positively affected, is the Small and Medium Enterprises (SME) sector, which is acknowledged as a major employer of labour, worldwide. The strategy is to encourage private sector participation following the ongoing reforms and increase the local content of the industry. Implementation of activities should maintain gender equity by promoting a more aggressive implementation of the National gender policy and its strategic action plan.

The outputs and activities suggested are as follows:

Output and Activities

Output 1: Conclusion and Consolidation of on-going Power-Sector Reforms

The activities involved include:

- Government's full disinvestment from power stations and distribution infrastructure. In other words, the privatisation of the unbundled companies should be accelerated. Consideration should, however, be given to the views of the trade unions that are opposed to privatisation of the power sector. In the event of privatisation, retrenched workers should be quickly paid all their separation entitlements and redeployment measures taken to facilitate their re-absorption into other self and wage employment.
- PHCN should be allowed to run as a commercial entity where feasible.
- Fast-tracking the completion of the NIPP and IV-IOC power stations.
- Government at different tiers to partner with the private sector to strengthen existing transmission infrastructure and build new ones.
- Outsourcing the management of the existing power transmitting sub-stations and possibly part of the 30KV and 132KV grid lines, by the proposed transmission company to promote efficiency.
- Government can also accelerate the process of private sector participation by putting in place Operations and Management (O M) contracts at the PHCN power stations.

- A review of the MYTO based on the several observations and objections by the various stakeholders.
- Greater attention on expanding the scope of the pre-paid metering system which has proved useful in solving many of the meter reading and billing problems.

Responsibility: The responsible parties for this output include the power and energy ministry, PHCN, Independent power plants, NERC, REA, organised private sector, etc.

Output 2: Diversification of the Technology Mix for Power Production
The activities include the following:

- Decoupling of the rural electrification projects from the national grid, and shifting the generation of power for rural areas to renewable resources. The small-scale, renewable resource-based power systems should be independent of the national grid and be managed through public-private-people partnership (PPPP) arrangements.
- Strengthening of the Rural Electrification Agency and the Energy Commission of Nigeria to become real catalysts in the promotion and use of renewable energy resources. The technical and managerial capabilities of the two organisations need to be improved upon.
- The setting up of a Renewable Energy Development Fund and putting in place appropriate machinery for managing the fund.
- Immediate mapping of the renewable energy resources in the rural areas with a view to determining the most feasible type(s) for different areas.
- Development of prototypes for commercialisation.
- Mobilisation and sensitization of people at the grassroots in order to make them active participants in the programmes.

Responsibility: Rural Electrification Agency, Energy Commission of Nigeria, PHCN, etc.

Output 3: Promotion of Local Content in the Power and Energy Sector
The activities involved in realising these potentials include:

- Encourage the manufacture of energy sector equipment and spares and the establishment of repair shops for materials and spares.
- Promote the establishment of spin-off industries such as transformers, meters, wire and cables.
- Create avenues for Nigerians to be more actively involved in the power sector consultancy and advisory services.
- Enter into long-term service agreement (LTSA) with manufacturers of imported equipment, during which period, a national training scheme can be evolved and vigorously pursued, as suggested by the Presidential Committee on Accelerated Expansion of Electricity Manufacture (PCAEEI).
- Promote training programmes for capacity building in technical competencies in the industry.
- To mainstream gender in all the activities above.

Responsibility: PHCN, MAN, etc.

Output 4: Overhauling the Management and Governance Systems in the Sector
The activities involved include:

- Devising more potent incentives for greater participation of all stakeholders in the industry.
- Greater monitoring, by security agencies, of power transmission lines to reduce,

and eventually eliminate vandalism. To ensure effectiveness, collaboration with local communities will be necessary.

- Providing adequate security of life and property in the country. In particular, the on-going efforts at resolving the Niger Delta crisis should be sustained.
- Instituting greater accountability and transparency in the power and energy sector.

Responsibility: Power and Energy Ministry, PHCN, Nigerian Police, Rural Communities, etc.

Investment and Employment Generation

It is important to determine the investment required to realize the above. Even though, the sector has limited potential for direct employment generation, some of the activities, like resource based alternative power sources for rural areas, have some labour intensive activities. It is therefore necessary for responsible agencies to determine more precisely the employment generation effects of the sector.

9. INFORMAL ECONOMY

Major Job Outlook in the Informal Sector

As indicated in the Table below, the total jobs to be created in the manufacturing, services and enterprise sectors in the short, medium and long terms respectively are 8.17 million, 15.9 million and 18.17 million for both males and females. By the year 2020, 42.24 million jobs are expected to be created in the informal sector. The total investment cost for the job creation in the short term for the three selected activities namely manufacturing, services and enterprise is N3, 125.93 million comprising of N380.3 million for manufacturing, N318.03 million for services and N2, 427.6 million for enterprise development.

Table: Projection of Informal Sector Jobs to be created in 2009-2020 (in million)

	Short Term 2009 - 2011	Medium Term 2012 - 2015	Long Term 2016 - 2020	Total
Manufacturing Employment	3.27	6.36	7.27	16.9
Services Employment	2.86	5.58	6.36	14.8
Enterprises Employment	2.04	3.96	4.54	10.54
Total Employment	8.17	15.9	18.17	42.24

Major Actions required for meeting the Target

To achieve the above target, the following strategies should be adopted: audit of job vacancies; defining the role of stakeholders and ensuring that they strictly adhere to their roles; accelerating effective micro finance and modern management skill programmes targeting operators in the informal economy; adopting linkage strategy by gradually engaging informal firms to register and formalize their operations through appropriate and simple incentives; and instituting and sustaining informal economy advisory and support services to assist the informal economy in the country.

Also important are: undertaking a rigorous baseline study of the informal economy's socio-economic profile and up-dating progress made in transforming the sector; providing adequate infrastructure while a holistic approach including all stakeholders should be adopted in the coordination of employment programs in the sector. Policies such as institutional arrangement, skill acquisition, marketing facilities, transfer of appropriate technology and monitoring and evaluation of the programmes become imperative to achieve the employment targets by the year 2020. A national Employment Fund to facilitate skills and entrepreneurship development as well as construct complementary facilities such as industrial parks, needs to be urgently established. The funding level is to be determined by the responsible Agencies - Ministry of Labour and the National Directorate of Employment (NDE).

In addition, every effort needs to be made to mainstream gender in employment in the formal sector of the economy in order to eliminate "feminization of informal employment in Nigeria". Other measures include: establishing gender focal points in all Ministries, Departments and Agencies (MDAs), developing and maintaining gender information systems at the national, state and local levels, and creating gender data base in employment. It is hoped that effective implementation of the National Gender Policy and its strategic actions will help achieve gender equity in employment in education sector.

10. TOURISM, CULTURE, ENTERTAINMENT AND SPORTS SECTOR

Major Job Outlook in the Tourism Sub-sector

The sector is made up of four sub-sectors. The first subsector tourism is capital intensive with a long term gestation period. The projected total employment to be created for males and females in the short term by 2011 is 632,146 while 719,533 jobs could be created in the medium term by year 2015.

Table: Projected Total Employment

2005	2007	2009	2011	2013	2015
520,556	555,372	592,517	632,146	674,426	719,533

According to the tourism master plan (TMP), five tourism clusters are expected to be established each one generating 31,000 jobs directly and indirectly creating a total of 155,000 jobs. It is also expected that public private partnership (PPP) will be used in the management of the sector to promote employment generation. By year 2015, the sector could create 874,533 jobs.

Major Actions required for meeting the Target

To meet the employment target and guarantee sustainable tourism, the following major actions are required: tourism super structures, tourism infrastructure, tourism education, qualitative tourism manpower both academic and vocational, specialized and provisional disciplines for tourism personnel to be mounted by the educational institutions.

Major Job Outlook in the Culture Sub-sector

Culture is Nigeria's most valuable tourism product. No data are available on employment creation in this subsector. However, various activities and projects that are seen to be feasible for employment generation in this sector are: festivals, such as annual cultural carnivals and arts and crafts. One million gainful employments are expected to be created

during a festival event which can be organised quarterly every year creating 3 million jobs per annum. For arts and crafts, building of an arts and crafts centre by all the states of the federation will create 66,600 jobs (1,800 x 37 states). A minimum of 500,000 jobs could be created by the 774 local governments. Overall, in the short term, a minimum of 3,566,600 jobs could be created by the culture subsector.

Major Actions required for meeting the Target

The key priority policies needed to facilitate employment creation in the sub-sector include: organising festivals and carnivals, building museums of different cultural dimensions, involving the local governments and ensuring active participation of the private sector.

Major Job Outlook in the Entertainment Sub-sector

The sub-sector is witnessing a rapid rate of growth with increasing employment levels. The projected direct employment by film production indicates that by 2011, 362,839 jobs will be created and by 2015, 1,036,305 direct jobs will be generated. If the sale and distribution of music are taken into account, over 2 million direct jobs are likely to be created by year 2015.

Major Actions required for meeting the Target

The major actions required for meeting the employment target are: implementation of an anti-piracy policy, favourable economic environment, willingness of financial institutions to invest in the sub-sector, and give loan to the subsector, and increased government commitment to the sub-sector by establishing an entertainment endowment film fund, and building the film village among others.

Major Job Outlook in the Sports Sub-sector

Sports can be described as the hybrid sector of the tourism industry with a significant impact on the global economy. Because of the dearth of statistical information and data on sports in Nigeria, it is not possible immediately to measure the amount of employment opportunities that can be generated by the above activities. However, given the fact that there are 20 football clubs in Nigeria, it is estimated that each club will have 30 professional footballers and 20 other supporting staff. This means that the professional football clubs will generate 2,000 jobs. Other sporting events, can also generate significant number of employment opportunities, although actual numbers need to be generated by responsible agencies.

Major Actions required for meeting the Target

The major actions required to promote sports and consequently employment therein are: capacity building for the stakeholders, sports should be private sector-driven. Synergy among the three tiers of government needs to be built on this sector for the implementation of the Tourism Master Plan (TMP) and removal of multiple taxation.

Major Job Outlook in the Industry Sector

The job outlook for the industry sector is presented in Table 1 below. The total jobs estimated to be created in the short term is 418,692, while in the medium and long terms, the total jobs to be created are 991,760 and 2,470,854 respectively. By the year 2020, 2,470,854 jobs could be created in the sector from various programmes, projects and activities such as: the cluster concept initiative, One-Local government-One-Product (OLOP) scheme, international development partners and foreign direct investment (FDI). It should be noted that it is the minimum employment potential for the cluster concept (Industrial parks, industrial clusters, enterprise zones, and incubators) that is used. It is

expected that employment creation in the sector will be gender sensitive.

Table 1: Total Projected Employment Generation

Source	Short term 2009-2011	Medium term 2012-2015	Long term 2016-2020
Clusters	170,000	740,000	2,100,000
Local governments (OLOP)	38,700	39,861	41,854
Development partners	100,000	150,000	250,000
Foreign direct investment	54,996	61,899	79,000
TOTAL	418,692	991,760	2,470,854

Major Actions required for meeting the Employment Target in Industry Sector
The major actions for meeting the employment targets are: infrastructural support (power supply, energy, transportation and telecommunications), revival of all ailing industries, promotion of SMEs and establishing the SMEs Development Fund, Public-Private Partnership for enterprise growth, good governance and building institutional and human capacity for, job quantification of all programmes and projects in the sector, implementation of OLOP, promoting use of made-in-Nigeria goods, gender mainstreaming in employment creation and data dissemination. Others include: promoting FDI inflow, re-evaluation of tariff regimes and control of dumping and smuggling activities; control of cost of capital (interest rate and exchange rates with effective regulatory services) and resource mobilisation by the state and local governments in their localities for employment creation. Strengthening and re-vitalizing the Students' Industrial Work Experience Scheme (SIWES) and the Industrial Training Fund (ITF), training activities with social partners' involvement.

Major Job Outlook in the Commerce Sector

Given conducive business environment for internal and external trade and addressing the constraints facing the sub-sector, a total of 924,756 new jobs could be created by the year 2020. The commerce 44 initiatives if well implemented will promote export trade and generate at least 100,000 jobs in the short term, 150,000 jobs in the medium term and 250,000 jobs in the long term. The 24 Free Trade Zones put together could create 304,878 jobs directly and indirectly. Taking this into consideration, 924,756 jobs could be created by the year 2020 by the commerce sub-sector (Table 2).

Table 2: Total Projected Employment in Commerce Sub-sector, 2009-2020

Sector	Total employment projection for each sub sector by term		
	Short term	Medium term	Long term
Distributive Trade	257,492	289,809	369,878
Commerce-44 initiative	100,000	150,000	250,000
NEPZA	Direct Jobs	42,448	47,776
	Indirect Jobs	169,793	191,104
TOTAL	569,733	678,689	924,756

Major Actions required for meeting the Employment Target in Commerce Sector

To achieve the above employment targets, the following major actions become imperative: value addition to Nigerian export commodities; greater integration into world trade and finance; establishing gazette markets and intensive export promotion strategies; removal of road blocks along trade routes, avoidance of multiple taxation and charges, credit facilities to support the commerce sub-sector; establishing Nigerian Trade and Competition Commission (NTCC); building trade infrastructure such as local markets and trade fair complexes, upgrading informal trade into the formal sector; comprehensive review, consolidation and strengthening of all existing trade and trade-related laws and regulations; streamlining the administration of export incentive documentation; capacity building for the staff of NEPC and Exporters and Importers; and the use of E-commerce to reduce cost and time. There is need to ensure full utilization of the country's capacity for export of goods and meeting domestic demand as well as regional and international markets. It is not possible to eradicate poverty without creating decent and productive jobs.

Overall, for both commerce and industry sub-sectors (Tables 1 and 2) 988,425 jobs could be created in the short term, 1,670,449 jobs could be created in the medium term while 3,395,610 jobs could be created in the long term.

Every effort should be made to mainstream gender in all activities planned for commerce and industry sector and where feasible affirmative action needs to be taken to redress the disadvantaged position of females in employment in the sector. It is hoped that a more aggressive implementation of the National Gender Policy, Convention of Elimination of All Forms of Discrimination against Women (CEDAW) as well as their strategic actions will contribute to the achievement of gender equity in employment in commerce and industry sector.

11. EDUCATION SECTOR

Major Job Outlook in the Education Sector

As presented in Table 1, the jobs that could be created within the short term are 1,136,251 including teaching and non-teaching jobs, additional classrooms and laboratories, UBEC teaching and non-teaching jobs and construction jobs for the 2009-2011 budget. In the medium term, a total of 713,487 jobs could be created, while in the long term, 1,274,470 jobs could be created. By the year 2020, it is expected that 3,124,208 jobs could be created for both males and females.

Table 1: Major Job Outlook in Education Sector

	Short Term (2009 - 2011)	Medium Term (2012 - 2015)	Long Term (2016 - 2020)	Total
Primary/Secondary	283,940	205,074	842,499	1,331,513
Tertiary	22,485	20,771	25,353	81,612
Additional Classroom	264,212	456,302	388,972	1,109,486
Additional Laboratories	9,411	18,337	17,646	45,394
Total	580,048	713,487	1,274,470	2,568,005
Job Creation Implications of UBEC	556,203	-	-	-
Grand Total	1,136,251			

Source: Computed from Tables 4 and 5

Major Actions required for meeting the Employment Target in Education Sector

The major actions required to meet the employment above, targets include: costing and funding of the above programmes, capacity building for all the education policy makers to ensure effective policy implementation, adequate supply of qualified teachers, monitoring and evaluation of implementation processes, political commitment on the part of the state and local governments to fund and implement (UBE) programme, active participation by the private sector, the commitment and support of the international development partners, continuity of programmes and evaluation of employment creation potential of programmes in the sector.

In addition, efforts should be intensified to promote gender mainstreaming in the education sector at all levels (primary, secondary and tertiary). Gender information systems should be created in all educational institutions to ensure that gender disaggregated data and indicators are available for planning and employment. It is hoped that effective implementation of the National Gender Policy and its strategic actions will help achieve gender equity in employment in education sector.

12. HEALTH SECTOR

Major Job Outlook from an enabling policy and regulatory environment

The job outlook for the health sector is presented in the Table below. The total additional employment that can be generated in the sector in the short term is 46,499 comprising of Doctors, Nurses/Midwives, Pharmacists, other clinical staff and management and support staff. In the medium and long terms, a total of 84,849 and 174,814 jobs respectively could be created. In addition, complementary employment that can be generated through entrepreneurship in the sector is estimated to be 8,882 in the short-term, 11,466 in the medium term and 114,079 in the long-term.

Table: Total Addition Employment that can be created in the Health Sector

Health Personnel	Short Term			
	2010	2011	Medium Term 2012-2015	Long Term 2016-2020
Doctors	3,720	3,735	5,877	10,903
Nurses/Midwives	5,621	5,778	8,604	14,817
Pharmacist	10,463	11,247	15,015	21,550
Other Clinical Staff	11,111	11,031	23,723	54,662
Management and Support Staff	14,814	14,708	31,630	72,882
Total	45,729	46,499	84,849	174,814
Complementary employment	-	8,882	11,466	114,079
Grand Total	45,729	55,381	96,315	288,893

Source: Computed from Tables 1 and 2

Major Actions required for meeting the Target

The major actions required for meeting the employment target are as follows:

- Direct recruitment employment generation
- Employment creation through attrition reduction
- Employment creation through simplification of the employment process
- Employment creation through reduction in geographical imbalance
- Employment creation through enhancement of entrepreneurship in the sector

- Pharmaceutical production and distribution
- Employment creation through promotion of entrepreneurship in small scale manufacturing and metal fabrication.
- Improving the conditions of service of the medical personnel to prevent brain drain.

Others include: training and capacity building for the health personnel, health infrastructural expansion and improvement, costing of the financial implications for additional employment namely: cost of salary increase, cost of training additional health workers, cost of maintaining more staff through training and continuous education programmes, and cost of physical infrastructure. All these become imperative if the targets for additional employment are to be met. It is also important that gender mainstreaming should be promoted in all the activities planned for the health sector. Affirmative action should be taken to redress the disadvantaged position of women in employment in the sector. It is anticipated that more effective implementation of the National Gender policy and its strategic actions as well as other regional and international conventions and agreements on gender will go a long way to achieving gender equity in employment in the health sector.

13. ENABLING POLICY AND REGULATORY ENVIRONMENT

Major Job Outlook based on an enabling policy and regulatory environment

An effective regulatory system and supportive policy environment will impact very positively on output and employment growth of the other sectors of the economy thus leading to substantially increased job creation.

Major Actions required to achieve an Enhancing Policy and Regulatory Environment for enhanced employment creation

Eleven pillars for employment enhancing policy and regulatory environment should be implemented as follows: making employment creation a central issue in all projects, programmes, plans and budgets, institutionalization of policy analysis, growing a modern entrepreneurial economy for generation of millions of jobs annually, and establishing appropriate entrepreneurship development institutions reviewing and coordinating extant employment and regulatory institutions to refocus on optimal employment generation strategies, legally institutionalizing implementation, monitoring and evaluation frameworks for programmes across all MDAs at all levels of government, including timely production and dissemination of labour market information, and the strengthening of LMI production and dissemination institutions, designing good governance policy and mainstreaming this into all institutions, designing policy for integration and efficiency of Nigerian labour market, designing time bound regulatory policies for economic diversification, designing effective national skill training/development regulatory agencies and designing regulatory policies for addressing high cost environment.

Mainstreaming gender in employment creation in all plans and budgets should become an imperative. All efforts should be made to strengthen institutional and legal framework to advance gender issues in employment. The National Gender Policy, other national, regional and international polices should be more aggressively implemented to ensure gender equity in employment in Nigeria.

The ministry of labour which is responsible for labour and employment matters should play the lead role in promoting and coordinating the implementation of this National Action Plan, which is an instrument for implementing the existing National Employment Policy, which has established the National Employment Council (NEC) as the main national institution for the promotion, implementation coordination, monitoring and evaluation of National Employment Creation efforts. The NEC should be expanded in line with other national councils to involve all stakeholders in all tiers of government and the private sector, civil society and development partners in the employment field.

14. OVERALL SUMMARY OF EMPLOYMENT OPPORTUNITIES AND INVESTMENT IN THE SHORT, MEDIUM AND LONG TERM

The summary table below shows that the Nigerian economy has the potential to create a significant number of new jobs (paid and self employment) in the coming years, 2009 - 2020 as shown in the breakdown by sectors in the short term (2009 - 2011), medium term (2012 - 2015) and long term (2016 - 2020).

In the short term, up to a total of about 22 million new jobs could be created although most of them would be in the informal sector and agriculture, which currently occupy about 90% of all employed persons. In the medium term, about 23 million new jobs could be created while in the long term about 29 million new jobs could be created. This level of job creation would be sufficient to cater for new entrants into the labour force and reduce some backlog of unemployment. Every effort should be made to ensure gender equity in the jobs created by promoting a more aggressive implementation of the National gender policy and its strategic action plan.

The realization of the above prospects however, depends on the effective implementation of the actions recommended. One major concern is that inadequate data exist on the cost of investment projects in all the sectors and where such data exist, the employment implications of the investment projects are not worked out, and are not a concern of the programme planners and implementers in the sector. Accordingly, one of the most important recommendations of this report and the Employment Summit is that all investment projects at all three tiers of government should be carefully and realistically costed, and the employment implications of such projects, both direct and indirect, should be worked out and made public for subsequent monitoring and evaluation purposes. Similarly, investment proposals in the private sector should equally provide information on the proposed employment implications of such projects, as well as plans for the training of Nigerians, where national skill deficits exist.

TABLE 1: SUMMARY OF EMPLOYMENT OPPORTUNITIES AND INVESTMENTS

SECTOR	EMPLOYMENT OPPORTUNITIES	INVESTMENTS
Agriculture	130,540 short term	N226.5billion + US\$100million. Another N200billion for loans to farmers for which employment opportunities are to be determined
Information and Communication Technology	1,697,400 short term	US\$15million
Works and Housing	4,511,460 short term, 3million medium term, 6million long term	US\$4.2billion + N10,800billion short term; N10,800billion medium term; N64,800billion long term. US\$400million from World Bank and IFAD for rural feeder roads for which employment is to be determined
Petroleum and Solid Minerals	1,000,000 short	Relevant Agency to determine
Transport	146,525 short + 100,000 additional in the long term	Relevant Agency to determine
Power and Energy	To be determined by relevant Agency	Relevant Agency to determine
Education	1,136,251 short term 713,487 medium 1,274,470 long	Relevant Agency to determine
Commerce and Industry	988,425 short 1,670,449 medium 3,395,610 long	Relevant Agency to determine
Health	55,381 short 96,315 medium 288,893 long	Relevant Agency to determine
Informal Sector	8.17million short 15.9million medium 18.17million long	Relevant Agency to determine
Tourism, Culture, Entertainment and Sports	4,563,585 short 1,755,838 medium	Relevant Agency to determine
Total	22,399,567 short 23,136,089 medium 29,228,973 long	Total investment costs to be determined and supplied by responsible Agencies

THE EMPLOYMENT CHALLENGES AND CRISIS IN NIGERIA

1. INTRODUCTION

This chapter outlines briefly the major employment challenges which have been facing Nigeria for some years now, and to which the country has been trying to respond in various ways. The gravity of these challenges have been such, that the employment situation had been referred to as a crisis. Since the advent of the global financial and economic crisis, which became manifest in the last quarter of 2008, its adverse impacts on the Nigerian economy and the already existing employment crises have been so significant, that there have been urgent calls for Nigerians to meet the employment challenges of the Global financial and economic crisis in Nigeria. The National Action Plan on Employment Creation which is contained in this report has been prepared in an effort to enable Nigeria not only meet the employment challenges of the Global economic and financial crisis in Nigeria, but also to meet the employment challenges faced for some years now, as a result of the Nigeria's long outstanding employment crisis. In the remainder of this chapter, we present briefly, the dimensions of the Employment Challenges and crisis facing Nigeria. We shall also analyze the structure of unemployment in Nigeria by Age group and Sex, the structure of unemployment by educational levels, underemployment, and poverty levels, and the structure of employment in Nigeria. We shall then trace briefly the impact of the global economic and financial crisis on the Nigerian employment crisis, and then sum up the major employment challenges that have to be met.

We shall conclude this introductory chapter, by presenting a broad way forward, which will set the stage for the National Action Plan on Employment creation, through mass employment creation in 11 strategic sectors of the Nigerian economy, set against the background of an enabling and regulatory environment favourable to employment creation in Nigeria.

2. Dimensions of the Nigerian Employment Crisis

Unemployment, underemployment and employment, statistics in Nigeria, need to be interpreted with care. However, available statistics from the National Bureau of Statistics show that the unemployment rate for Nigeria before the global crisis ranged between 11% and 15% in the 2003-2007 period and was about 3 times the full employment goal of less than 4%. That is exceptionally high. The unemployment rate for Nigeria is higher than the average for sub-Saharan Africa, almost double that rate which was around 8%. The exceptionally high unemployment rates recorded in Nigeria since 1999 have been recorded at a time of relatively rapid economic growth, with GDP rising on average by about 7% annually since 1999 showing that relatively rapid economic growth did not translate into relatively low unemployment.

TABLE 1: NATIONAL UNEMPLOYMENT RATES, NIGERIA

Survey Period	Composite	Urban	Rural
2003	14.8	17.1	13.8
2004	11.8	11.0	12.1
2005	11.9	10.1	12.6
2006	14.6	10.0	15.1
2007	10.9	10.0	12.6

Sources: National Bureau of Statistics, GHS/LFS 2003-2005
GHS NBS/CBN/NCC Collaborative Study, 2006-2007

3. Structure of Unemployment in Nigeria by Age Groups and Sex

The youth bear the brunt of the employment crisis in Nigeria. The unemployment rate for youths defined as 15-25 years age cohort, was 34% in 2005, about three times the National composite average.

The Nigerian youth unemployment rate is about 3 times the average rate for sub-Saharan African countries and the global average of about 12%. Nigerian youths therefore bear an excessive unemployment burden, when compared to their counterparts in sub-Saharan Africa and globally. The adverse impacts of the above in terms of rising crime, youth militancy, social delinquency, illegal migration abroad are already manifest.

With regard to gender differentials, available data confirms that females have higher unemployment rates both in urban and rural areas, with the female rate in the range of 12%-14% and males 10%-12%. Statistics also show that for potential workers outside the workforce, females are three times as many as their male counterparts.

Table 2: Unemployment Rates by Education Level, Age and Sex, 2004-2005

Description	2004			2005		
	Composite	Urban	Rural	Composite	Urban	Rural
Education level						
No schooling	12.8	9.4	14.3	12.5	10.0	13.5
Primary	8.7	6.9	9.4	8.4	8.0	8.5
Secondary	13.0	10.4	14.1	14.4	11.0	15.8
Post-secondary	9.5	11.8	8.5	9.8	12.2	8.8
Age groups						
15-24	28.9	31.2	27.9	34.2	34.6	34.0
25-44	11.4	10.0	12.0	11.3	9.3	12.2
45-59	7.7	4.5	9.0	6.6	4.1	7.7
60-64	10.1	4.8	12.4	9.7	11.2	9.0
65-70	8.7	5.1	10.2	10.7	9.2	11.3
Gender						
Male	10.4	7.8	11.5	11.6	9.4	12.6
Female	14.1	12.1	15.8	12.3	11.4	12.7
All groups	11.8	11.0	12.1	11.9	10.1	12.6

Source: National Bureau of Statistics, 2006, The Nigerian Statistical Facts Sheets on Economic and Social Development, Table 30

4. Structure of Unemployment by Educational Levels

Out of all unemployed persons, about 60% of the total had no schooling. Those with primary education level accounted for about 18% of the unemployed. Those with secondary education accounted for about 19%; whilst those with post-secondary education accounted for about 4%. The main conclusion to be drawn from the above, is that, whilst the bulk of the unemployed and the poor have no formal schooling, about 40% of the unemployed have formal education hence there is a significant problem of educated unemployed, indicating considerable wastage of human capital investments. The educated unemployed also pose a greater threat to socio-economic development and stability. The data above, however, further demonstrates that education counts, since the better educated have better prospects of employment, hence the need to expand investment in education.

Table 3: Unemployed by Education and Age Groups (% of unemployed)

	1990	2000	2001	2002	2003	2004	2005
Education Level							
All levels	100.0	100.0	100.0	100.0	100.0	100.0	100.0
No schooling	22.4	11.9	14	16.6	11	14.9	12.5
Primary	26.8	26.2	21	16.1	18.3	15.8	15.3
Secondary	50.1	52.8	55.2	57.4	59.7	52.8	63.5
Post secondary	0.7	9.1	9.7	9.9	11	16.5	8.7
Age group							
All groups	100	100	100	100	100	100	100
15-24	68.3	59.6	59.9	49.6	54.8	52.9	55.2
25-44	22.5	31.3	34.2	35.9	35.5	41.1	36.2
45-59	9.2	6.5	4.2	5.2	3.9	2.7	4.3
60-64	-	2.6	4.7	9.2	6.8	3.4	2.2
65-70	-						2.1
Gender							
Male	-	54.5	56.4	59.8	55.5	58.3	57.7
Female	-	46.5	43.6	40.2	45.5	41.7	42.3

Source: National Bureau of Statistics, Table 32, Facts and Figures 2007.

5. Unemployment, Under-Employment and Poverty Levels

Whilst the previous sections have focused on unemployment rates, it is generally agreed that the bulk of the employment challenge lies in under-employment of the labour force or those referred to as the working poor, because their productivity is so low that their earned incomes cannot get them out of poverty.

Because of variability in definitions and unreliability of statistics, we cannot confidently quote rates of under-employment in Nigeria, but guestimates of about 60% have been cited. The credibility of the guestimate can be better gauged when compared to the statistics on the incidence of poverty in Nigeria.

However, under-employment is very closely correlated to poverty levels.

National Bureau of Statistics (NBS) data indicate that the poverty incidence i.e percentage of households living under the poverty line, was 54% in 2004. This figure is higher than about 40% estimated for sub-Saharan Africa. Nigeria's human development index is also below the sub-Saharan average. Nigeria was ranked at 158th out of 177 countries in 2007/2008 in the UNDP Human Development Index.

6. Structure Of Employment In Nigeria

NBS data for 2005 shows that formal sector employment i.e those employing more than 10 persons accounted for about 10% of total employment. Accordingly 90% of employment opportunities are found in the rural sector, and the urban informal economy.

Formal sector employment grew from 3.7 million in 1999 to 4.5 million 2005 - a total increase of 0.8 million in 6 years or an annual average of 133,333, which shows how slowly formal sector employment has grown in a large economy like Nigeria.

The major sectors contributing to formal sector employment in 2005 were: manufacturing and processing (1.9 million) hotels, tourism and restaurants (520,000), communications (467,000) building and construction, (459,000) health (330,000) transport (241,000) distributive trade 197,000, and agriculture (123,000) real estate (103,000).

Other sectors were, educational services, mining and quarrying, banking, finance, utilities and private professional services each contributing less than 100,000, in fact less

than 50,000.

The main conclusions from the above, is that the Nigerian formal economy is too small in terms of employment creation and creating too few jobs at about 130,000 annually, especially at a time of buoyant economic growth. (about 7% annual GDP growth).

In terms of the split between the public and the private sector formal employment available information indicates that the public sector dominates with about 62%, the private sector 22% and NGOS and international organizations about 10%. The public sector which dominates formal employment has been downsizing and under performing in budget implementation and hence providing no dynamism in job creation.

The private sector which is supposed to be the engine of growth and employment creation has failed to play the lead role, largely because the environment for private sector growth and employment creation has not been favourable enough. Hence there is a major challenge in terms of developing the private sector in Nigeria.

Table 4: Total Employment in Industries and Businesses 1999-2005 ('000)

Sectors	1999	2000	2001	2002	2003	2004	2005	1999-2005
Agriculture	76.5	79.9	80.7	81.3	88.4	109.5	123.8	640.1
Manufacturing and Processing	1916.8	1835.1	1905.1	1849.2	1949.2	1987.5	1912.9	13350.6
Building and Construction	290.6	307.9	476.5	409.9	398.9	431.7	459.0	2774.4
Hotels, Rest. and Tourism	537.1	509.7	572.0	556.2	544.3	538.2	520.6	3778.0
Transport	154.7	158.2	179.2	192.9	203.3	189.1	241.4	1318.7
Communications	17.4	28.3	193.7	198.9	315.0	325.0	467.3	1545.7
Education Services	8.2	8.9	12.4	18.4	20.4	21.9	25.8	1116.0
Mining and Quarrying	56.1	18.7	18.7	19.9	31.9	33.7	35.9	215.1
Utilities	14.9	14.5	14.6	14.8	15.2	15.4	14.9	104.3
Banking	28.3	17.1	24.3	24.9	24.5	25.3	29.9	174.2
Distributive Trade	146.6	145.5	165.5	177.1	183.5	190.9	196.5	1202.7
Private Prof. Services	7.0	8.4	7.6	7.8	8.8	9.6	10.2	59.5
Real Estate and Biz Services	75.0	77.8	85.6	93.0	94.2	94.0	108.3	622.9
Health	305.9	301.6	318.4	346.1	347.3	355.7	330.0	2305.0
Finance	24.1	28.2	28.2	28.1	25.4	26.8	52.4	213.8
TOTAL	3659.2	3539.9	4079.4	4019.2	4245.0	4354.6	4523.8	28421.0

Source: National of Statistics Quick National Employment Generation Survey (QNEGS) 2006, Abuja.

7. Impact Of The Global Economic And Financial Crisis On The Nigerian Employment Crisis In Nigeria

Labour Market Information in Nigeria is not current enough to provide current and precise estimates of job losses or current national unemployment rates as available elsewhere. This is a major employment challenge, since policy cannot be guided by precise data and information.

Anecdotal evidence suggests that substantial job losses are occurring in the formal private sector. Labour productivity is declining and the incidence of poverty is rising.

Private estimates of GDP growth for 2009 of about 3%-4% as opposed to about 7%-8% foreseen in the 2009 Nigerian budget, and of about 6%-7% in past 8 years, imply a

significant slow down in aggregate demand, including demand for labour in 2009 and beyond, if policies remain unchanged. Hence the employment crisis which existed before the global crisis should deepen further, unless appropriate policies and programmes are put in place to reverse this negative trend.

8. **Summary Of Major Employment Challenges of the Nigerian Employment Crisis**

Before a brief outline of steps that need to be taken to meet the employment challenges of the Global economic and financial crisis, it is useful to summarize below the major employment challenges which will have to be met:

- Unemployment rates 3 times the full employment goal.
- Youth unemployment rates, 3 times the adult rate and 3 times the SSA and global average.
- Under-employment and poverty rates which exceed the SSA average by 25%.
- Gender imbalances in unemployment and under-employment.
- Limited attention to problems of persons with disabilities.
- A formal sector which is creating too few jobs.
- Formal production sectors which are creating too few jobs.
- A public sector that dominates formal sector employment but is not dynamic in job creation.
- A private sector that is supposed to lead in employment creation, but is not doing so.

Supply Side Challenges Which Need Addressing

- Rapid growth of new entrants into the labour force which are not matched by new job creation, hence increasing the pool of unemployed, under-employed and the poor. Rough estimates linked to population projected increases of about 4 million a year, suggest that the annual labour force increase is in the range of about 4 million persons. Accordingly, if the already excessive unemployment/underemployment situation is to be prevented from getting worse, 4 million new jobs in all sectors should be created annually.
- High proportion of labour force with no formal schooling and skills.
- Educational system which is expanding rapidly but outputs have limited skills and knowledge demanded by the labour market.
- Entrepreneurial and technical skills in short supply.

9. **Way Forward in Meeting the Employment Challenges**

- Reviewing and reversing the past national investment strategies which have led to very slow job creation in the formal sector. Making the growth process more employment intensive or centred.
- Ensuring gender equity in employment through a more aggressive implementation of the National gender policy and its strategic action plan.
- Reducing the capital intensity of the growth process by shifting investment into more employment intensive sectors such as agriculture, commerce and industries, the urban informal economy and small and medium scale enterprises; and
- Addressing supply side factors which would reduce the rate of growth of the labour force, and increase its productivity through technical skills and

- entrepreneurial development and microfinance, in the low productivity sectors.
- Improving the enabling environment to enable the private sector play its supposed lead role in economic growth and employment creation.
- Increasing transparency, accountability, and good governance in the public and private sectors.
- Improving Nigeria's capacity to produce and use labour market information as a basis for informed policy formulation.
- Strengthening the National Bureau of Statistics (NBS), NISER which incorporated the National Manpower Board and the Ministry of Labour, especially its section on labour and employment statistics for data generation on employment situation, and labour market information in general, and their stronger engagement in the employment and development planning process.
- Establishing monitoring and evaluation (M&E) units for all the MDAs to ensure effective implementation of activities/ projects.
- The Federal Ministry of Labour and Productivity and the National Employment Council have a major role to play with respect to monitoring and evaluation of the projects being implemented.
- Legislative back up and political will become imperative for implementation of National Action Plan on employment creation.
- Promoting labour-based sectors and technologies for decent job creation.
- Ensuring employment impact analysis and assessment of all government contracts.
- This National Action Plan for Employment Creation (NAPEC) is conceived as a programme for promoting decent jobs and work in Nigeria including the rural areas and addressing urban bias in project implementation.
- Reviewing the mandate of SMEDAN to institutionalize National Entrepreneurship Development, drawing on experiences of the Indian Entrepreneurship Development Institute and similar institutions elsewhere
- The specifics of how the above recommendations can be implemented, including providing an enabling environment for creation of decent jobs in Nigeria, and meeting the employment creation challenges and realizing the employment opportunities in the key eleven productive sectors in Nigeria are presented in the following 12 chapters, dealing with employment creation in the key sectors of:
 - (a) Agriculture
 - (b) Commerce and Industry
 - (c) Power and Energy
 - (d) Works, Housing and Urban Development Sector
 - (e) Petroleum and Solid Minerals.
 - (f) Transport (Land, Water and Air)
 - (g) Communication and Information
 - (h) Informal Economy
 - (i) Education
 - (j) Health
 - (k) Culture, Tourism, Entertainment and Sports, and an overview chapter on
 - (l) Providing an Enabling Policy and Regulatory Environment for Employment Creation.*

The importance of these sectors for employment creation is further buttressed by information presented in Tables 5 and 6 below which show the dominance of agriculture in employment, contributing 60.88% and Public Admin and Defence Activities i.e Government 10.3% distantly followed by manufacturing industry at 1.9%, distribution of electricity and water, 0.9% and Transport, storage and

communication 0.9%, and others.

Table 5: Contribution by Economic Activity, to Employment, 2001 – 2005 (%)

Economic Activity	2001	2002	2003	2004	2005
Total Working Population	100	100	100	100	100
Agric: Hunting, Forestry & Fishing	54.75	59.91	59.49	59.26	60.88
Mining & Quarrying	0.16	0.15	0.14	0.14	0.14
Manufacturing Industries	1.78	1.52	1.75	1.74	1.90
Production & Distribution of Electricity & Water	0.82	0.71	0.88	0.88	0.90
Building & Construction	0.66	0.56	0.56	0.56	0.57
Comm. & Repairs of Auto & Domestic Art	0.28	0.20	0.20	0.20	0.22
Hotels and Restaurants	0.21	0.19	0.19	0.19	0.20
Transp., Storage & Communication	0.89	0.87	0.85	0.86	0.87
Financial Intermediation (Includes Insurance)	0.83	0.54	0.58	0.57	0.59
Real Estate, Renting & Business Activities	0.16	0.13	0.13	0.12	0.13
Public Admin. & Defence, Compulsory Social Services	12.45	11.03	10.5	10.4	10.3
Education	20.18	18.56	18.01	18.25	19.88
Health & Social Work	0.63	0.41	0.60	0.61	0.62
Others	6.21	5.52	6.17	6.13	6.29

Source: National Bureau of Statistics (2006);
The Nigerian statistical Fact sheets on Economic and Social Development.

*12 National Consultants were commissioned to draft the sectoral and overview reports. They are Prof. Olomola, NISER Ibadan, Prof. Anyanwu University of Abuja, Prof. Kumuyi NISER Ibadan, Mr. Chike Nwune private consultant, Prof. Fakiyesi University of Lagos, Prof. Adesanya, NISER, Dr. Odekunle NISER, Dr. Akerele NISER, Prof. Okojie University of Benin, Prof. Soyibo University of Ibadan, Dr. Adejumo private consultant and Prof. Umo private consultant. Shortened and edited versions of the originally commissioned consultant reports were used for this Action Plan document. The full consultant reports are available on demand.

Table 6: Working Population in Nigeria by Economic Activity, 2001 – 2005 ('000s)

Economic Activity	2001	2002	2003	2004	2005
Total Working Population	43,600.0	44,800.0	46,800.0	47,993.4	63,931.5
Agric: Hunting, Forestry & Fishing	23,870.0	26,840.0	27,840.0	28,438.6	37,486.7
Mining & Quarrying	68.1	67.7	66.2	67.1	89.1
Manufacturing Industries	775.0	680.0	820.0	836.2	1,172.9
Production & Distribution of Electricity & Water	356.0	320.0	410.0	421.8	551.2
Building & Construction	289.0	252.0	260.0	267.2	352.8
Comm. & Repairs of Auto & Domestic Art	120.2	91.7	93.1	96.8	134.2
Hotels and Restaurants	90.8	83.3	86.9	89.2	124.5
Transp., Storage & Communication	388.0	390.0	400.0	411.1	537.4
Financial Intermediation (Includes Insurance)	360.0	244.0	270.0	275.1	363.0
Real Estate, Renting & Business Activities	69.2	56.1	58.6	59.8	77.4
Public Admin. & Defence, Compulsory Social Services	5,429.0	4,940.0	4,900.0	5,038.7	6,546.6
Education	8,800.0	8,317.0	8,430.0	8,759.6	12,238.6
Health & Social Work	276.0	183.0	280.0	290.6	382.9
Others	2,708.8	2,475.2	2,885.3	2,941.6	3,874.0

Source: National Bureau of Statistics (2006) The Nigerian Statistical Fact Sheets on Economic and Social Development.

The reports of the 12 national consultants on the 11 sectors and the Enabling Environment provided the major technical inputs for discussion at the National Employment Summit. At the end of the Summit a Declaration document was adopted which inter-alia called for the preparation of a National Action Plan on employment creation in Nigeria, to provide the basis for meeting the Employment Challenges of the

AGRICULTURE

2.1 INTRODUCTION

Nigeria is essentially an agrarian country, with agriculture as the major driver of economic and employment growth in the country. It is estimated that about 68million hectares of land are cultivable, out of which only 33million are currently under cultivation. Agriculture, which employs about two-thirds of Nigeria's total labour force, contributed 42.2% of Gross Domestic Products (GDP) in 2007 and provides 88% of non-oil earnings. Nonetheless, the potentials of the sector are far from being fully developed. Agriculture, in all its ramifications, is yet to be reasonably commercialised with small-holder farmers accounting for over 90% of practitioners.

In spite of its importance, agriculture has remained at the subsistence level characterised by low productivity, huge post harvest losses, lack of storage systems, poor research and extension support, low technological input, low access to finance inadequate infrastructure, inconsistent, uncoordinated and inappropriate policies.

Government budgetary allocation to agriculture has been generally poor; even so, the percentage that eventually gets to the farmers is so small that it hardly makes any impact. However, the sector has witnessed considerable donor support since 2000. In this regard the major development partners mobilizing funds for agricultural development and poverty reduction are World Bank, CIDA, IFAD, DFID, USAID, FAO, UNDP, and ADB.

Current policies and programmes appear to be tending towards commercialisation of agriculture and this is considered a step in the right direction. Such projects/programmes include the Commercial Agricultural Development Programme, National Fadama Development Programme (NFDP), which are mainly targeted at small-holder farmers, including women groups. Some of the development partners like World Bank and IFAD are contributing to improving rural access roads, while Government is supporting CADP through a PPP arrangement.

2.2 SECTORAL ACTION PLAN

Goals, Objectives, Outputs and Activities

The goal is to formulate and implement programmes of action in the agricultural sector to respond effectively to the effects of the Global Economic and Financial Crisis in Nigeria on the employment front.

The objectives are as follows:

- Over 200,000 employment opportunities created.
- Programmes to address the long standing unemployment crisis in rural Nigeria, implemented.
- Policies that will create the enabling environment for commercialization of agriculture developed and implemented.

The expected outputs are as follows:

Output 1: Agriculture diversified, strengthened and commercialised, including the N200billion loan scheme to commercial farmers.

Global Financial and economic crisis in Nigeria. Chapters 2-13 of this report, which follow this introductory chapter provides brief backgrounds to the 11 sectors, and the sectoral action plans to aid employment creation in each sector.

As a result of the initiatives taken by Nigeria in organising the National Employment Summit and its successful outcome, Nigeria was among selected countries invited by the ILO to participate in an ILO Global Summit on the Job Crisis 15-16 June 2009 in Geneva. Nigeria's participation in that summit benefitted from its national Employment Summit outcomes and this National Employment Action Plan document.

The activities involved in this output are:

- To organise and provide extension service to commodity producers associations and cooperative groups
- To develop food commodity chains
- To undertake agro-processing and produce value-added commodities involving 200 cassava processing mills in 22 States
- To enhance market access through the provision of model markets for livestock in 9 centres, for fishery and fruits and vegetables in 15 and 12 centres respectively
- To minimise post harvest storage losses through the construction of 40 units of 2000 tonnes warehouses
- To support the establishment of 50 hectares of various tree crops per Local Government Area, yielding a total of 31,200 employment opportunities which can be created per year.
- To promote public sector and private sector driven and PPP investments in the rehabilitation of cocoa, oil palm, rubber, cotton, groundnut and rice production/plantations drawing on entrepreneurs/investors from Thailand, Malaysia, Indonesia, Vietnam, Korea and China, Brazil and elsewhere.
- To provide loans to farmers
- To provide and distribute improved seeds and fertilizer to small holder farmers
number of farmers to be targeted, cost involved and impact on income increase and reduction of underemployment to be determined.
- To mainstream gender in all the activities above

Responsibility: Federal Ministry of Agriculture and Water Resources, World Bank, State Ministries of Agriculture, Local Governments

Output 2: Organise and strengthen new and existing commodity Producers Association women's groups, and cooperative groups

The activities involved include:

- To procure 3,250 tractor and implements for cooperative and community tractor service programme
- To train 1850 tractor operators, 774 tractor mechanics and 15 engineers
- To improve the employability of 7,740 interested youths through skills and entrepreneurship development in agriculture
- To mainstream gender in all the activities

Responsibility: Federal Ministry of Agriculture and Water Resources, World Bank, State Ministries of Agriculture, Local Governments

Output 3: Livestock rearing and training facilities provided

Activities include:

- To Construct Earth Dams, Livestock Service Centres and Bore holes in Grazing Reserves in States
- To establish 6,000 monuments and survey of 3,000 km Stock Routes in the Northern States and 3,000 monuments along 1,500 km grazing corridors in the SW, SE and SS states.
- To develop 3 Model Grazing Reserves
- To complete Livestock Training Centre at Kachia Grazing Reserve

Responsibility: Federal Ministry of Agriculture and Water Resources, State Ministries of Agriculture, Local Governments

Output 4: Aquaculture and captive fishery supported through capacity building and provision of inputs

Activities include:

To develop and promote Fish Farming /Culture using various Culture Systems.

To conduct nationwide Aquaculture training and demonstration of tilapia and catfish farming

To procure Cage and Pen Fish Culture Systems for the Development of Inland Fisheries in Dams, Reservoirs and Lakes

To Procure Equipment, Raw Materials and Facilities for the Implementation of the Fish Seed and Fish Feed Certification and Standardization Programme

To Procure Facilities, Raw Materials and Equipment for the Artisanal and Capture Fisheries Development Project

To Procure and Install FAO - Recommended Fishing Vessel Monitoring System (VMS) Equipment and Training of Operators

To conduct enlightenment campaign and implement the FAO Code of Conduct for Responsible Fisheries and the Inland Fisheries Resource Monitoring, Control and Surveillance Strategies as well as the United States of America / European Union Fisheries Export Certification Programme

Responsibility: Federal Ministry of Agriculture and Water Resources, State Ministries of Agriculture, Nigerian Institute of Oceanography and Marine Research

COMMERCE AND INDUSTRY

1.0 INTRODUCTION

1.1 INDUSTRY SUB-SECTOR

Industry is most often the leading high-productivity sector of any country. Scarcely any country has grown without industrializing. Fast-growing countries have rapidly growing manufacturing sectors (UNIDO, 2009). However, the overall level of manufacturing value-added (MVA) in Nigeria is very low compared to other developing countries like India, Malaysia and Indonesia. Nigeria manufacturing sector accounted for 3.91% of its GDP in 2006. This shows low capacity of the sector's contribution to GDP. As at December, 2007 only 45 percent of the raw materials used in the sub-sectors were sourced locally while the real growth rate of employment in manufacturing and processing sub-sector at constant 1999 level declined from 5.13 in 2003 to -3.75 in 2005. In all the sub-sectors, the number of men employed overly out-numbered that of the women. Capacity utilisation in the manufacturing sub-sectors is generally very low (50.5%) (FMOCI, 2007a, FMOI, PRS Dept., 2005).

The industry sector is faced with myriads of constraints. Most of the respondents who were interviewed during the field work agreed that the key constraints cut across issues of infrastructure, credit facility, skills/technical capacity/human resource development as well as policy/regulatory framework which all combine together to hinder the growth of the sector, particularly the small and medium scale enterprises. Michelin, Dunlop and textile industry are negatively affected. In addition, the current financial and economic crisis has affected the sub-sector adversely. These include: reduced FDI in promising companies, shortage of foreign exchange, increase in the cost of industrial inputs (outsourced), reduced investment level, falling prices of stocks, decline in infrastructural support (power/energy), increased cost of capital (interest rate), dumping of cheaper imports, reduced capacity utilisation/output/profit, layoffs and loss of trained capacity, and deterioration of an already battered sector.

The major past and future policy and programme reforms of the government to ensure rapid industrialization and employment creation in Nigeria are: import substitution policy of 1970s, prohibitive import restrictions (1982 -1986); Nigerian Enterprises Promotion Decrees of 1972, 1977 and 1981; Structural Adjustment Programme (SAP) 1986 - 1988, privatization and deregulation; and Industrial Policy of Nigeria - Policies, incentives, Guidelines and Institutional Framework, 2003. Others include establishment of agencies and commissions, revitalization of ailing sub-sectors such as textile subsector, industrial development strategy: the cluster concept (Free Trade Zones Industrial Parks, Industrial Clusters, Enterprise Zones and Incubators), cement importation policy, industrial development centres (IDCs), and the National Integrated Industrial Development (NIID) blueprint of 2007 developed in collaboration with UNIDO. Most of these efforts were well designed; however, the desired results are yet to be fully achieved.

1.2 COMMERCE SUB-SECTOR

The Commerce subsector deals with the promotion of production and export of non-oil, wholesale and retail trade as well as Made-in-Nigerian Goods. This is to facilitate

employment generation, wealth creation and enhance the nation's foreign reserves. The contribution of wholesale and retail trade to the growth rate of GDP at 1990 constant basic prices was 5.76% in 2003; this rose to 13.51% in 2005 and finally rose to 15.28% in 2007 showing slight increase (CBN, 2007). In terms of employment, the campaign of buying made-in-Nigeria goods is expected to boost employment opportunities in the sub-sector. The total employment of distributive trade in 1999 stood at 146,557 and finally increased to 196,511 in 2005.

The survey revealed the following constraints confronting commerce subsector in Nigeria: multiple taxation, numerous road blocks, inadequacy of trade support infrastructure, incessant fire out-break in local markets, informal trade, piracy, problems of trade facilitation and little value addition to export trade. The impact of the current financial and economic crisis even though it varies across sectors, this has impacted adversely on the commerce subsector as follows: reduced export revenue from oil, further pressures on current accounts and balance of payment, reduced purchasing power, increasing level of poverty, dumping of cheaper imports, paucity of budgetary support to the sub-sector, and reduction in foreign capital inflow towards export-oriented production.

The federal government has put in place some policies, programmes and parastatals to boost exports, the development and diversification of export trade, and promote wholesale and retail trade in Nigeria. These include the following: NEPZA, NEPC, OOGFZA, ASCE PLC, Free Trade Zones Scheme -there are 24 Free Trade Zones in Nigeria; Policies, Incentives, Guidelines and Institutional Framework of 2003; Modern Trade Information Management System/Databank; FPIS, establishment of international trade fair complexes in Lagos, Enugu, Abuja and Kaduna; Commerce 44 initiative and 5% Cassava Inclusion Policy; common facility centres in collaboration with UNIDO; Common Fund for Commodity (CFC, 2006); export promotion and development through the administration of export incentives, trade missions, market development and trade information; promoting Made-in-Nigeria products campaign; and Public Private Participation.

2.0 SECTORAL ACTION PROGRAMME ON EMPLOYMENT CREATION IN THE SHORT, MEDIUM AND LONG TERMS

2.1 INDUSTRY SUBSECTOR

Goals, Objectives, Outputs and Activities

The industry sector being the main productive sector in Nigeria has the capacity for employing millions of skilled labour and millions of unskilled labour to be engaged in the manufacturing processes. Specific examples of goals, objectives and activities and implementing agencies that could be used to create employment in the industry sub-sector in the short term are as follows:

SHORT TERM (2009-2011)

Goal 1: Promoting unskilled labour intensive manufacturing industries and establishment of common facility centres (CFC).

Objective 1: Revival of ailing industries through: Industrial incubators/ Enterprise Zones (establish and/or revitalize unskilled labour intensive manufacturing industries i.e. low scale and low capital manufacturing industries such as textile and leather industries).

Activities: Provision of land, infrastructure (power, roads, cold chains for perishable items, markets and marketing outlets, common facilities centres, security, water, etc), processing local agricultural products and raw materials by the agro-based industries, establishment of training schools/vocational centres, provision of incentives,

mentoring/counseling, skills entrepreneurship development, access to micro finance credit, third party linkages and establishment of businesses, and business development support services.

Goal 2: Promoting MSMEs, SMEs and agro-allied industries

Objective 2: Establishment of MSMEs Development Fund (SMEDEF), strengthening of One-Local-Government, One-Product (OLOP), and strengthening of the One Stop Investment Centre (OSIC).

Activities: Access of SMEs and MSMEs to funds, business incubators and development, production of local raw materials and processing, digitalization of OSIC operations, extension of OSIC services to some key states while SMEs and MSMEs are assisted to produce.

In the short term (2009-2011), job creation prospect for the cluster concept (Industrial parks, industrial clusters, enterprise zones and incubators) is estimated at 170,000, 740,000 in the medium term (2012-2015) and 2,100,000 in the long term (2016-2020) as reported by IDD, FMOCI (2008). It is also estimated that the 774 Local Governments by implementing One-Local-Government-One Product (OLOP) scheme and processing the products 38,700 jobs annually will be created at local government levels (774 x 50 persons = 38,700 jobs) in the short term. In the medium and long terms, job projection at 3% and 5% will be 39,861 and 41,854 respectively.

The development partners such as UNIDO, World Bank, UNDP, DFID and ILO contribute to employment creation directly and indirectly in Nigeria. It is estimated that 100,000 jobs will be created in the short term, 150,000 jobs and 250,000 jobs will be created in the medium and long terms respectively. In 2007, foreign direct investment (FDI) created 56,808 jobs in the manufacturing sector (NIPC, 2008). It is expected that the number of jobs created will increase with conducive business environment. The job potential of FDI is projected at 2%, 3% and 5% for short, medium and long terms respectively. The jobs that will be created in the short term is 54,996, 61,899 jobs in the medium term and 79,000 jobs in the long term. The total projected employment in the industry sector by year 2020 is 2,470,854 from the various sources.

22. COMMERCE SUB-SECTOR

Goals, Objectives, Outputs and Activities

Specific examples of goals, objectives and activities and implementing agencies for boosting commerce and employment creation for males and females are as follows:

Goal 1: Export promotion, trade and investment information networks.

Objective 1: Promotion of export, research and commercialization of research results and quality improvement of SMEs products.

Activities: Developing domestic markets, developing partnership between research organizations and SMEs operators, research and development, quality control measures, and export incentives.

Goal 2: Establishing model commodity warehouses and capacity building for the stakeholders.

Objective 2: Establishing model commodity warehouses in the six geo-political zones and Commerce-44 initiative in place.

Activities: Provision of funds for warehouses, sensitization workshops and seminars for the stakeholders.

The various projects and programmes in the sector that can create employment if well

implemented are: Commerce 44 initiative, Free Trade Zones under the Industrial Cluster Concept, buy Made-in-Nigeria-Goods Campaign and export promotion policy.

Given conducive business environment for internal and external trade and addressing the constraints facing the sub-sector, a total of 924,756 jobs will be created by the year 2020. The projected employment generation through distributive trade in the short, medium and long terms are 257,492, 289,809 and 369,878 respectively. The commerce 44 initiative if well implemented will promote export trade and generate at least 100,000 jobs in the short term, 150,000 jobs in the medium term and 250,000 jobs in the long term. As at 2008, Nigeria Export Processing Zones Authority (NEPZA) has licensed 24 Free Trade Zones in Nigeria to foster industrial growth and commerce. The Free Trade Zones put together created over 40,000 direct jobs and 160,000 indirect jobs as at 2008 (FMOCI, 2008). These figures were projected for the period of 2009-2020 using 2%, 3% and 5% respectively. Taking this into consideration, 924,756 jobs will be created by the year 2020 by the commerce sub-sector.

Every effort should be made to mainstream gender in all activities planned for commerce and industry sector and where feasible affirmative action needs to be taken to redress the disadvantaged position of females in employment in the sector. It is hoped that a more aggressive implementation of the National Gender Policy, Convention of Elimination of All Forms of Discrimination against Women (CEDAW) as well as their strategic actions will contribute to the achievement of gender equity in employment in commerce and industry sector.

Implementing agencies

These include: State and local governments, public private partnership (PPP), foreign investors, banks, FGN/ NIPC, Private sector, Multi-lateral Agencies, ITF, SMEDAN, NDE, NGOs, Development partners, CBN, Banks (SMEIIS), Private Sector, MAN, Federal Ministry of Information and Communication,

NACCIMA, Nigeria Custom Service, FIRS and State Boards of Internal Revenue and Venture capitalists. Details for short, medium and long terms are in Appendix for commerce and industry sector.

The Way Forward in Meeting the Employment Targets

To achieve above employment targets for commerce and industry sector, the challenges and constraints confronting the sector need to be addressed. Also, the following issues should be given priority for the industry sector: revival of all ailing industries and promotion of SMEs and MSMEs; public-Private Partnership for enterprise growth; good governance and building institutional capacity; infrastructural support; strengthening of One stop investment center (OSIC) in NIPC; establishing SMEs Development Fund; job quantification of all programmes and projects in the sector; OLOP and promoting made-in-Nigeria goods; gender issue in employment and creation of data bank. FDI inflow, re-evaluation of tariff regimes and control of dumping and smuggling activities; control of cost of capital (interest rate and exchange rate with effective regulatory services) and resource mobilisation by the state and local governments in their localities for employment creation become imperative.

For commerce sub-sector: removal of road blocks along trade routes, avoidance of multiple taxation and charges, credit facilities to support the commerce sub-sector, establishment of trade infrastructure, mainstreaming the informal trade to the formal sector, controlling the importation of substandard goods, fighting the issue of piracy and counterfeiting, value addition to Nigerian export commodities, and intensive export promotion strategies. Other include: establishment of Nigerian Trade and Competition

Commission (NTCC); capacity building for the staff of NEPC and Exporters and Importers; and the use of E-commerce to reduce cost and time. The Commerce and Industry sector remains Nigeria's hope for diversifying the Nigerian economy, providing employment opportunity and resuscitating the ailing Nigerian economy.

POWER AND ENERGY

4.1 INTRODUCTION

The power and energy sector is one in which huge deficits exist in Nigeria. Installed capacity is about 6000MW, while actual production is about 40 per cent of this. The production level translates to approximately 1MW to 75,000 people as against the recommended 1MW to 300 people. Per capital consumption of 107Kwh is among the lowest in the world even when compared to other developing countries. This situation is due to many technical and financial factors.

Consequent on this situation, the role which the power and energy sector play as catalyst for socio-economic development and employment generation in other countries, has not been fulfilled in Nigeria. In fact, many industries (small, medium and large) have closed shops while others are running on expensive generators, a situation which seriously impairs their competitiveness. Hundreds of thousands of jobs have been lost, as typified by the textile industry, the largest employer of labour in the industrial sector, which lost 113,000 jobs or 82 per cent of its total work force, between 1996 and 2008.

The contribution of the power and energy sub-sector to Gross Domestic Product (GDP) has been always low. For instance, the contribution to GDP at current basic prices was only 0.24 percent in 2001, 0.27 percent in 2002, 0.23 percent in 2003, 0.22 percent in 2004 and 0.19 percent in 2005. The contribution of GDP at constant 1990 basic prices was 2.87 percent in 2001, 3.52 percent in 2002, 3.33 percent in 2003, 3.46 percent in 2004, and 3.46 percent in 2005.

4.1.1 Key Constraints and Challenges

The key constraints and challenges militating against the sector include:

- Age and deterioration of the old power stations at Shiroro, Jebba, Afam, Egbin, Ughelli and Sapele, all of which are between 30 to 43 years old. In fact, only 19 out of 79 generating units were operational in 1999. The transmission network suffers from various constraints including radial and fragile grid, frequent system collapses, high transmission losses, inadequate dispatch and control infrastructure and poor voltage profile (NPC 2007).
- Low investments in the sector until recently. In fact, between 1990 and 1999, no new power station was built and no major turn-around-maintenance (TAM) was carried out on existing plants.
- Low supply of gas to the thermal stations and insufficient levels of water at the hydro stations.
- Political changes and sometimes, indecision on the part of the government. There are also problems bad management, lack of accountability and transparency; and, corruption.

4.1.2 Major Past and Future Policies and Programmes

- The Electric Power Reform aimed at improving the efficiency and affordability of power supply, encouraging private sector participation and competition, attracting investment, establishing an independent regulatory agency to ensure level playing field for all market participants and providing a conducive environment for long-term development in the sector.
- Institutional transformation of the former National Electric Power Authority (NEPA) into the Power Holding Company of Nigeria (PHCN) and unbundling of NEPA into 18 companies (6 generating, 1 transmission and 11 distribution companies), and the

privatisation of the companies.

- Establishment of a National Electricity Regulatory Commission (NERC).
- Establishment of a Rural Electrification Agency (REA).
- Licencing of Independent Power Producers.
- Development of strategic plan, including the National Integrated Power Projects (NIPP) plan of 2004.
- Increased investments in the gas projects. According to the 2009 budget, the national domestic gas projects would gulp US\$1.5 billion. Other projects planned for the year are:
 - Trans-Saharan gas pipeline
 - Calabar - Umuahia- Ajaokuta pipeline
 - Ajaokuta - Abuja - Kano pipeline
 - Supply of gas to PHCN Delta IV.
- Increased attention is being paid to the security situation in the Niger Delta.

4.1.3 Investment Cost in the Sector

The Electric Power Reform has brought in new investment opportunities. An expected expenditure of US\$2.17 billion will be made in 2009 increasing to US\$2.35 billion in 2010 and US\$2.58 billion in 2011. Recent experiences show that the figures may in fact be gross under-estimations. For instance, it has been discovered that after the initial 2-year lull, the completion of the NIPP projects will gulp US\$5.3 billion, instead of the US\$1.5 billion required to complete it if the schedule had been followed. In fact the PCAEEI had put the total costs of the delay at US\$7.1 billion. Again, the target completion date has been shifted by 2 years, which indicates that there would be substantially greater investments in the sector from 2009. This is aside from the investments (mostly by the private sector) in the areas highlighted above.

4.2 SECTORAL ACTION PLAN

4.2.1 Goal

The power and energy sector has potentials for employment creation that are yet to be fully exploited and its availability can indirectly stimulate the generation of millions of jobs. The goal of the action plan therefore is to accelerate activities in the sector that will ensure that power and energy become more reliable thereby giving a boost to other sectors that rely on regular power supply and indirectly generate the much needed employment.

4.2.2 Objective

The objective of the action plan is to ensure that power becomes more reliable through public private sector participation.

4.2.3 Output and Activities

Output 1 Continuation and Consolidation of on-going Reforms

The activities involved include:

- Government's full divestment from power stations and distribution infrastructure.
- Fast-tracking the completion of the NIPP and IV-IOC power stations.
- Government at different tiers to partner with the private sector to strengthen existing transmission infrastructure and build new ones.
- Outsourcing the management of the existing power transmitting sub-stations and possibly part of the 30KV and 132KV grid lines, by the proposed transmission company to promote efficiency.
- Accelerate the process of private sector participation by putting in place Operations and Management (O & M) contracts at the PHCN power stations.
- Review of the MYTO based on the several observations and objections by the various

stakeholders.

- Greater attention on expanding the scope of the pre-paid metering system which has proved useful in solving many of the meter reading and billing problems.

Responsibility: Power and Energy Ministry, PHCN, Independent power plants, NERC, REA, the organised private sector.

Output 2 Diversification of the Technology Mix for Power Production

The activities include the following:

- Decoupling of the rural electrification projects from the national grid, and shifting the generation of power for rural areas to renewable resources. The small-scale, renewable resource-based power systems should be independent of the national grid and be managed through public-private-people partnership (PPPP) arrangements.
- Strengthening of the Rural Electrification Agency and the Energy Commission of Nigeria to become real catalysts in the promotion and use of renewable energy resources. The technical and managerial capabilities of the two organisations need to be improved upon.
- The setting up of a Renewable Energy Development Fund and putting in place appropriate machinery for managing the fund.
- Immediate mapping of the renewable energy resources in the rural areas with a view to determining the most feasible type(s) for different areas.
- Development of prototypes for commercialisation.
- Mobilisation and sensitization of people at the grassroots in order to make them active participants in the programmes.

Responsibility: Rural Electrification Agency, Energy Commission of Nigeria, etc.

Output 3 Promotion of Local Content in the Power and Energy Sector

The activities involved in realising these potentials include:

- Encourage the manufacture of energy sector equipment and spares and the establishment of repair shops for materials and spares.
- Promote the establishment of spin-off industries such as transformers, meters, wire and cables.
- Create avenues for Nigerians to be more actively involved in the power sector consultancy and advisory services.
- Promote training programmes for capacity building in technical competencies in the industry. In this regard, the federal government should enter into long-term service agreement (LTSA) with manufacturers of imported equipment, during which period, a national training scheme can be evolved and vigorously pursued.
- Mainstream gender in all the activities above

Responsibility: PHCN, MAN, etc.

Output 4 Overhauling the Management and Governance Systems in the Sector

The activities involved include:

- Devising more potent incentives for greater participation of all stakeholders in the industry.
- Greater monitoring, by security agencies, of power transmission lines to reduce, and eventually eliminate vandalism. To ensure effectiveness, collaboration with local communities will be necessary.
- Providing adequate security of life and property in the country. In particular, the ongoing efforts at resolving the Niger Delta crisis should be sustained.
- Instituting greater accountability and transparency in the power and energy sector.

Responsibility: Power and Energy Ministry, PHCN, Nigerian Police, Rural communities, etc.

WORKS, HOUSING AND URBAN DEVELOPMENT

5.1 INTRODUCTION

5.1.1 Importance

The Works, Housing and Urban Development sector covers the construction, rehabilitation and maintenance of infrastructure works like roads, public buildings, water supply, sewerage, drainage, waste disposal and such similar works.

Available data shows that although the works, housing and urban development sector (usually considered a component of the manufacturing sector) contributed less than 4% to the GDP between 2004 and 2006; its growth rate, averaging about 10% over the period, was quite impressive.

The sector's contribution to employment is mainly through the building sub-sector as the road sub-sector contributes minimally because it is currently being implemented using equipment intensive method. Most of the urban development jobs are executed by the foreign firms as many of such jobs are parts and parcels of road contracts. Part of the strategy in this sector is to develop capacity and promote entities in the public and private sectors (including contractors) to be able to plan and develop infrastructure works by labour-based methods. A fairly large number of small scale contractors will constitute the bulk of private entities to be developed and supported to set up businesses. Women are well suited for most of the activities involved in labour-based construction as they are not much different from their normal farming activities. Therefore, special efforts should be made to mainstream gender in all the activities in this sector.

5.1.2 Main Binding Constraints

One of the greatest constraints in employment generation in this sector is lack of capacity to plan and implement infrastructure projects by labour-based methods as well as the present systems and procedures in government which are biased against labour-based method. Even when government tried to introduce the alternative method in Nigeria, there was a lack of financial and political commitment, which experience has shown are basic in successful labour-based programmes. In addition, the road subsector shares out roads to the three tiers of government rather than have a central authority for all roads, as is the case in most other countries.

The building sector which is currently driven by the private sector is mainly implemented by labour-based methods. However, it is contending with lack of funds and mortgage finance as well as difficulty in acquiring land for building construction. In addition, there is the problem of the lack of decent low-cost housing models in the country.

5.1.3 Past And Current Policies And Programmes

Housing: Although Government is involved in housing schemes, the private sector has been dominant in this sub-sector. Some of the policies/programmes include:

Following Habitat I in 1976, Federal Government planned to develop 100,000 units of housing through the Federal Housing Authority (FHA) while 20 State Governments planned for 4,000 each. Although FHA has been able to develop housing estates in various parts of the country like FESTAC, FHA Housing Estates in various States of the Federation, etc., achievements were far from the projections of Habitat I.

Housing Policy reform of 2002 aimed at providing an average of 720,000 units of housing per year until 2020. In order to achieve the objectives of the reform, the Federal Ministry of Urban Development and Housing was created, the Federal Mortgage Bank of Nigeria was restructured and the real estate promotion was reorganised.

National Housing Programme in which workers were expected to contribute. Loans were expected to be channeled through the Federal Mortgage Bank to secondary mortgage finance institutions.

Roads: The total length of the road network in Nigeria is estimated as 194,200km and is classified according to the responsible tier of Government as follows:

Federal Roads	34,120km	17.6%
State Roads	30,500km	15.7%
LGA Roads	129,580km	66.7%
Total	194,200	100%

The Federal Government is responsible for the construction and rehabilitation of federal roads through the Highways Division of the Federal Ministry of Works, Housing and Urban Development, while its parastatal known as Federal Road Maintenance Agency (FERMA) is responsible for maintenance. In order to facilitate its work, FERMA has been provided with 7No. 200tonnes per day asphalt plants and 40No. 5tonne plants for the 36States of the Federation more than three years ago. Recent reports indicated that the 7 bigger plants were allocated one to each of the six geo-political zones and one for Lagos State.

The State Ministries of Works and Housing are responsible for the construction, rehabilitation and maintenance of State roads. Some States have recently established Road Maintenance Agencies and handed over maintenance to them.

The Local Governments are responsible for rural roads with some help occasionally from State and Federal government. For instance, the Federal Government launched the Directorate of Foods, Roads and Rural Infrastructure (DRRRI) in the late 1980s to assist in the development of rural roads among other things. However, DFRRI could not implement an essential part of its mandate which required it to introduce labour based construction of roads before its demise. This gap was to be filled by the Federal Government with the assistance of International Labour Organization. A UNDP/ILO/NDE Pilot Infrastructure Works Programme was launched in Nigeria after a successful demonstration of the technical feasibility, social acceptability and financial viability of the labour based method of construction. The programme could not take off due to the inability of Government to meet its counterpart funding.

Water Supply and Urban Development: both the Federal and State Governments are involved in this sector, which has also received a lot of support from World Bank.

5.1.4 Investments

It is estimated that about US\$4.2billion will be required to build capacity of selected persons in the public and private sector on the labour-based methods as well as construct feeder roads. The Federal Government has benefitted from Millions of dollars from the World Bank through various Highway sector loans. This year, Federal Ministry of Works received about the highest share of the capital budget - N138.9billion, which it is mainly using for servicing existing contracts. It is expected that a total of 3,293km of Federal roads will be constructed/rehabilitated while 10,000km will be maintained. The construction, rehabilitation and maintenance projects will be implemented mainly by equipment based method and are not expected to generate significant employment opportunities.

It is estimated that N10,800 billion will be required to meet the National Housing Programme (720,000 housing units per year) on the short run i.e. 2009 to 2011. This is estimated at an average of N5million per unit of housing.

World Bank has also played a part in rural roads development through its support for Agricultural Development Programmes (ADPs). The ADPs developed quality feeder roads but did not have any maintenance system for such roads which have since deteriorated. World Bank is currently supporting the Federal Ministry of Agriculture and Water Resources to the tune of over US\$150million to develop rural roads through a Rural Access Mobility Programme (RAMP). According to the coordinator of the programme, RAMP is at the pilot stage, covering four States with two already under implementation. The International Fund for Agricultural Development (IFAD) has recently also provided Nigeria a facility of US\$250million for rural feeder roads. It is envisaged that part of the programme will be implemented through labour based methods.

The World Bank is supporting the country in a US\$550 million urban water supply. The project, which commenced in 2008, will end in 2011. There is a need to determine the employment implications of the project as it is not available.

In addition, the Bank has been assisting the country in urban development programme. It involves slum upgrading, improving drainage, schools, clinics, health centres, markets and abattoirs. The programme, which started in 2004, will end in 2011 is supported to the tune of US\$110 million. Again the employment implications???????

Effect of Current Crisis

The current global economic and financial crisis has resulted in a sharp drop in the demand and price of oil and the dwindling price. The country's foreign exchange earnings have reduced appreciably, the value of the Naira has been eroded and the country will have serious problems in meeting its budget. The effect of all these is that the country will have problems in meeting the infrastructure requirements and the employment that will have been generated will not materialise. The challenge right now, is how to strike a balance between the current capital intensive method of construction and the labour intensive method.

5.2 SECTORAL ACTION PLAN

The goal of this sector is to create an enabling environment and build the capacities of public and private sector entities in the country to be able to plan and implement infrastructure projects by labour-based methods.

The expected outputs, activities and responsibilities are given below.

Output 1: Capacity Building - Capacities of technical and other interested persons (male and female) developed to be able plan and implement infrastructure works by labour-based methods

Key Activities/Targets

- To develop the capacities of 3,700 small-scale labour-based contractors and two persons (i.e. 7,400) from each of their firms mainly in construction of rural roads including drainage, pipe laying, etc.
- To develop the capacities of 185 technical persons from the 36States and FCT (5 from the Ministries of Works of each) and 1,560 from the 774LGs and 6Councils (2 from each Works Department)
- To adapt existing training modules for the capacity building
- To mainstream gender into the relevant activities above

Responsibility: Works Departments of LGAs/Councils, State Ministries of Works and Housing and State Road Maintenance Agencies, ILO

Output 2: Infrastructure Development - Selected infrastructure works constructed/rehabilitated and/or maintained to approved standards using labour-based methods

Key Activities/Targets

- To develop appropriate maintenance system for the various categories of roads in Nigeria
- To modify existing systems and procedures biased against labour-based method of construction
- To maintain the existing 34,000km of Federal roads
- To rehabilitate/construct 15,600Km of feeder roads nationwide
- To lay, at least, 15,600km of pipe network for urban water supply

Responsibility: Works Departments of LGAs/Councils, State Ministries of Works and Housing and State Road Maintenance Agencies, ILO

Output 3: Housing Development - Housing for all achieved by 2020

Key Activities/Targets

- To upgrade the skills of at least 3,700 semi-skilled masons
- To train 3,700 unskilled persons in masonry
- To facilitate the construction of at least 720,000 housing units
- To mainstream gender in all the activities above

Responsibility: Federal Ministry of Works, Housing and Urban Development, State Ministries of Works and Housing and State Housing Corporations, Federal Mortgage Bank, etc.

PETROLEUM, GAS AND SOLID MINERALS

6.1 INTRODUCTION

6.1.1 Importance

It is a known fact that the petroleum and solid minerals sector remains the mainstay of the Nigerian economy, accounting for almost 90% of its foreign exchange earnings, about 85% of the Federal Government's revenue receipt and close to 40% of the Gross Domestic Product (GDP). Apart from its income generating capacity, it possesses tremendous capacity for absorbing properly directed investment and hence new employment and enhancing the value added of existing ones. The oil and gas touches the lives of every citizen of this country in diverse ways, being our main source of energy, as well as the base of petrochemical infrastructures, which is the indispensable catalyst for industrial development.

Key Constraints and Challenges

Oil and Gas

- Inadequate Local Content: only about 30% of the US\$12 to US\$15 billion annual investment in the sector is spent in Nigeria.
- Unrest in the Niger Delta Region
- OPEC Constraints: Production target can be severely hampered by OPEC;
- FGN's Inability to Meet Cash Calls: The Oil and Gas Industry requires up to \$15 billion per year but the Federal Government struggles to make its annual contribution of about \$8 billion.

Solid Mineral Sector:

Key Challenges;

- a) Absence of a comprehensive Geological Survey of the entire country for mineral deposits
- b) Problems of Environmental Degradation: Lack of the establishment and enforcement of global best practices of environmental standards for mining activities.
- c) Lack of capacity of staff of mining regulatory agencies
- d) Promotion of small scale miners: To promote a vibrant mining sector, the Government should allow small scale miners to capitalize exploration and pre-developmental expenses.
- e) Prevalence of informal and illegal activities
- f) Absence of adequate buying centres
- g) Inadequate mineral processing centres: The few processing centres are operated by the private sector and are very small scale.
- h) Lack of Modern Mining Technology, Equipment and Skills
- i) Absence of an Act to control operations in the Metallurgical industry
- j) Inadequate physical infrastructure: this includes the non-completion of the Ajaokuta-Warri Rail line, non-availability of a captive Port and lack of accessible roads to raw materials deposits.
- k) Inadequate Supply of Power and Natural Gas: Power and Natural Gas supply to the existing steel plants have been grossly inadequate.
- l) Lack of trained manpower with technical skills to succeed the retiring ones
- m) Lack of commitment by successive government to reactivate the sector as a result of oil revenue.

Major Past and Future Policy and Programmes

Local Content Policy in the Oil and Gas Sector: This Policy was initiated by the previous administration to help develop local capacity in the Nigerian oil and gas sector, with a view to ensuring that Nigerians participate actively in the operations in the sector.

Gas Master Plan: This policy is aimed at minimizing gas flaring and the resultant loss in earnings by 2010. The principle underlying the government's Policy Direction for Gas is to competitively position Nigerian gas in terms of cost competitiveness and scalability of capacity. The Policy is focused on an integrated infrastructure strategy to support domestic, regional and export Liquidified Natural Gas (LNG) markets while attracting new players into the Nigerian gas value chain and ensuring commerciality for all investments.

Solid Minerals: The Ministry of Solid Minerals should promote policies that will ensure sound environmental management in minefields and penalize offenders. Proactive enforcement of environmental standards by mining companies should also be ensured to formalize operations and attract investments.

If the measures below are immediate about a million jobs can be created in the Solid Minerals and Mining Sector:

- Government should establish immediately three mining and skill development schools to ensure that constant training is undertaken by staff in the industry to keep up with the latest knowledge and modes of application of skills required in the sector.
- In addition to the disbursement of the World Bank facility, tax holidays and low royalties, the government will facilitate the linking of the small scale miners cooperatives with the banks saddled with the responsibility of disbursing the loans and ensure that there are standard rules and procedures for eligibility.
- The current staff strength of the Mine Inspectorate Department of MMSD should be doubled in order to strengthen the department to ensure proper regulation of mining activities, including the establishment of a computerized database of all mining activities.
- The Artisanal and Small-scale Mining Department would endeavour to formalize all informal and artisanal mining activities. To enable the formalization of all such activities, the Corporate Affairs Commission (CAC) would expedite and simplify the registration of business names of all small scale miners, and the registration should also be affordable.
- Federal Government must immediately commence the operation of the Abuja Commodities Exchange with appropriate staff complement as well as encourage the private sector to establish buying centres in the six geopolitical zones while strengthening its regulatory role by appropriate staff complement.
- Government must immediately establish at least two coordinating centres with right complement of staff to facilitate the private sector in establishing improved processing centres. Government must provide funding and tax concessions in line with international standards.
- Federal Government must encourage banks to set up mining equipment loan desks. Furthermore, leasing companies can be encouraged to purchase and lease important mining machinery.
- Federal Ministry of Labour must immediately begin to organize Entrepreneurship development and other training programmes for small scale operators to acquire new skills.
- Commence immediately with appropriate planning and actions to integrate the Roads Network with, operating Rail Network and Inland Water ways system to effectively serve the metallurgical industry.

- Ministry of Transportation to start immediately complete the Ajaokuta-Warri Rail-line, dedicate a Port to the steel sector operation and construct access roads to all the identified raw-material deposits for the metallurgical industry.
- Incentives that are intended to attract investors in the metals sub-sector must be deepened immediately.
- Establish immediately Data Bank on Iron and Steel production, consumption and raw materials availability and utilisation.
- Creation of a facility whereby investors in the Mines and Steel Sectors can approach the Bank of Industry and other financial institutions to access long term capital loans at a concessionary interest rates.
- Facilitating the utilization of locally manufactured products by the construction industry.
- Provision of manpower development to meet the challenges of the metals industry especially with the desire to become a regional and global leader in steel and aluminum production by the year 2020.
- The promotion of minerals development by applying the "use it or lose it" principles in title administration;
- Create enabling environment for states and Local Governments to play active and positive roles in the mining sector development for improvement of rural economy.
- Government must use public works to ensure that the benefit streams to the communities who live on the land from which mineral resources are produced are reclaimed immediately and developed for future use.

SECTORAL PLAN OF ACTION

Goal

The goal is to accelerate the pace of planned activities in the sector to boost public and private sector earnings, thereby stimulating growth in the economy and increasing employment generation as a means of minimising the adverse effects of the present global economic and financial crisis.

Objectives

The objectives are to increase local content in the oil and gas sub-sector, stop gas flaring by 2010 and stimulate growth in the solid minerals sub-sector

Outputs and Activities

The following outputs and activities are envisaged:

Output 1: Implementation of the gas master plan especially the aspects of ending gas flaring by 2010 but not later than 2011. This is expected to increase foreign exchange earnings appreciably, among other benefits.

The activities include:

To build the capacity of the appropriate authorities to be able to monitor gas flaring effectively

To ensure that gas flaring is put to a final stop in 2010, but not later than 2011

Responsibility: NNPC

Output 2: Implementation of the Local Content policy in oil and gas. This is expected to lead to the domestication of the oil and gas technology in the country and increase local participation.

The activities involved in realising the output include:

To encourage banks to provide financial support for Nigerians to enable them participate

more effectively in the oil industry
To ensure that the 70% local content is achieved by 2010
To mainstream gender in all the activities above
Responsibility: NNPC, Banks

Output 3: Capacity building and support for small scale miners

The activities involved are as follows:

To strengthen existing mining school and set up three new ones
To train 7,740 small scale miners and organise them into cooperative groups
To set up six processing centres to facilitate the processing of solid minerals
To mainstream gender in the relevant activities above
Responsibility: Ministry of Mines and Solid Minerals, NDE, SMEDAN

TRANSPORTATION (land, Water And Air)

7.1 INTRODUCTION

7.1.1 Importance

The transport sector is a vital catalyst in the socio-economic transformation of this country. The efforts aimed at developing the sector have created millions of jobs either directly or indirectly, through investments in both transport infrastructure and the delivery of transport services. Employment statistics by the National Bureau of Statistics show that the total employment in the transport industry between 1999 and 2005 was 1,318,688. Although all the modes of transport are available in Nigeria, transport by road is the most dominant, accounting for over 90% of the total.

Table 7.1 shows the contribution of the transport sector to the GDP, which is very small. Indeed, the proportional contribution of all the transport subsectors declined between 2002 and 2006 (although, unsteadily in the case of road transport, which rose from 2.32 per cent in 2002 to 3.02 per cent in 2004 and later on slid to 2.24 per cent in 2006). Given the pivotal role of the transport sector in socio-economic transformation and development as well as the immense opportunities that can be derived from the development of other subsectors (including the revival of the rail sub-sector), this sector is likely to increase its contribution to the GDP as well as provide considerable employment opportunities in the short, medium and long terms.

TABLE 7.1: PERCENTAGE DISTRIBUTION OF GROSS DOMESTIC PRODUCT AT CURRENT BASIC PRICES: 2002-2006

Activity Sector	Year				
	2002	2003	2004	2005	2006
Road transport	2.32	2.43	3.02	2.49	2.24
Rail transport	0.00	0.00	0.00	0.00	0.00
Water transport	0.01	0.01	0.01	0.01	0.01
Air transport	0.04	0.03	0.03	0.02	0.02
Transport services	0.21	0.18	0.15	0.13	0.11

Source: National Bureau of Statistics, National Account of Nigeria (1981-2006), p.77.

Key Constraints and Challenges

The challenges in the transport sector are numerous and relate to the following:

- Technical Staff Shortage
- Lack of adequate training and entrepreneurship development
- Technological changes
- Inadequate and unreliable data
- Poor connection between Investment Planning and Job creation: most transport investment plans and programmes seldom consider relevant employment implications. At best, such plans may spell out the need to recruit and train people, but targets are not usually set.

7.1.2 Major Past and Future Policies and Programmes

The **Railway Bill** seeks to permit private sector investment in rail transport. The bill envisages the phased concessioning of the Nigerian Railway System. The proposed reforms in the rail transport subsector have the potential to create more than half a million of jobs within the next 15 years (by all stakeholders - NRC and participati

State/Private sector partners).

Proposed Inland Container Depots is proposed to cover 8 states as in the table below

Table 7.2: Details About Proposed ICDs and CFS

State	Location of ICDs (land area in hectares)	Preferred bidder
Kano	Zawachiki (200 ha)	Dala Inland Container Ltd
Oyo	Erunmu (102.26 ha)	Catamaran Logistics Ltd
Abia	Ntigha (in Isiala Ngwa (106.49 ha)	East Gate Inland Containers Ltd
Plateau	Heipang (138.37 ha)	Duncan Maritime Ventures Ltd
Bauchi	Galambi District (197.03 ha)	Central Inland Terminal Ltd
	Location of CFS (land area in hectares)	
Katsina	Funtua (100ha)	Equatorial Marine and Gas Ltd
Borno	Maiduguri (100 ha)	Migfo Nigeria limited
Gombe	Duku	No preferred bidder yet

Sources: Nigerian Shippers' Council (2004), Adams (2006) and Akomolafe (2006)

New ports development and expansion programmes are going to create new job opportunities.

Seaport Concessions Programme was introduced as an integral part of the port reform policy. This involves the delineation of Nigerian seaports into terminals and leased to private operators or concessionaires through leases that range from 10 to 25 years. More importantly, the concessionaires are expected to make substantial investment in the terminals under their control.

Nigerian Seafarers' Development Programme (NSDP) is aimed at filling the depleting gap of seafarers. Trainees can become deck officers, engineers, ratings, naval architects and marine surveyors.

Cabotage Act is envisaged to promote coastal shipping by indigenous shipping companies (and by implication, the ownership, crewing and manning of vessels by Nigerians).

In terms of employment, the resuscitation of rail services through the procurement of more locomotives and opening up of more railway stations can immediately lead to an increase the current staff strength of Nigerian Railways by one-fifth, through the employment of about 1,255 staff over the next one to two years. Greater involvement of other stakeholders in rail transport development and service delivery (including state governments and consortiums), after the passage of the Railway Bill can create additional 20,000 jobs for rail construction workers and support service providers. In line with the recommendations of the BPE to concession rail services as well as the proposed modernisation of the rail transport subsector, it is projected that the employees in the railway subsector should not be less than 100,000 in 10 to 15 years..

Greater incentive to terminal operators and intervention by NIMASA should be able to immediately generate 1,000 jobs. Involvement of public and private sector ferry service delivery, through the procurement of more vessels can create not less than 1,000 jobs immediately. The Nigerian Seafarers Development Programme must have resulted in the training of 900 seafarers and their subsequent employment. Greater access to the CVFF

should increase indigenous shipping companies' participation in cabotage trade and the generation of not less than 2,000 jobs. The development of river ports and terminals should create jobs for not less than 200 people to man and maintain the river ports. In addition, all the ICDs and CFSs should have been developed and should all generate jobs that should not be less than 3,000.

Expansion in maritime activities, possible expansion of seaports and the development of free trade zones should generate not less than 30,000 to 35,000 jobs for dockworkers, shipping companies, workers in the EPZs and those to be engaged in ancillary activities. With all the proposed river ports fully developed and the development and expansion of inland water transport system, the subsector should be employing close to 5,000 people (vessel operators, dry dock workers, jetty operators and support staff).

7.2 SECTORAL ACTION PLAN

7.2.1 Goal

The goal of the transport sector action plan is to accelerate the pace of job creation in the various sub-sectors through highlighting various activities, in order to minimise the adverse effects of the current global financial and economic crisis while addressing the long standing employment crisis in the country.

7.2.2 Objective

The objective is to identify job opportunities in the various programmes and policies in the transport sector.

7.2.3 Outputs

The expected outputs in the transport sector are as follows:

New locomotives procured and new stations opened

Nigerian Railway Bill passed, leading to a revitalised rail system.

The expansion of seaports promoted and free trade zones developed.

Proposed river ports project and the development and expansion of inland water transport system implemented.

Local/State Governments encouraged to introduce tricycles for rural transportation (100 per LG)

The activities include:

Railway

To generate at least 1,225 employment opportunities by the resuscitation of rail services through the procurement of more locomotives and opening up of more railway stations.

To generate at least 20,000 employment opportunities in the short term and 100,000 in the long term through the passage of the Railway Bill to pave way for the involvement of other stakeholders in rail service provision.

To encourage the expanded use of PPP to achieve the resuscitation of the sector

To mainstream gender in relevant activities above

Responsibility: NRC, Senate and House of Representatives and Ministry of Transport

Maritime

To generate at least 1,000 jobs through greater incentive to terminal operators and intervention by NIMASA.

To create 900 jobs by implementing the Nigerian Seafarers Development Programme.

To create at least 2000 jobs by providing greater access to the CVFF thereby increasing indigenous shipping companies' participation in cabotage trade.

To generate not less than 3,000 job opportunities by developing all the ICDs and CFSs.

- To generate 30,000 to 35,000 jobs for dockworkers, shipping companies, workers in the EPZs and those to be engaged in ancillary activities through the expansion in maritime activities, possible expansion of seaports and the development of free trade zones.
- To create not less than 1,000 jobs immediately by promoting the involvement of public and private sector ferry service delivery, through the procurement of more vessels.
- To generate about 5,000 job opportunities (vessel operators, dry dock workers, jetty operators and support staff) by fully implementing the proposed development of river ports and expansion of inland water transport system.
- To mainstream gender in relevant activities above

Responsibility: Ministry of Transport, Inland Waterways, NIMASA, ILO

Road

The activities include:

- To procure 77,400 tricycles for rural transport preferably from local sources
- To facilitate the manufacture of bicycles, motor cycles and tricycles in Nigeria.

Responsibility: Local/State Governments.

INFORMATION AND COMMUNICATION

1.1 Importance

Information and Communications Technologies (ICT) is an emerging economic sector, which could be the sponge needed to absorb the excess graduates being turned out on annual basis from all sub-sectors of education. It is seen as the fastest growing sector in Nigeria, providing employment for thousands of male and female entities. The privatization of this sector and the issuance of licenses for private participation in the industry has helped the economy in creating job opportunities for graduates of both tertiary and secondary institutions, but the progress of this sector still has a long way to go in solving the problem of poverty and unemployment in the country because of ever increasing population and graduate turnout in our tertiary institutions.

Based on the information collected from the Central Bank of Nigeria (CBN), the share of ICT to GDP in 2006 was 7.8% and this rose to 9% in 2007. The pace and magnitude of growth of this sector has been remarkable and by the end of 2006, the sector according to the Nigerian Communication Commission (NCC) has generated huge revenue of over \$2 billion and over \$10 billion as private sector investment. Also the sector generated huge employment opportunities ranging from graduate employment to shop attendants; umbrella and kiosks telephone operators etc from under 20,000 job opportunities in the year 2000 to about 500,000 jobs recently.

1.2 Main Constraints in the ICT Sector

The following are the key employment challenges and constraints in the ICT sector:

Weak Naira: most components in the sector, including high level manpower, are imported and this is definitely a problem with the current global economic and financial crisis.

Unstable power supply: this is a general problem that is not unique to the ICT sector. The result is that operators have to provide themselves with highly expensive alternative power supply, resulting in very high cost of services.

Connectivity problems: Nigeria is yet to have an Internet Exchange Point in Nigeria and local Internet traffic still has to transit through points in Europe and America at great cost. NITEL will take sometime to provide E1 lines for telephone operators and this poses a challenge in connectivity.

High duty and tax regime: this, in conjunction with company tax of 35% and 2.5% of Net annual turnover payable to NCC, is considered too high.

Cable and facility vandalisation: this practice, which started as far back as the 80s, with the vandalisation of NEPA and NITEL equipment/cables, is still on though on a lesser scale.

Limited Funding: The problem of limited funding locally to finance a massive build out is a serious issue which is affecting investments in the sector.

Human Capital Development: It is quite evident that Nigeria at present lacks innovation, capacities and capabilities in information technology (IT) management and hardware maintenance.

The current global economic and financial crisis has resulted not only in reduced demand for oil but also an unprecedented drop in unit price. This has led to a sharp drop in the foreign exchange earnings of the country as oil accounts for as much as 90% of Nigeria's foreign exchange earnings. The ICT sector is heavily dependent on imported human and

material resources. This will definitely affect the growth of employment in the sector. Other effects include:

- limited access to credit for business expansion
- increase in ICT scam
- Low-income ICT opportunities for youth entrepreneurship

Below, are very important areas where Nigeria could focus efforts with a view to create decent jobs, reduce unemployment and alleviate poverty:

- Outsourcing of services
- Community Multipurpose Telecentre (CMCs), using post offices as outlets, and combining several technologies- radio, GSM, Internet, TV, and multi-media
- Market driven e-Agriculture.
- Promoting ICT based SMEs through franchising
- Software development (Local content dev)
- e- Commerce
- e-Learning

Past and current policies to promote the communication sector

There was very little growth of the sector when Government monopolised it through NITEL. Then, telephony was considered the exclusive right of the rich. However, current policies have resulted in tremendous growth in the industry. In line with the provision of the National Telecommunications Policy (2000), the telecommunications industry has vigorously pursued the policies and exploited all avenues to attract significant foreign investments into the country and encouraged the rapid improvement and expansion of the telecommunications network. Private investment was estimated at US\$50million in 1999 but this had increased to US\$11.5billion in 2007. The last 8 - 9 years have seen the Federal Government's policy on market liberalization reach its full potentials in the telecommunications sector. These policy reforms combined to position the country as the fastest growing mobile market in Africa since 2007 and one of the fastest in the world. Such policies include:

- Liberalization (deregulation policy) is one of the recent policy adopted by the federal government
- National Policy on Telecommunication- the objective of this policy is to achieve the modernization and rapid expansion of the telecommunications network and service. This will enhance national economic and social development and integrate Nigeria internally as well as into the global telecommunication environment.
- Government providing enabling environment for ICT
- Minimizing the cost of providing telecommunication services
- Encouraging the development of resource skills in the sector
- Accelerating building of efficient and affordable PCT infrastructure
- Encouraging diffusion, access and use of computer at all levels of education in the country

From the interview of officials of NCC, it was affirmed that internet service providers rose above 500 licenses, between 80 and 100 operators and from this figure about 3,500 jobs were created in 2007. MTN, GLO and Celtel directly employed about 10,000 workers. It is also interesting to note that ISPs employed about 5000 workers. It was also estimated that about 500,000 indirect employment opportunities were generated. Current figures indicate that:

- Over 15,000 Nigerians have been directly employed by the telephone operators
- About 3,000,000 indirect employment opportunities have been created through the operation of franchise and retail outlets for access, SIM & recharge cards, as well as sales of handsets and other accessories. The retail outlets include Cyber Cafes, Tele-Centers, Umbrella Phone Kiosks and 'Freelance' access points

Sectoral Action Plan

Goals, Objectives, Outputs and Activities

The goal is to accelerate the pace of job creation in the ICT sector in order to minimize the adverse effects of the Global Economic and Financial Crisis in Nigeria and to address the long standing unemployment problem in the country.

The objectives of the action plan are to create an enabling environment and strengthen relevant national institutions and private entities in the sector to facilitate the creation of thousands of jobs for both male and female entities.

The expected outputs are as follows:

1. NDE, SMEDAN and NCC strengthened to provide skills to 620,000 youths (male and female) from 2009 to 2011.
2. Informal sector clusters in six geopolitical zones trained and organized into cooperatives (including female groups) to facilitate access to finance
3. NITDA strengthened to enhance the implementation of programmes related to the IT policy.

The activities related to the above outputs are as follows:

Output 1:

To survey the ICT job market and identify gaps in skills

To strengthen the capacity of relevant agencies to provide effective training to selected youths

To train 612,200 youths on ICT skills and equip them to be able to fill skill gaps identified from 2009 to 2011

To mainstream gender in relevant activities above

Responsibility: NCC, NDE, SMEDAN

Output 2:

To organize six ICT clusters located in the six geopolitical zones into cooperatives (including women groups)

To train cooperative groups formed and link them to sources of finance

Responsibility: NDE, SMEDAN and NCC

Output 3:

To initiate action on policy reforms that will encourage outsourcing of identified IT activities

To enhance the capacity of NITDA

Responsibility: NCC, NITDA

Summary of Projected Outputs and Investments

Output 1 - 619,200 jobs

Output 2 - 1,000,000 jobs

Output 3 - 77,400 jobs

It is projected that about US\$15 million will be required to fund the above activities.

Implementation Strategy for Proposed action

Output 1: A survey will be initially undertaken to identify marketable skill gaps in the ICT industry. Special needs of women will be identified during the survey and necessary interventions recommended. Skill acquisition agencies like NDE and SMEDAN will then be strengthened in terms of capacity building and funding to identify and train young persons to fill these gaps.

Output 2: there are several existing and emerging ICT clusters where operators need to be organized into cooperative groups (made up of both male and female groups) and linked to fund providers. This will make it easier for these operators to increase their activities and generate more employment. It is proposed that this will be executed by NCC.

Output 3: it is proposed that all the 774 LGAs should be linked on telephone and this will create temporary employment.

Strategies for achieving medium-term targets and programmes of action

- Establishing appropriate mechanisms to accelerate and enhance trade and commerce transactions in the sector.
- Encouraging massive local and global IT skills acquisitions through training in the public and private sectors with the view to achieving a strategic medium-term milestone of at least 2,000,000 IT skilled personnel (male and female) by the year 2010
- Establishing IT Parks as incubating centres for the development of software applications at national, state and local levels.
- Restructuring the education system at all levels to respond effectively to the challenges and imagined impact of the information age and in particular, the allocation of a special IT development fund to education at all levels.
- Restructuring the healthcare system by providing a national databank to provide on-line national healthcare information, administration and management at primary, secondary and tertiary levels
- Promoting a more aggressive implementation of the National gender policy and its strategic action plan to ensure gender equity in employment in the sector.

Strategies for achieving long-term targets:

- Accelerated development of information corridors/superhighway using existing and planned right-of-way of federal highways
- Establishing a coordinated program for the development of a National Information Infrastructure (NII), State Information Infrastructure (SII) and Local Information Infrastructure (LII) backbone by using emerging technologies such as satellite including VSAT, fibre optic networks, high-speed gateways and broad band/multimedia technologies.

Providing adequate connectivity to the Global Information Infrastructure (GII).

- Addressing open standards for further liberalization and the fiscal measures including incentives to substantially improve telephone tele-density and make IT more affordable to the citizenry.
- Full commercialization of proposed NIGCOMSAT 1
- Availability of sub- \$100 computer terminals to Nigeria

INFORMAL ECONOMY

1.0 INTRODUCTION

Informal sector activities are found in every economy, from the least to most developed countries. Its scale precisely is hard to gauge, but in many developing countries, surveys have estimated that it provides markedly greater employment than the formal sector, particularly in the rural sector and for women. According to the World Bank (2006), the informal economy in Africa was estimated to have provided 42% of GDP in 1999/2000. The informal economy is increasing with modern, industrial growth –accounting for more than 60 percent of the new jobs and about 70 percent of the labour force in Nigeria. It is a major provider of employment, goods and services for lower-income groups. It contributes about 17 percent to the GDP (Atoloye, 2007).

It is clear that the sector plays a vital socio-economic role in Nigeria. It plays the role of a social safety net by providing incomes and employment to 70 percent of the workforce, the majority of whom are under-employed or cannot find jobs in the formal sector (Akande and Akerele, 2008).

The key constraint facing this sector is that the incomes this sector provides for the majority of its participants are low. The specific challenges facing the sector are categorized as follows:

Internal factors namely: limited human capital (the skills and motivation of employees), lack of working capital, utilization of obsolete technology and poor location.

External factors that need to be addressed are: access to financial services, limited access to business development services (BDS), limited market, poor supply of economic infrastructure and public services, and complex and burdensome government regulations.

Inter-firm factors include nature of linkage relationship (which is usually backward and not forward linkage), governance structure and weak associations make informal economy to have weak bargaining power.

The major past, future policy and programme reforms in the informal sector are: World Employment Programme (WEP), Rivers State Back to Land Programme in 1985; Lagos State Graduate Farming Scheme of 1986; Oyo State Integrated Self Employment Scheme; Imo State Youth Farm Programme of 1986 and Kwara State Graduate Self Employment Scheme. At the federal level, the following programmes/schemes were established to promote employment in the informal sector of the economy: RAIDS, DFERRI, BLRW, FSP, FEAP, NDE, PAP, NAPEP, NACB, ACGSF, NERFUND, SMEIIS and MFBs (full meanings are under the abbreviations).

An assessment of the on-going programmes for informal economy shows that most of them could not achieve their expected goals. In 2004, a Presidential Committee was constituted by the former President (Olusegun Obasanjo) and this led to the formation of Informal Sector Operators of Nigeria (ISON) in 2007 as the umbrella organisation for all informal sector associations in the country.

2.0 SECTORAL ACTION PROGRAMME ON EMPLOYMENT CREATION IN THE SHORT, MEDIUM AND LONG TERMS

Goals, Objectives, Outputs and Activities

Goal

The goal of the action programme discussed below is to have 59.35 million jobs created by the year 2020, which is split as follows: Short term (2009-2011): 8.17 million jobs, Medium term (2012-2015): 15.9 million jobs and Long term (2016-2020): 35.28 million jobs for males and females.

The assumptions for this projection are that: the employment growth rate in the informal economy shall not be less than 10 percent during the period; necessary business infrastructures are provided (regular power supply, efficient communication, adequate portable water supply, accessible roads); and inflation is maintained at single digit for the period. This projection is distributed amongst the sub-sectors (manufacturing, services and enterprise) that make up the informal economy.

The informal economy in Nigeria provides about 90 percent of the total employment created in the economy (NMB, 2002, 2005). The total jobs to be created under NEEDS 2 is estimated at 10 million (2008 and 2011), and with the 90 percent informal employment generation, the expected jobs from the informal economy will be 8.17 million within the period.

Specifically, the total jobs to be created in the manufacturing, services and enterprise sectors in the short, medium and long terms respectively are 8.17 million, 15.9 million and 18.17 million. By the year 2020, 42.24 million jobs are expected to be created in the informal sector. The total investment cost for the job creation in the short term for the three selected activities namely manufacturing, services and enterprise is N3, 125.93 million comprising of N380.3 million for manufacturing, N318.03 million for services and N2, 427.6 million for enterprise development.

Programmes

For the creation of 8.17 million jobs between 2009 and 2011, two promising programmes are identified and the specifics of each for males and females are discussed below.

i. Skills Acquisition and Entrepreneurship Development Programme

Target:

This programme shall provide training on annual basis for 40% and 35% of trainees in manufacturing and services respectively in the short, medium and long periods. For instance, a total of 1.87 million unemployed will be trained and resettled in 2009, and the share of manufacturing enterprises will be 1million and services will be 0.87 million. Each state of the federation should train and resettle 27,000 trainees except Lagos and Kano states where it will be 36,000 and 35,000 respectively and 13,000 for Abuja in the manufacturing. It will be 23,900 trainees in each of the states of the federation and 9,585 in Abuja for services. Areas of priority in manufacturing enterprises should be in Cane Furniture Making, Cloth Weaving, Hides and Skin Production, Pottery (clay and Metal), Basket and Mat Weaving, Tie and Dyeing, net and boat making and the likes.

In-services areas of priority should be in welding, hand set repairs, computer repairs/maintenance, dry cleaning and the likes. The period of training will be between three weeks to twelve months

Action areas/ Activities

- Get the relevant agencies to review the skill acquisition curricula to ensure that market relevant skills are embedded in them.
- Rationalize, strengthen and modernize existing skill acquisition centres particularly the NDE and technical secondary schools/ colleges as well as NGOs in skill acquisition training to provide quality skill acquisition and empower their graduates.
- Strengthen the Federal Ministry of Labour to step up trade testing/certification programmes.
- Grant tax reduction incentives to private sector engaging in skill development activities for the unemployed.
- Encourage states and local governments to establish skill training, innovation and skill- updating centres for master crafts persons and for quality assurance of the programme after national skill needs survey.
- Develop a network of resources (finance locations etc) for empowering graduates of the programme.

ii. Enterprise creation scheme

Target

This programme shall provide employment for a total of 2.4 million unemployed who have been trained but need to be resettled during the period of 2009 to 2011. Out of these numbers, 630,000 will be resettled in both the manufacturing and services enterprises in 2009. Each state of the federation should resettle 17,300 trainees while Abuja should resettle 7189 trainees. The trades like Food Processing, Leather Footwear Production etc. should be areas of priority.

Action Areas/ Activities

- Survey of trainees that are yet to be employed to make them self employed through the establishment of their own enterprises.
- Strengthen the existing agencies such as NDE, NGOs involved in training and micro credit provision to be able to resettle these trainees.
- Make the Micro finance programme more robust by strengthening its organizational and administrative machinery to be able to create more access to funds for the trainees.

Empirical evidence has shown that women are more in the informal sector (NBS, 2006 and 2007). This means that we have more females in private informal employment suggesting "feminization of informal employment in Nigeria". Every effort needs to be made to mainstream gender in employment in the formal sector of the economy. Other measures include: establishing gender focal points in all Ministries, Departments and Agencies (MDAs), developing and maintaining gender information systems at the national, state and local levels, and creating gender data base in employment.

Implementing Agencies

National Board for informal Economy Development, State Informal Economy Development Committee, Local Informal Economy Development Units, Nigerian Education Research and Development Council, UNESCO, ILO, NACCIMA, NDE, NGOs who are skills development and micro credit providers, micro finance institutions, Federal Ministry of Labour, CBN, major banks and companies, development partners, and SMEDAN.

Strategies for Achieving the Targets

To achieve the above target, the following strategies should be adopted: audit of job vacancies; defining the role of stakeholders and ensuring that they strictly adhere to their roles; accelerating effective micro finance and modern management skill programmes targeting operators in the informal economy; adopting linkage strategy by gradually engaging informal firms to register and formalize their operations through appropriate and simple incentives; and instituting and sustaining informal economy advisory and support services to assist the informal economy in the country.

Others include: undertaking a rigorous baseline study of the informal economy's socio-economic profile and up-dating progress made in transforming the sector; providing adequate infrastructure while a holistic approach including all stakeholders should be adopted in the coordination of employment programs in the sector.

Pro-active policies for jobs creation in Nigeria's informal economy include: institutional arrangement, skill acquisition, marketing facilities, transfer of appropriate technology and monitoring and evaluation of the programmes. These become imperative to achieve the employment targets by the year 2020.

Conclusion

For the policy framework to succeed, the support it provides must be targeted carefully towards those businesses whose growth would contribute most to the achievement of the Government's economic goals. A survey on technology status needs to be conducted and training and skill development packages aimed at improving entrepreneurial and management skills including basic accounting practices need to be developed. Emphasis should be given to enhancing the managerial capability of Informal Sector Operators in order to improve their sustainability and provide a basis for effective participation in policy-making processes.

The government should play a catalytic role in encouraging the private sector and large institutions to take up the responsibility of supporting activities of community development, particularly through transfer of managerial skills. The development partners should provide technical assistance programmes to NGOs and voluntary organisations which in turn should assist ISOs.

Should there be financial and other constraints in setting up the Board for Informal Economy Development, its functions can be added to the mandate of the existing National Directorate for Employment (NDE). The NDE would then refocus its objectives and operations to concentrate on the Informal Economy, and streamline its programmes to emphasize its open apprenticeship scheme, pre-employment training for self-employment in the informal economy and the modern economy, the management and operationalisation of the proposed National Employment Fund, with an emphasis on the development and running of the Federal Skills Acquisition Centres and the encouragement of states and Local Governments and communities to establish and run their own centers.

1.0 INTRODUCTION

The education sector is very important because knowledge and skills acquired through education and training play a major role in the success of individuals and nations. Human capital is seen more broadly as the knowledge, skills, competencies and attitudes embodied in individuals that facilitate the creation of personal, social and economic well-being (UNESCO, 2002). Human capital development has been identified as a key factor in combating unemployment and the problems of low pay and poverty.

The education sector contributes significantly to employment creation in Nigeria. Available data suggest that it is the second highest employer of labour in Nigeria, after the agriculture sector. It employs about 18% of the working population; it is also a high employer of female labour (especially in primary schools). However, with respect to contribution to GDP, as one of the service sectors, the education sector's contribution is minimal, averaging about 0.20% between 2001 and 2005 at current basic prices.

Different levels of education face various challenges and constraints which can be summarized under the following headings - access and equity, quality of education, and relevance of education to labour market needs (FME, undated; Theobald, et al, 2007).

Access and equity: Although significant improvements have been recorded in enrolments at all levels of education, challenges to access and equity remain formidable. Lack of inclusiveness and equity is reflected in low transition rates: from primary to junior secondary schools - 44%; from junior to senior secondary school - 16%. Estimates in 2005 showed that 3.6 million (2.5 million females) and 7.2 million primary and secondary age children respectively, were out of school. At the secondary school level, Gross Enrolment Ratio is only 31.4%. Admission to tertiary education is estimated to be less than 10%. In 2005, it was estimated that universities could only admit about 9.8% of candidates seeking admission (FME, undated). Children with special needs are poorly catered for. It should be noted that there are disparities in access between states, gender, and urban and rural areas. Segments of the population such as people with special needs, and other disadvantaged groups are under-served.

Quality of education: Available information suggests that the quality of education is low. Quality assurance of teaching and learning in many states is weak. The performance of inspectorate services at all levels of government has been poor. Only an insignificant proportion of schools are inspected.

Relevance of education to labour market needs: The apparent lack of coherence between the labour market and educational output is not desirable. Manpower production, especially at secondary and tertiary education levels must be better aligned with the world of work in order to reduce the imbalance evident at present. To address this, school curricula are being revised to achieve greater relevance to the students' world of work, especially entrepreneurial and strategic communication skills. To enhance employability, vocational and technical training was integrated into the secondary education

curriculum.

Other factors constraining the achievement of the development objectives of the education include the following: education gap between states, academic orientation of education, high levels of educated unemployment, financing of education, institutional inefficiencies in education and training, indiscipline (cultism).

The global financial and economic crisis is likely to worsen the under-funding of the education sector because of reduced revenues from crude oil as a result of sharp declines in prices. Underfunding can impact negatively on employment opportunities in the following ways: reduced demand for teachers because of insufficient funds to recruit and pay more teachers, decay in infrastructure classrooms, laboratories etc. Construction and renovation of classrooms, libraries, laboratories, etc, can create employment opportunities for construction workers and reduced contribution by the private sector to the education sector and therefore reduction in employment opportunities for workers in the education sector.

Since 2004, a wide range of reforms, policy documents and action plans have been implemented to address chronic issues and challenges at all levels of education. These include: the National Policy on Education adopted after the 1969 National Curriculum Conference. It was first published in 1977, and revised in 1981, 1998 and 2003 respectively. It is presently being reviewed; the Dakar Framework for Action/Education For All; the Millennium Development Declaration and Goals; the United Nations Decade for Literacy (UNLD); the UN Decade for Education for Sustainable Development; the Universal Basic Education Act; National Policy for Integrated Early Childhood Development in Nigeria, 2007; National Policy on HIV/AIDS for the Education Sector in Nigeria, 2005; National Policy on Gender in Education, 2007; the Guidelines for the Identification of Gifted Children (2006); the Implementation Plan for Special Needs Education Strategy (2007); National Framework for Education, 2004; National Action Plan 2006 for the implementation of Universal Basic Education Programme to achieve Education for All and the MDGs by 2015; Federal Ministry of Education Ten-Year Strategic Action Plan, 2007; and the Education Roadmap, 2009 (The draft document is being reviewed).

A key national objective in the medium term is to fine-tune and strengthen the education sector reform process (FME, undated). At the same time, the National Policy on Education is being reviewed; a National Teachers' Policy has also been drafted and approved by the National Council on Education.

2.0 SECTORAL ACTION PROGRAMME ON EMPLOYMENT CREATION IN THE SHORT, MEDIUM AND LONG TERMS

2.1 Goals, Objectives, Outputs and Activities

Different types of employment opportunities for males and females can be found in the education sector, they include school-based and non-school based jobs. School based jobs can be teaching or non-teaching jobs. Non-school-based jobs include school management (education ministries and parastatals), and indirect and induced jobs described below. Direct jobs include jobs paid for from the education budget (see Table 1).

Table 1: Direct Job Opportunities in the Education Sector

Direct jobs	Long term/Permanent	Temporary
School-based teaching	<ul style="list-style-type: none"> • Head teachers/Principals/Vice Chancellors/Provosts • Teachers/Lecturers • Nursery teachers • Teaching/Research assistants. 	<ul style="list-style-type: none"> • Examination invigilators
School-based non-teaching	<ul style="list-style-type: none"> • Non-academic staff -school administrators, librarians, Laboratory technicians, bursars, security, secretarial, sports coach, domestic, drivers, etc. 	
Education management	<ul style="list-style-type: none"> • Education administration – administrators (education ministries, field staff, education parastatals, etc). 	<ul style="list-style-type: none"> • Education consultants, conference and workshop organizers/staff, hotel staff, etc.
Construction	<ul style="list-style-type: none"> • Maintenance staff (estate) 	<ul style="list-style-type: none"> • Construction and renovation of classrooms, administrative blocks, laboratories, libraries, etc.
School supplies	<ul style="list-style-type: none"> • Storekeepers 	<ul style="list-style-type: none"> • Furniture, equipment (computers, printers, stationery), books, chemicals, etc.

Estimates of Employment Potential of the Education Sector

Thus, estimates in this paper are illustrative and not exact. Possible jobs in the education sector have been identified in an earlier section. The draft of a revised National Policy on Education has identified the following teacher - pupil ratios at primary and secondary education levels: nursery school - 1:25; day care - 1:10; Primary - 1:35; junior secondary - 1:35; and senior secondary - 1:40. Based on teacher and enrolment targets for 2007 Ten-Year Strategic Plan of the education sector, the jobs to be created within the short term are 1,136,251 including teaching and non-teaching jobs, additional classrooms and laboratories, UBEC teaching and non-teaching jobs and construction jobs for 2009-2011 budget. In the medium term, a total of 713,487 jobs will be created while in the long term 1,274,470 jobs will be created. By the year 2020, it is expected that 3,124,208 jobs should have been created for both males and females.

Table 2: Major Job Outlook in Education Sector

	Short Term (2009 – 2011)	Medium Term (2012 – 2015)	Long Term (2016 – 2020)	Total
Primary/Secondary	283,940	205,074	842,499	1,331,513
Tertiary	22,485	33,774	25,353	81,612
Additional Classroom	264,212	456,302	388,972	1,109,486
Additional Laboratories	9,411	18,337	17,646	45,394
Total	580,048	713,487	1,274,470	2,568,005
Job Creation Implications of UBEC	556,203	-	-	-
Grand Total	1,136,251			

Source: Computed from Tables 4 and 5

Action Plan for Employment Creation

An Action Plan for the Short term (2009-2011) is prepared as shown in the Appendix. It can be extended to the medium and long terms. The objectives/result areas are as

follows:

Objectives/Result areas:

- Creation of 500,000 jobs (teaching and non-teaching) in the education sector by 2011.
- Capacity-building for education policy makers to: project enrolments and teacher/classroom requirements; to develop implementation strategies and capacity for monitoring and evaluation of implementation of sector programmes.
- Production of qualified education manpower to fill existing teacher vacancies.
- Education and Training fund for skill acquisition centres and other employment priorities.
- Education and training fund for skill acquisition centres and other employment priorities (see Appendix on education sector for details).

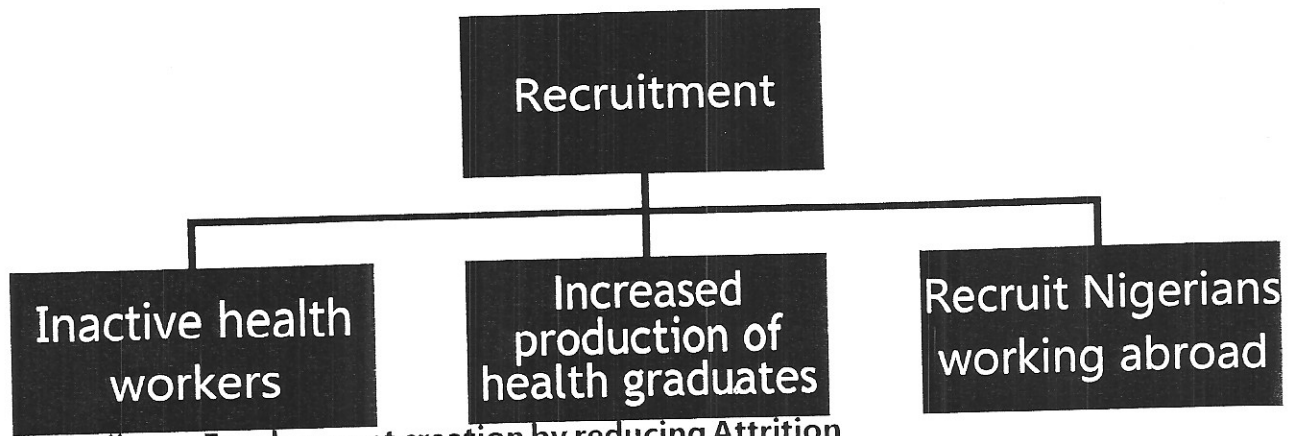
Efforts should be intensified to promote gender mainstreaming in the education sector at all levels (primary, secondary and tertiary). Gender information systems should be created in all educational institutions to ensure that gender disaggregated data and indicators are available for planning and employment. It is hoped that effective implementation of the National Gender Policy and its strategic actions will help achieve gender equity in employment in education sector.

Implementing Agencies

State Primary Education Boards/Federal Ministry of Education, private school proprietors, State Universal Education Boards, private proprietors, National Planning Commission, development partners, department of planning, research and statistics, National Commission for Colleges of Education, National Universities Commission, National Board of Technical Education, Federal Ministry of Labour and Productivity, state and local governments, PPP, NDE, NGOs, CBOs, ILO, NAPEP, entrepreneurs, leaders of business, and stakeholders.

The Way Forward in Meeting the Employment Challenges

The challenges and constraints to employment creation in the sector must be addressed for the employment targets to be realised. Thus, the following key actions are required: adequate funding, costing of programmes, political commitment to implement education policies and programmes at all levels of government especially at the state and local government levels as they manage majority of schools in the country, incentives to the private sector to increase their contribution to education, adequate supply of qualified teachers, monitoring and evaluation of implementation processes, support from international development partners, and capacity building for policy makers in education ministries to prepare costed programmes to assess their feasibility. In view of the unemployment crisis in Nigeria which preceded the global crisis and has been with us for a long time, it is important that sector programmes should include an assessment of the employment creation potentials of their programmes.



ii. Employment creation by reducing Attrition

This strategy involves the provision of incentives so that people do not leave their employment in the health sector. This is particularly important in the country if attrition is higher than the rate of production of new graduates. The Table 2 indicates that this is the situation for the nurses and midwives and if this continues, it might be impossible to fill the skill shortage in this area.

Table 2: Production and attrition rate of different categories of health workers in Nigeria

	Increase from new graduates	Attrition rates
Doctors and dentists	16.5	2.34
Nurses and midwives	1.14	1.43
laboratory staff	3.42	1.26
Pharmacists	3.56	2.16
CHO/CHEWs	3.25	1.44

Source: FGH, National Human an Resource for Health Policy, 2016, P. 16

iii. Employment creation through simplifying the employment process

This can be done by making the employment process transparent and giving information on recruitment procedure to all that might be interested. In addition, there is the need to simplify the recruitment process.

iv. Employment creation to reduce geographical imbalance

This will involve using three types of approaches that exploit certain factors namely: pull factors by providing incentives for health workers to work in hard-to-reach areas, push factors by implementing coercive measures on health workers to work in hard-to-reach areas and influencing health workers preference for the difficult areas by providing incentives and training schools in the areas.

v. Employment creation by enhancing entrepreneurship in the health sector

Employment could be created through entrepreneurship in the health sector by setting up general medical practices or nursing homes, radiography services, blood services, and ambulances services by the private entrepreneurs or business men who can now employ health practitioners to handle the health facilities. It is noted that this is already happening in

the health insurance sector where the owners are not necessarily health practitioners.

vi. Employment creation through pharmaceutical production and distribution

Pharmaceutical companies should be encouraged to set up companies in Nigeria which will increase employment rather than just marketing drugs produced in other countries

vii. Employment creation through promotion of small scale entrepreneurs to fabricate small equipments

The same thing goes for local companies who are either producers or marketers of health equipments. The capacity of local small scale entrepreneurs can be developed to produce some specialised fabricated medical equipment for the use of health facilities like beds, and special hospital furniture and equipment.

Investment Options

There is the need for more direct investment in the training and support of health workers. Given the present need it is obvious that the present production capacity of health workers needs to be strengthened. Additionally, there is investment implication for health infrastructural expansion and improvement. In addition, there is the need to start preparing for increase in health expenditure in remuneration as government should strive to employ more health workers. In order to achieve this, WHO (2006) has calculated that most African countries may need increase health budgets by at least US\$ 10 per person per year by the year 2025. This is also necessary for Nigeria if the country will be able to achieve its vision 20 - 2020

Efforts to increase employment will have some financial implications for the government to bear. Some of the cost implications are through cost of salary increase, cost of training additional health workers, cost of maintaining more staff through training and continuous education programmes and costs of physical infrastructure. These investment options deserve comprehensive rather than indicative cost estimation.

It is important that systematic gender mainstreaming should be promoted in all the activities planned for the health sector. Affirmative action should be taken to redress the disadvantaged position of women in employment in the sector. It is anticipated that more effective implementation of the National Gender policy and its strategic actions as well as other regional and international conventions and agreements on gender will go a long way to achieving gender equity in employment in the health sector.

Implementing Agencies

Federal Ministry of Health, Health Personnel Training Institutions, Federal Ministry of Education, private entrepreneur and business men, medical personnel, regulatory institutions e.g. NUC, etc.

Conclusion

All these become imperative if the targets for additional employment are to be met. The financial implications of meeting the human resources requirements and infrastructural improvements also need to be worked out and appropriate financing plans prepared to meet the financial needs. The essence of these suggestions is to ensure improvement in health care delivery standards throughout the country so as to have improved health status, improved quality of life and enhance national development in the final analysis.

TOURISM, CULTURE, ENTERTAINMENT AND SPORTS

1.1 TOURISM SUB-SECTOR

Tourism is generally accepted as the highest foreign exchange earner in the world; it is also the highest employer of labour according to the UN- World Tourism Organization source. There is dearth of data and even Central Bank of Nigeria has no figure or statistics on this sector, its behaviour and impact on the economy. Consequent upon this, contribution of the sector to the nation's GDP could not be accessed.

However, the Tourism Master Plan noted that with all the varied tourism products available in Nigeria, tourism development was bound to make a very huge impact on the national economy and generate huge number of employment at the 3 - tier levels of government. In the same vein, a survey conducted by the National Bureau of Statistics for industries and businesses in Nigeria between 1999 and 2005 shows that hotel and catering generated a total of 3,778,047 employments at an annual growth rate of 3.29%.

Key constraints and challenges facing the tourism sub-sector are: power and energy crisis; very poor basic infrastructure, very harsh and unfriendly investment environment; inconsistency in the implementation of the National Tourism Policy; poor national image abroad; lack of government machinery to propel the nation's tourism potentials and opportunities for development; insecurity and political instability especially in the oil producing areas of Niger Delta. Others include: exclusion of private sector participation in tourism programme implementation; lack of adequate training facilities for the tourism sector; lack of commitment from various cadres of government arising from poor understanding of tourism benefits; land tenure and concession on land rate for tourism projects which still face a lot of obstacles especially in the Southern part of the country; lack of political will to implement the National Tourism Master Plan; and the ravaging visa problems which still pervade the nation successful campaign for the Nigerian tourism market abroad.

If the above issues are not resolved positively, the possibilities of realizing the economic and employment opportunities in the tourism sector will be bleak, given the fact that tourism development is capital intensive. The impact of the current financial and economic crisis on the sector has not shown any severity on the tempo of development especially in the hospitality sub sector. The current national Tourism Policy was put in place by the Presidential Council on Tourism in the year 2004. However, the contents of this policy have hitherto remained on paper rather than in practice.

1.2 CULTURE SUB-SECTOR

Nigeria's most valuable tourism product, as enunciated in the National Master Plan, is the "culture". However, as indicated earlier in this report, no GDP or employment history is available in this sub-sector and therefore, no reasonable prognosis can be extrapolated. Most of the constraints facing tourism sub-sector highlighted in section above are also relevant to the culture sub-sector.

The impact of the current financial and economic crisis on the culture subsector is yet not apparent neither is it likely to have any significance on the sector in the nearest future. This sector will enhance employment mostly at the grass root and self employment level,

provided the government sees it as an economic factor, operations of which must be ceded to the private sector. One major policy to meet the sub-sector output, investment and employment challenges is the National Policy on culture as presented by the Department of Culture, Federal Ministry of Tourism, Culture and National Orientation.

1.3 ENTERTAINMENT SUB-SECTOR

The entertainment industry covers film making and producing, music production and marketing and live theatre presentation. The industry forms part of the tourism industry which when properly harnessed can generate employment and means of livelihood for a large percentage of the population, while generating a tangible source of fund for government.

Nigeria's total entertainment market (films, movies and music) potential, relative to the size of the economy, is over 950 billion naira, even as the potential in the country does not translate to substantial economic index, primarily because of lack of support from government and a good number of corporate organisations. The Nigeria Entertainment Industry has also generated well over US \$900 million in international sales between 1992 and 2008. There is an estimated audience of over 70 million and no doubt, Nigeria movies and music have become very popular worldwide amongst Nigerians in Diaspora and Africans of other nationalities. It is pertinent to mention that Nigeria is presently the third largest film making country in the world after Hollywood, USA, and Bellwood, India.

Key constraints and challenges facing the sub-sector include: piracy, unwillingness of banks and other investors to participate in the industry, unstructured nature, lack of government interest and positive intervention, and poor global linkages. The impact of the current financial and economic crisis on the sector is not significant or noticeable; indeed this sector has been growing beyond lips and bounds except for financial strings and borrowing capability from financial institutions which have been hampering the progress in the sector.

On the major past and future policy and programme reforms to meet the sub-sector output, investment and employment challenges is lack of policy. If there is any policy on this sector, it is neither popular nor operated by government in full support of the sub sector, which has hitherto operated like a ship without a rudder.

1.4 SPORTS SUB-SECTOR

Sports can be described as the hybrid sector of the tourism industry with very strong impact on global economy and political weaponry. Sports have become global and social phenomena which transcend its ordinary recreational meaning. In the industrialised world, sports contribute 1-2 percent to the gross domestic product (GDP), while tourism as a whole contributes about 4-6 percent. The growth rate in sports tourism has been put at 10% per annum globally (Hudson, 2003).

As a sub-sector of tourism, which has proven very dynamic in recent years, its impact on the generation of employment (direct and indirect) cannot be overestimated. Unfortunately, like other sectors, no data is available on the contribution of this sector to the economy.

The constraints/challenges of this sub-sector to employment creation are: the sector is civil service-oriented with little or no direct participation of the private sector in its planning and administration; the sector lacks orientation and focus; main interest of people involved is to expend the allocated funds on estacodes through endless travels; and political considerations and nepotism are also the order of the day in decisions that could have enhanced the progress of the sector. All efforts to get information on policy and

programme reforms for the sub-sector from the Federal Ministry of Youth and Sports were futile. Though sport is both an economic and social activity in which the private sector should be heavily engaged, it is either not perceived as such in Nigeria.

2.0 SECTORAL ACTION PROGRAMME ON EMPLOYMENT CREATION IN THE SHORT, MEDIUM AND LONG TERMS

Goals, Objectives, Outputs and Activities

The goal of the action programme discussed below is to have a strong and virile tourism, culture, entertainment and sports sector by the year 2020; a sector that would be able to develop work force for other sectors of the economy and generate employment. Tourism is capital intensive with a long term gestation period. The projected total employment to be created in the short term by 2011 is 632,146 while 719,533 jobs will be created in the medium term by year 2015.

Table 1: Projected Total Employment

2005	2009	2011	2013	2015
520,556	592,517	632,146	674,426	719,533

According to the tourism master plan (TMP), five tourism clusters are expected to be established each one generating 31,000 jobs directly and indirectly creating a total of 155,000 jobs. It is also expected that public private partnership (PPP) will be used in the management of the sector to promote employment. By year 2015, the sector will create 874,533 jobs.

To meet the employment target and guarantee sustainable tourism, the following major actions are required: tourism super structures, tourism infrastructure, tourism education, qualitative tourism manpower both academic and vocational, specialized and provisional disciplines for tourism personnel to be mounted by the educational institutions.

Culture is Nigeria's most valuable tourism product. No data on employment creation in this subsector. However, various activities and projects that are seen to be feasible for employment generation in this sector are: festivals such as annual cultural carnivals and arts and crafts. One million gainful employments are expected to be created during a festival event which can be organised quarterly every year creating 3 million jobs per annum. For arts and crafts, building of an arts and crafts centre by all the states of the federation will create 66,600 jobs (1,800 x 37 states). A minimum of 500,000 jobs is expected to be created by the 774 local governments. Overall, in the short term, a minimum of 3,566,600 jobs could be created by the culture subsector. The key priority policies needed to facilitate employment creation in the sub-sector include: organising festivals and carnivals, building museums of different cultural dimensions, involving the local governments and ensuring active participation of the private sector.

The **entertainment sub-sector** is witnessing rapid rate of growth with increasing employment level. The projected direct employment by film production indicates that by 2011, 362,839 jobs will be created and by 2015, 1,036,305 direct jobs will be generated. If the sale and distribution of music are taken into account, over 2 million direct jobs are likely to be created by year 2015.

Table 2: Employments Generated by Film Production, 2003 – 2007

Year	English	Igbo	Yoruba	Hausa	Edo	Others	Total	Job Generated	Growth rate
2003	480	1	193	76	4	-	754	60,320	-
2004	721	-	224	267	25	2	1,039	83,120	37.8
2005	1,120	2	316	254	4	1	1,697	135,760	63.3
2006	900	1	282	228	6	-	1,217	97,360	- 28.3
2007	1,198	3	275	108	4	-	1,588	127,040	30.5

Average annual growth rate is 32.3%

Source: Matrix Entertainment Ltd – a private full production and marketing house for films and music.

The major actions required for meeting the employment target are: piracy policy, favourable economic environment, willingness of financial institutions to invest in the sub-sector and give loan to the subsector, government commitment to the sub-sector by establishing entertainment endowment, film fund and building the film village among others.

Sports can be described as the hybrid sector of the tourism industry with very strong impact on global economy and political weaponry. Because of the dearth of statistical information and data on sports in Nigeria, it is not possible to measure the amount of employment that can be generated by the above activities. However, given the fact that there are 20 clubs in Nigeria, it is estimated that each club will have 30 professional footballers and 20 other supporting staff. This means that the professional football clubs will generate 2,000 jobs.

The major actions required to promote sports and consequently employment are: capacity building for the stakeholders, sports should be private sector-driven, adequate infrastructure and equipment, synergy among the three tiers of government for the implementation of Tourism Master Plan (TMP) and removal of multiple taxation.

All efforts should be made to reduce gender disparities in employment in the sector. Gender needs to be mainstreamed in all the activities in Culture, Tourism, Entertainment and Sports sector while affirmative action needs to be taken to ensure gender equity in employment in the sector. The National Gender Policy, Convention on the Elimination of all forms of Discrimination against Women (CEDAW) and other international and regional conventions should be religiously implemented.

CONCLUSION

The pace of tourism, culture, entertainment and sports sector development in Nigeria is very slow in spite of various concerted efforts and political will. It is indeed a sector which has future prominence for Nigeria's socio - economic growth. Each tier of government should set up its own apparatus for implementation of the Master Plan. However, there must be synergy.

The National tourism Master Plan is the nation's weapon for success, its implementation should be religiously followed. The master plan provides in depth approach to action plans to be followed on each aspect of the sector discussed under in this paper. It is highly recommended that the contents of the plan should be followed. Finally, Nigeria must learn how to be prudent in its use of its resources while they last. The future may not be as rosy as the immediate past and present.

CHAPTER THIRTEEN

PROVIDING AN ENABLING POLICY AND REGULATORY ENVIRONMENT

1.1 INTRODUCTION

In the previous 11 chapters of this document, analysis has been directed to the specific actions that need to be taken to accelerate employment creation in the key sectors of the Nigerian economy. The prospects for success in these sectors depend on the existence of an overall enabling policy and regulatory environment for employment creation in the country. The specific actions to achieve this objective are the subject matter of this chapter.

Over 24 major policy initiatives and programmes to combat employment and poverty crises have been set up by the federal government between 1986 and 2003. The core Poverty Alleviation programmes (PAPs) at the federal level included Better Life for Rural Dwellers Programme (BLP), Family Support Programme (FSP); Family Economic Advancement Programme (FEAP); National Directorate of Employment (NDE); The Peoples Bank of Nigeria (BPN), etc. Others with specific mandates/targets include; 6 Agricultural Development Projects (ADPs); National Agricultural Land Development Authorities (NALDA); Strategic Grains Reserve Programme; 12 River Basin Authorities (RBDAs); Community Banks Programme; Petroleum (Special) Trust Fund; Oil Minerals Producing Areas Development Commission (OMPADEC) now Niger Delta Development Commission (NDDC); Directorate of Food, Roads and Rural Infrastructure (DFRRI). More recently (2002) the National Poverty Eradication Programme (NAPEP) has been set up with some sub-programmes such as the Youth Employment Scheme (YES), the Rural Infrastructure Development Services Scheme (RIDS), the Social Welfare Services Scheme (SOWESS), the Natural Resources Development Conservation Scheme (NRDCS) and Conditional Cash Transfer Programme. In 2005, the CBN set up a framework for the development of microfinance banks (MFBs) for promotion of entrepreneurship hence fighting of employment crises and poverty.

One observation worth noting at this point is that over 95% of all the employment-poverty initiatives are now moribund. Amongst those that came into existence in the 80s, for instance, the surviving ones include NDE and ADPs. Others include: National Employment Policy (NEP), NEEDS (National Economic Empowerment and Development Strategy), SEEDS (State Economic Empowerment and Development Strategy), and LEEDS (Local Economic Empowerment and Development Strategy).

Several evaluative studies and monitoring exercises undertaken on employment and poverty (EMP) programmes have come to one consistent conclusion: and that is, their collective failure to make a dent on employment and poverty (EMP) crises facing Nigeria. Some of them might have made some specific positive contributions but as a collective, the aggregate impact was negligible for reasons highlighted below.

1.2 WHY SUCCESS ELUDED EMPLOYMENT (AND THE POVERTY ALLEVIATION) PROGRAMMES

The long list of the factors may include but not limited to the following: flawed economic policy regimes, poor growth record, collapse of investment and crisis of financial intermediation, lack of clear policy for transforming the informal economy, infrastructure

policy failure, societal indiscipline and good governance deficit, failure to adopt policies of international best practice, inherent structural defects of employment and poverty policies/programmes.

Other factors are: policies and problems of investment and mismanagement of human capital. A grossly inadequate investment policy in human capital and its mismanagement is perhaps the most fundamental of all the problems highlighted above. This is so because of its critical link to employment generation. Three sets of embarrassing paradoxes have been thrown up. These are: joblessness in a surplus labour market characterized by sectoral skill shortages, poverty and hunger in an exceptionally endowed economy; and a collapse in learning and value system at a time that schooling has been on the increase. The breakdown of discipline, value system and declining competitiveness has also contributed to why success eluded EMP programmes.

The Challenge of Employment in Nigerian Plans and Budget

The general regulatory environment as reflected in various plans and budgets that drive the economy has so far not evolved sustained realistic goals/targets for employment generation. After the series of immediate post- Independence 5-year development plans ended in 1990, Nigeria started a series of 3 -year rolling plans to be followed by medium term expenditure frameworks and 4 year (2003 - 2007) NEEDS. None of the above plans including the annual budgets which were used as their implementation mechanism had serious employment consideration embedded in their structures. In other words, the employment implications of projects and programmes were not articulated. Second, the short to medium term planning approaches gave no room for resolving long term structural challenges essential for addressing the employment crises facing Nigeria, although official policies had consistently admitted employment crisis as a key development concern.

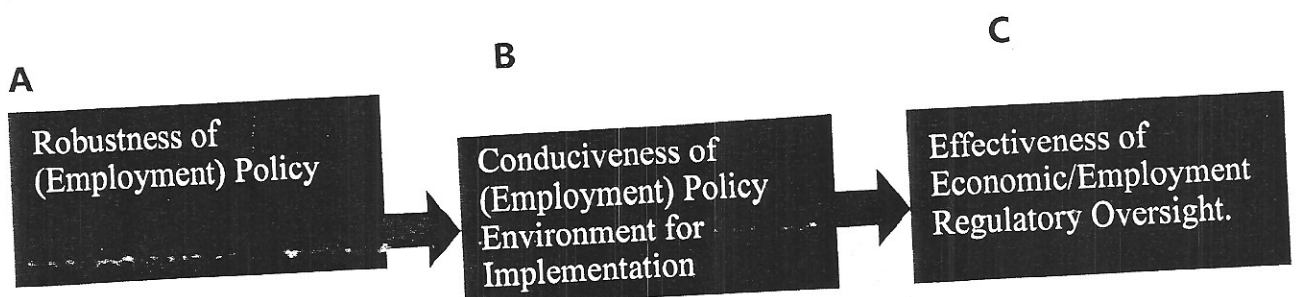
2.1 THE CASE FOR A NEW EMPLOYMENT POLICY AND REGULATORY FRAMEWORK

The Basics (ABC) of policy Success

From a policy perspective, success in creating millions of productive jobs to meet the challenge of mass unemployment requires three critical but related elements. They are:

- i) The internal robustness of the policy, ensuring its relevance to employment issues (A)
- ii) The conduciveness of the policy environment, to ensure its implementation (B)
- iii) The effectiveness of the regulatory oversight to ensure policy sustainability (C)

With reference to the employment crises, the above chain of policy and regulatory effectiveness can be shown in the following simplified schema.



Let us call the above the BASICS or ABC of Policy Success.

ABCs are integrally linked. A break in this policy chain can be problematic. This is so because even if the policy environment is conducive (B), it cannot turn a flawed (employment) policy in (A) to an effective job-creation process (C). The same applies to regulatory effectiveness, C. On the other hand, no robust employment initiative (A) can survive in either a policy vacuum, or a hostile policy or weak regulatory system. It becomes clear that an alignment of (A, B & C) i.e. robust employment policy in a conducive implementation policy environment within an effective regulatory system is required for creation of productive employment.

2.2 Some Lesson-Imparting Principles/Hypotheses Characterizing Employment Policies and their Regulatory Environment

Some real life and/or anecdotal evidence in support of the principles articulated are outlined in this section.

- Policies and Programmes anchored on viable investment stands the best chance of generating productive employment
- Stand-alone employment policies have very limited impact if a country is facing mass unemployment.
- Centrality of Employment Policy is required for addressing mass (un)employment crises.
- Policy Coordination is central for employment creation.
- Alignment of macro, meso and micro economic policies is essential for sustainable employment-sensitive economic growth.
- When policy and regulatory gaps/lapses exist, conditions are created for good governance deficit which in turn undermines employment generation efforts.
- Weak and/or corrupt regulatory policies and oversight deprives the nation of employment creation opportunities through its organized private sector.
- Regulatory responsibility without authority cannot substantially achieve much (in terms of employment generation or poverty reduction).
- When (economic/monetary) policy fails to reflect environmental realities, its effectiveness is often limited: This case can be illustrated by the failure of interest rate policies to boost investment, hence employment.
- Policy somersaults and regulatory inconsistency/frequency undermined official credibility and scare away investors.
- A combination of good policy, supportive policy environment and effective regulatory system leads to employment generation (and poverty education). The case of Nigerian Communication Commission is a success story.

3.0 TOWARDS CREATING NEW PILLARS FOR EMPLOYMENT ENHANCING POLICY AND REGULATORY ENVIRONMENT

Section three of the paper identifies ten policy pillars for enhancing employment policy and regulatory environment. The pillars are:

- Institutionalization of policy and regulatory analysis by setting up inter-sectoral policy analysis institute (for ensuring policy surveillance robustness, coordination and consistency) as well as supporting development of independent (private) policy think-tanks.
- Legally institutionalizing implementation, monitoring and evaluation framework across all MDAs at all levels of government
- making employment creation a central policy issue in all plans and budgets;
- growing a modern entrepreneurial economy for generation of millions of jobs annually, including the strengthening of entrepreneurship development institutions and policies. These could include the creation of a national

- entrepreneurship development institute to be located in the Ministry of Labour or the Ministry of Commerce and Industries;
- reviewing and coordinating extant employment and regulatory institutions to re-focus their employment generation strategies.
- Designing and implementing policies, programmes and project for integration and efficiency of Nigerian labour market, including timely production and dissemination of labour market information (LMI). There is an urgent need to strength the institutional capacities of LMI production and dissemination institutions - the National Bureau of Statistics, NISER incorporating National Manpower Board and the Ministry of Labour sections on labour and employment statistics
- designing effective national skill training/development regulatory agencies
- designing time-bound regulatory policies for economic diversification;
- designing regulatory policies for addressing high cost environment; and
- designing good governance policy and mainstreaming this into all institutions.

Mainstreaming gender in employment creation in all plans and budgets should become an imperative. All efforts should be made to strengthen institutional and legal framework put in place to advance gender issues in employment. The National Gender Policy, other national, regional and international polices should be more aggressively implemented to ensure gender equity in employment in Nigeria.

4.0 CONCLUSION

A brief survey of the employment policy environment has shown amongst others that: over 20 such policy initiatives have been undertaken over the last 20 years although only a few, including the NDE and NAPEP are the surviving ones. The high rate of mortality of these initiatives and their general failure to make substantial dent in the massive employment crises facing Nigeria in the last two decades can be attributed to the policy and programme deficiencies highlighted above.

A conceptual basic of policy and regulatory success has been proposed and articulated to include internal policy robustness (A), supportive environment for implementation (B), and effective regulatory environment for oversight (C).

Given the importance of effective policies and regulatory environment, there is need to learn lessons of successes and best practices, and creatively, adapting these to address Nigeria's employment challenge. The potentials for resolving the present employment crises and moving towards attaining full employment for the economy are still within reach if strong political commitments to are made towards creating robust employment and economic policies and a supportive regulatory environment. A political commitment to ensure the pillars are put in place would include, amongst others, that the required legislations are enacted, and projects formulated to guarantee the implementation of the relevant policies and that executive and parliamentary provisions and dispensations are made, and oversight mechanisms are sharpened to constantly monitor all national investments and their employment outcomes.

For successful implementation of this National Action Plan of Employment Creation (NAPEC), the Ministry of Labour which is expected to play the lead role in the coordination of the implementation of NAPEC as an instrument for implementing the National Employment Policy, needs to be considerably strengthened alongside and expanded National Employment Council consisting of all relevant stakeholders across all the three tiers of government, the private sector, civil society and development partners.

AGRICULTURE Implementation Matrix

Goal	Output	Activities	Jobs Created	Investment Costs	Responsibility	Time
To formulate and implement programmes of action in the agricultural sector to respond effectively to the effects of the Global Economic and Financial Crisis in Nigeria on the employment front	Agriculture diversified and commercialised	To organise and provide extension service to commodity interest and cooperative groups To develop food commodity chains To undertake agro-processing and produce value-added commodities involving 200 cassava processing mills in 22 States To enhance market access through the provision of model markets for livestock in 9 centres, for fishery and fruits and vegetables in 15 and 12 centres respectively To minimise post harvest storage losses through the construction of 40 units of 2000 tonnes warehouses To support the establishment of 50 hectares of various tree crops per Local Government Area, yielding a total of 31,200 employment opportunities can be created per year. To mainstream gender in all the activities above	4,500 2,000	N130million N1.3billion N558million	State ADPs. Mins of Agric. State ADPs. Mins of Agric. Cooperatives Fed Mins of Agric, State ADPs, Mins of Agriculture. Fed Mins of Agric, State ADP LGs and State Govts	2009/2010 2009/2010 2009/2010
	Organise and strengthen new and existing commodity interest and cooperative groups in urban and rural areas	To procure 3,250 tractor and implements for cooperative and community tractor service programme To train 1850 tractor operators, 774 tractor mechanics and 15 engineers To improve the employability of 7,740 interested youths through skills and entrepreneurship development in agriculture To mainstream gender in the relevant activities above	2,640	US\$100m To be determined To be determined To be determined	Fed Min of Agric ADPs ADP, NDE, SMEDAN ADP, NDE, SMEDAN, Fed Mins of Agric	2009-2011 2009/2010 2009/2010 2009/2010

	Livestock rearing and training facilities provided	To Construct Earth Dams, Livestock Service Centres and Bore holes in Grazing Reserves in 21 States To establish 6,000 monuments and survey of 3,000 km Stock Routes in the Northern States and 3,000 monuments along 1,500 km grazing corridors in the SW, SE and SS states. To develop 3 Model Grazing Reserves To complete Livestock Training Centre at Kachia Grazing Reserve	13,000	N3.768billion	Fed Min of Agric	2009/2011
	Aquaculture and captive fishery supported through capacity building and provision of inputs in urban and rural sectors	To develop and promote Fish Farming /Culture using various Culture Systems. To conduct nationwide Aquaculture training and demonstration of tilapia and catfish farming To procure Cage and Pen Fish Culture Systems for the Development of Inland Fisheries in Dams, Reservoirs and Lakes To Procure Equipment, Raw Materials and Facilities for the Implementation of the Fish Seed and Fish Feed Certification and Standardization Programme To Procure Facilities, Raw Materials and Equipment for the Artisanal and Capture Fisheries Development Project To Procure and Install FAO - Recommended Fishing Vessel Monitoring System (VMS) Equipment and Training of Operators To conduct enlightenment campaign and implement the FAO Code of Conduct for Responsible Fisheries and the Inland Fisheries Resource Monitoring, Control and Surveillance Strategies as well as the United States of America / European Union Fisheries Export Certification Programme To develop current labour market information	14,000 10,000 10,000 30,000 5,000	N600m N200m N50m N44.5m Not available N89m	Fed Min of Agric, FAO, etc Fed Min of Agric Fed Min of Agric, FAO, Fed Min of Agric, FAO, Fed Min of Agric, FAO,	2009/2011 2009/2011 2009/2011 2009/2011 2009/2011
	Grand Total				FAO, Fed Min of Agric	

SUMMARY IMPLEMENTATION MATRIX – COMMERCE AND INDUSTRY SECTOR

Goal	Objectives	Line of Action/Activities	Target(s)/ Projected Jobs to be Created	Time Frame	Projected Investment Cost	Implementing Agencies		
						Lead Agencies	Collaborating Agencies	
INDUSTRY SUB-SECTOR								
Promoting unskilled labour intensive manufacturing industries and establishment of common facility centres (CFC) in Urban and rural areas	Revival of ailing industries through: Industrial Incubators/ Enterprise Zones (establish and/or revitalize unskilled labour intensive manufacturing industries	Provision of land, infrastructure (power, roads, cold chains for perishable items, markets and marketing outlets, common facilities centers, security, water, etc). Processing local agricultural products and raw materials by the agro-based industries, establishment of training schools/vocational centres, provision of incentives, Mentoring/ counselling, skills entrepreneurship development, access to Micro Finance Credit, Third Party linkages and establishment of businesses, business development support services.	418,692	2009-2011	₱10 million	State and local governments, public private partnership (PPP), FGN/NIPC and banks	Private sector: ITF, SMEDAN, NDE, NGOs, Multi-lateral Agencies and Development partners, CBN, Banks (SMEIS), SMEDAN	
Promoting medium scale enterprises and creating new set of entrepreneurs	Establishment of medium scale enterprises through: Industrial Clusters and Industrial Parks	Mainstream gender in all the activities To develop current labour market information	991,760	2012-2015	₱ 100 million	Multi-lateral Agencies, ITF, SMEDAN, NDE, NOTAP, CBN, Devt Banks (BOI, NEXIM, etc), NEPZA, RMRDC, NEPC	Entrepreneurs/ Business Leaders, CBN, FDI, NAC, NBTE	
Promoting large scale enterprises and providing common facility centres to accelerate industrialization	Establishment of large scale enterprises through: Free Trade Zones (natural resource processing	Digitalization of operations, extend OSIC services to some key states and provision of industrial incentives	2,470,854	2016-2020	₱ 100 million	NIPC	FGN, State gov'ts, and LGAs.	
Attracting FDI through industrial incentives	Strengthening of the One Stop Investment Centre (OSIC) under NIPC to reduce cost of doing business			2009-2011	₱ 25 million			

COMMERCE SUB-SECTOR

Promoting MSMEs and agro-allied industries in urban and rural areas	Establishment of MSMEs Development Fund (SMEDEF) and strengthening OLOP	Business incubation and development, production of local raw materials and processing, ensure assess to fund by SMEs and SMEs	924,756	2009-2011	N50 million	FGN and State govts, and LGAs	SMEDAN and Development partners
Reducing cost of doing business	Re-evaluation of tariff regimes and control of cost of capital (interest rate and exchange rate)	Adequate review of operational tariffs and reduce interest rates, strengthen the value of the Naira through good monetary policies		2009-2011		FGN/Nigeria Custom Service, FIRS and State Boards of Internal Revenue, CBN	Banks, Private sector, MAN, CBN, NIPC
Promoting made-in-Nigerian goods and participation in trade shows	Establishment of Trade Fairs and Exhibition Centers for Market linkages and promotion of made-in-Nigeria goods	Hosting of Trade Fairs and Exhibitions in selected geo-political zones and participation in international trade fairs and exhibitions. Boosting exports at international markets		2009-2011	N 180 million	MAN, NACCIMA,	FMOIC, FMOCI, FMOFA, NEPZA, NPC, SMEDAN
Export promotion, trade and investment information networks	Promotion of export, research and Commercialization of research results and quality improvement of SMEs products. Upgrade NEPC and NIPC websites	Developing domestic markets, partnership between research organizations and SMEs operators and Research and development and quality control measures Provides export incentives to exporters		2012-2015	N 100 million	Research Institutes, Universities, Polytechnics, FMS & Textile etc, SON, NAFDAC, MAN, etc	Private sector, NEPC, NIPC
Establish model commodity warehouses and capacity building for the stakeholders	Establishment of model commodity warehouses in the six geo-political zones and Commerce-44 initiative and establish model cassava processing factory.	Provision of funds for warehouses and sensitization workshops and seminars for the stakeholders Centralize development on Commerce- 44 initiation Mainstream gender in all the activities		2012-2015	N 45 million	ASCE, BOI, NEPC, private sector, FMOCI, private sector, and MAN	Stakeholders

Summary of Implementation Matrix for Power and Energy Sector

Goals	Output	Activities	Jobs (to be) Created	Investment Costs	Responsibility	Time
<p>The power and energy sector has been shown not to be a great employer of labour directly but its availability can stimulate the generation of millions of jobs. The goal of the action plan therefore is to accelerate activities in the sector that will ensure that power and energy become more reliable thereby giving a boost to other sectors that rely on regular power supply and indirectly generate the much needed employment.</p>	<p>1. Continuation and Consolidation of on-going Reforms</p>	<p>1.1 Governments full disinvestment from power stations and distribution infrastructure. In other words, the privatisation of the unbundled companies should be accelerated.</p> <p>1.2 Fast-tracking the completion of the NIPP and IV-IOC power stations.</p> <p>1.3 Government at different tiers to partners with the private sector to strengthen existing transmission infrastructure and build new ones.</p> <p>1.4 Outsourcing the management of the existing power transmitting sub-stations and possibly part of the 30KV and 132KV grid lines, by the proposed transmission company to promote efficiency.</p> <p>1.5 Government can also accelerate the process of private sector participation by putting in place an Operations and Management (O & M) contracts at the PHCN power stations.</p> <p>1.6 A review of the MYTO based on the several observations and objections various stakeholders</p>			<p>Power and Energy Ministry, PHCN, Independent power plants, NERC, REA, etc.</p>	<p>2009 to 2011</p>

	<p>2. Diversification of the Technology Mix for Power Production in urban and rural areas</p>	<p>1.7 Greater attention on expanding the scope of the pre-paid metering system which has proved useful in solving many of the meter reading and billing problems.</p> <p>2.1 Decoupling of the rural electrification projects from the national grid, and shifting the generation of power for rural areas to renewable resources. The small-scale, renewable resource-based power systems should be independent of the national grid and be managed through public-private-people partnership (PPP) arrangements.</p> <p>2.2 Strengthening of the Rural Electrification Agency and the Energy Commission of Nigeria to become real catalysts in the promotion and use of renewable energy resources. The technical and managerial capabilities of the two organisations need to be improved upon.</p> <p>2.3 The setting up of a Renewable Energy Development Fund and putting in place appropriate machinery for managing the fund.</p> <p>2.4 Immediate mapping of the renewable energy resources in the rural areas with a view to determining the most feasible type(s) for different areas.</p>			<p>Rural Electrification Agency, Energy Commission of Nigeria, etc.</p>	<p>2009 2011</p>
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	3	<p>Promotion of Local Content in the Power and Energy Sector</p>	<p>2.5 Development of prototypes for commercialisation. 2.6 Mobilisation and sensitization of people at the grassroots in order to make them active participants in the programmes. 2.7 To develop current labour market information</p>		PHCN, MAN, etc	2009 to 2011
		<p>3.1 Encourage the manufacture of energy sector equipment and spares and the establishment of repair shops for materials and spares. 3.2 Promote the establishment of spin-off industries such as transformers, meters, wire and cables. 3.3 Create avenues for Nigerians to be more actively involved in the power sector consultancy and advisory services. 3.4 Promote training programmes for capacity building in technical competencies in the industry. We agree with the views of the Presidential Committee on Accelerated Expansion of Electricity Manufacture (PCAAEI) that, the federal government should enter into long-term service agreement (L TSA) with manufacturers of imported equipment, during which period, a national training scheme can be evolved and vigorously pursued.</p>				

	<p>4. Overhauling the Management and Governance Systems in the Sector</p>	<p>4.1 Devising more potent incentives for greater participation of all stakeholders in the industry. 4.2 Greater monitoring, by security agencies, of power transmission lines to reduce, and eventually eliminate, vandalism. To ensure effectiveness, collaboration with local communities will be necessary. 4.3 Providing adequate security of life and property in the country. In particular, the on-going efforts at resolving the Niger Delta crisis should be sustained. 4.4 Instituting greater accountability and transparency in the power and energy sector.</p>			<p>Power and Energy Ministry, PHCN, Nigerian Police, Rural Communities, etc.</p>	<p>2009 to 2011</p>
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Breakdown of investment cost not available

Works Housing and Urban Development Implementation Matrix

Goal	Output	Activities	Jobs created	Investment Costs	Responsibility	Time
To create an enabling environment and build the capacities of public and private sector entities in the country to be able to plan and implement infrastructure projects by labour-based methods	Capacities of technical and other interested persons developed to be able plan and implement infrastructure works by labour-based methods in urban and rural areas	<p>To develop the capacities of 3,700 small-scale labour-based contractors and two persons (i.e. 7,400) from each of their firms mainly in construction of rural roads including drainage, pipe laying, etc.</p> <p>To develop the capacities of 185 technical persons from the 36 States and FCT (5 from the Ministries of Works of each) and 1,560 from the 774 LGs and 60 Councils (2 from each Works Department)</p> <p>To adapt existing training modules for the capacity building.</p> <p>To develop current labour market information To mainstream gender in relevant activities</p>	11,100 And 300,000		<p>Works Departments of LGAs/Councils, State Ministries of Works and Housing and State Road Maintenance Agencies, ILO State Mins of Works, Agric, ADPs, LGs, Road Mntce Agencies, NDE, ILO State Mins of Works, Agric, ADPs, LGs, Road Mntce</p>	2009 to 2010

	<p>Selected infrastructure works constructed/rehabilitated and/or maintained to approved standards using labour-based methods</p>	<p>To develop appropriate maintenance system for the various categories of roads in Nigeria</p> <p>To modify existing systems and procedures biased against labour-based method of construction</p> <p>To maintain the existing 34,000km of Federal roads</p> <p>To rehabilitate/construct 15,600Km of feeder roads nationwide</p> <p>To lay, at least, 15,600km of pipe network for urban water supply</p> <p>To mainstream gender in the relevant activities above</p>	<p>17,000</p> <p>156,000 usd, 7,800ss, 1,560sl</p> <p>18,000</p>		<p>Works Depis of LGAs/Councils</p> <p>State Ministries of Works and Housing and State Road Maintenance Agencies, ILO</p> <p>FERMA</p> <p>State Mins of Works, State LGs/Councils</p> <p>State Mins of Works, State Corporation</p> <p>State Mins of Works, Agric, ADPs, LGs, Road Mntce</p>	<p>2009/2010</p> <p>2009/2010</p> <p>2009/2010</p> <p>2009/2010</p> <p>2009/2010</p> <p>2009/2010</p>
	<p>Housing for all achieved by 2020</p>	<p>To upgrade the skills of at least 3,700 semi-skilled masons.</p> <p>To train 3,700 unskilled persons in masonry</p> <p>To facilitate the construction of at least 720,000 housing units</p> <p>To mainstream gender in the relevant activities</p>			<p>Federal Ministry of Works, Housing and Urban Development, State Ministries of Works and Housing and State Housing Corporations, Federal Mortgage Bank, etc.</p>	<p>2009/2010</p> <p>2009/2010</p> <p>2009/2010</p>

USL unskilled labour;SS semi-skilled;SL skilled labour: Investments already shown

Summary of Implementation Matrix for Petroleum, Gas and Solid Minerals

Goals	Output	Activities	Jobs (to be Created)	Investment Costs	Responsibility	Time
The goal is to accelerate the pace of planned activities in the sector to boost public and private sector earnings, thereby stimulating growth in the economy and increasing employment generation as a means of minimising the adverse effects of the present global economic and financial crisis.	Implementation of the gas master plan especially the aspects of ending gas flaring by 2010. This is expected to increase foreign exchange earnings appreciably, among other benefits	To build the capacity of the appropriate authorities to be able to monitor gas flaring effectively To ensure that gas flaring is put to a final stop in 2010 To develop current labour market information			NNPC. Oil companies NNPC. Oil companies	2009 2010
63	Output 2 : Implementation of the Local Content policy in oil and gas. This is expected to lead to the domestication of the oil and gas technology in the country and increase local participation.	To encourage banks to provide financial support for Nigerians to enable them participate more effectively in the oil industry To ensure that the 70% local content is achieved by 2010 To mainstream gender in the relevant activities above			NNPC. Oil companies	2009/2010
	Capacity building and support for small scale miners in urban and rural areas	To set up three mining schools in the country To train 7,740 small scale miners and organise them into cooperative groups To set up six processing centres to facilitate the processing of solid minerals To mainstream gender in the activities above	About 1 million jobs in total		Ministry of Mines and Solid Minerals Ministry of Mines and Solid Minerals	2009/2010 2009/2010
						By 2015

Summary of Implementation Matrix for the Transport Sector

Goal	Output	Activities	Jobs (to be) Created	Investment Costs	Responsibility	Time
The goal of the transport sector action plan is to accelerate the pace of job creation in the various sub-sectors through highlighting various activities, in order to minimise the adverse effects of the current global financial and economic crisis while addressing the long standing employment crisis in the country.	Procurement of new locomotives and opening up of new stations Passage of Nigerian Railway Bill.	To generate at least 1,225 employment opportunities by the resuscitation of rail services through the procurement of more locomotives and opening up of more railway stations. To generate at least 20,000 employment opportunities in the short term and 100,000 in the long term through the passage of the Railway Bill to pave way for the involvement of other stakeholders in rail service provision. To mainstream gender in relevant activities above	1225 20,000 100,000	To be determined To be determined To be determined	Ministry of Transport, NRC Ministry of Transport, NRC, National Assembly Ministry of Transport, NRC, ILO	2009 2009 to 2010 2009 - 2010
	Promote the expansion of seaports and the development of free trade zones.	To generate 30,000 to 35,000 jobs for dockworkers, shipping companies, workers in the EPZs and those to be engaged in ancillary activities through the expansion in maritime activities, possible expansion of seaports and the development of free trade zones. To generate at least 1,000 jobs through greater incentive to terminal operators and intervention by NIMASA. To create 900 jobs by implementing the Nigerian Seafarers Development Programme. To mainstream gender in relevant activities above	30,000 to 35,000 1000	To be determined To be determined	NPA, Ministry of Transport, NIMASA, ILO NIMASA NIMASA	2009 to 2011 2009 2009
	Implementation of the proposed river ports project	To create at least 2000 jobs by providing greater access to the CVFF thereby	2,000		NIMASA, NPA, Ministry	2009 2010

	<p>and the development and expansion of inland water transport system.</p>	<p>increasing indigenous shipping companies' participation in cabotage trade.</p> <p>To generate not less than 3,000 job opportunities by developing all the ICDS and CFSs.</p> <p>To create not less than 1,000 jobs immediately by promoting the involvement of public and private sector ferry service delivery, through the procurement of more vessels.</p> <p>To generate about 5,000 job opportunities (vessel operators, dry dock workers, jetty operators and support staff) by fully implementing the proposed development of river ports and expansion of inland water transport system.</p> <p>To mainstream gender in relevant activities</p>	<p>3,000</p> <p>1,000</p> <p>5,000</p>		<p>of Transport</p> <p>Inland Waterways, Customs and Excise</p> <p>Inland Waterways. Relevant state governments</p> <p>Inland Waterways, NPA</p>	<p>2009 to 2010 2009</p> <p>2009 to 2011</p>
	<p>Local/State governments encouraged to introduce tricycles for rural transportation</p>	<p>To encourage all Local Governments to introduce tricycles for rural transportation (100 per local government).</p>	<p>78,000</p>	<p>To be determined</p>	<p>All Local/State Governments</p>	<p>2009</p>

COMMUNICATION AND INFORMATION IMPLEMENTATION MATRIX

Goal	Output	Activities	Jobs (to be) Created	Investment Costs	Responsibility	Time
To accelerate the pace of job creation in the ICT sector in order to minimize the adverse effects of the Global Economic and Financial Crisis in Nigeria and to address the long standing unemployment problem in the country.	NDE, SMEDAN and NCC strengthened to provide skills to 620,000 youths from 2009 to 2011 in urban and rural areas.	To survey the ICT job market and identify gaps in skills To strengthen the capacity of relevant agencies to provide effective training to selected youths To train 620,000 youths (male and female) on ICT skills and equip them to be able to fill skill gaps identified from 2009 to 2011 To mainstream gender in activities above	620,000	To be determined To be determined To be determined To be determined	NCC, NDE, SMEDAN Fed Min Of Sc and Tech NDE, SMEDAN	2009 2009/2010 2009-2011 2009/2010
	Informal sector clusters in six geopolitical zones trained and organized into cooperatives to facilitate access to finance	To organize six ICT clusters (including women groups) located in the six geopolitical zones into cooperatives To train cooperative groups formed and link them to sources of finance To mainstream gender in all the activities	1,000,000 77,400	To be determined To be determined To be determined	NDE, SMEDAN and NCC NDE, SMEDAN and NCC	2009/2010 2009/2010
	NITDA strengthened to enhance the implementation of programmes related to the IT policy.	To initiate action on policy reforms that will encourage outsourcing of identified IT activities To enhance the capacity of NITDA To develop current labour market information	US\$15m	NCC, NITDA, Fed Min of Sc and Tech		2009 2009/2010

SUMMARY IMPLEMENTATION MATRIX – INFORMAL ECONOMY

Goal	Objectives	Line of Action/Activities	Target(s)/ Projected Jobs to be Created	Time Frame	Projected Investment Cost	Implementing Agencies	
						Lead Agencies	Collaborating Agencies
	Skills Acquisition and Entrepreneurship Programme in urban and rural areas	Get the relevant agencies to review the skill acquisition curricula	5.77 million	2009- 2011		Nigerian Education Research and Development Council.	UNESCO, ILO, NACCIMA, NDE, NGOs
		Rationalize, strengthen and modernize existing skill acquisition centres particularly the NDE and technical secondary schools/ colleges as well as NGOs in skill acquisition training		2009- 2011		National Board for informal Economy Development, State Informal Economy Development Committee, Local Informal Economy Development Units.	NDE, NGOs, skills development providers
		Strengthen the Federal Ministry of Labour to step up trade testing / certification programmes		2009-2011		Federal Ministry of Labour and productivity	NDE, NGO, Development Partners,
		Grant tax reduction incentives to private sector engaging in skill development activities for the unemployed		2009-2011		Federal and State Inland Revenue services	NIPC

		Encourage states and local governments to establish skill training, innovation and skill-updating centers for master crafts persons and for quality assurance of the programme		2009-2011		National Board for Informal Economy Development, State Informal Economy Development Committee, Local Informal Economy Development Units,	Federal Ministry of Labour and productivity, NACCIMA
		Develop a network of resources (finance locations etc) for empowering graduates of the programme		2009-2011		CBN, Major Banks, micro credit providers	SMEDAN, Development banks, NARCB, NAPEP
	Enterprise creation scheme	Survey of trainees that are yet to be employed to make them self employed through the establishment of their own enterprises To develop current labour market information	2.4 million	2009-2011		Ministry of Labour and productivity	National Board for Informal Economy Development, Informal Economy Development Committee,
		Strengthen the existing agencies such as NDE, NGOs involved in training and micro credit provision to be able to resettle these trainees		2009-2011		Ministry of Labour and productivity, State and local governments	NDE, development partners
		Make the Micro finance programme more robust by strengthening its organizational and administrative machinery to be able to create more access to funds for the trainees Mainstream gender in all the activities		2009-2011		Banks, SMEDAN, NDE	Development partners, NGOs

SUMMARY IMPLEMENTATION MATRIX – EDUCATION SECTOR

Goal	Objectives	Line of Action/Activities	Target(s)/ Projected Jobs to be Created	Time Frame	Projected Investment Cost	Implementing Agencies	
						Lead Agencies	Collaborating Agencies
	Creation of , jobs by implementing UBEC budget for 2009-2011	Recruitment of teachers (80,000 per year – total of 240,000 teachers) for urban and rural schools.	240,000	2009-2011		State Primary Education Boards/Federal Ministry of Education/Private school proprietors	
		Construction of classrooms/ laboratories/ libraries and supplies of teaching materials (250,000 jobs).	250,000	2009-2011		State Universal Education Boards/Ministries of Education/ Federal Ministry of Education/Private proprietors	
	Capacity -building for Departments of Planning, Research and Statistics – Federal/State Ministries of Education, and parastatals	Workshops on Education sector modelling – projections of enrolments, costing of programme		2009		National Planning Commission, Development Partners	
		Projection and costing of 2009 Education Roadmap		2009		Department of Planning, Research and Statistics	
		Assessment/Estimates of employment potential of Education Roadmap		2009		Department of Planning, Research and Statistics/ Ministry of Labour	
		Workshops on Monitoring and Evaluation of government programmes		2009		National Planning Commission/Development Partners/Ministries of Education	

	Production of qualified teachers/upgrading of teacher qualifications	Training of teachers (80,000 per year)	80,000	2009-2011		National Commission for Colleges of Education/ National Universities Commission/National Board of Technical Education	
	Education and Training fund for skill acquisition centres and other employment priorities to train 500,000 people per year for self employment	Creation of education and training fund To develop current labour market information		2009		Fed. Min. of Labour and Productivity/State and Local Governments	Development partners, organised private sector; NDE
		Creation of 12 skill and acquisition centres in the six geo-political zones by the Federal and State Governments Creation of skill and acquisition centres in the 36 states and FCT Creation of skill and acquisition centres in the 774 local governments		2009 - 2011 2009 - 2011 2009 - 2011		Min. of Labour and Productivity/FGN State government Local/ State governments	States government, development partners, NDE Development partners, NGOs, NDE, Development partners, NGO, CBOs, NDE
		Capacity building and entrepreneurship development training and use of ILO tool kits for capacity building		2009		Min. of Labour and Productivity /Dev't Partners/Ministries of Education	NGOs/ NDE/ ILO/ NAPEP
		Multi-centred estates to ensure trainees access to extension services, mentoring, land, credit, micro finance, technology, marketing facilities, etc		2009 - 2011		Fed. Min. of Labour and Productivity/PPP/State and Local Governments/	ILO/NDE/ NAPEP/ NGO/ Entrepreneurs/ Leaders of business
		Broaden the curricular of the educational institutions to reflect labour market requirements Mainstream gender in all the activities		2009 - 2010		Fed. Min. of Education/ Educational institutions/ Fed. Min. of Labour and Productivity	Stakeholders

SUMMARY IMPLEMENTATION MATRIX – HEALTH SECTOR

Goal	Objectives	Line of Action/Activities	Target(s)/ Projected Jobs to be Created	Time Frame	Projected Investment Cost	Implementing Agencies	
						Lead Agencies	Collaborating Agencies
Building Specialized Human Capacity for the Sector	Meet short-term requirements of specialized personnel for the health sector	Improve financial capacity of health personnel training institutions to admit and train more students for urban and rural health facilities	50% of projected requirements of each specialized personnel type	2010-2011		Health Personnel Training Institutions, Federal Ministry of Health	Federal Ministry of Health, Federal Ministry of Education Training Institutions Regulatory Institutions, e.g. NUC.
	Meet medium-term requirements of specialized personnel for the health sector	Expand the capacity of health personnel training institutions to produce more health personnel Train personnel abroad Recruit personnel from among Nigeria in the Diaspora.	75% of projected requirements of each specialized personnel type	2012-2015		Health Personnel Training Institutions, Federal Ministry of Health	Federal Ministry of Health, Federal Ministry of Education Training Institutions Regulatory Institutions, e.g. NUC.
	Meet long-term requirements of specialized personnel for the health sector	Open more health personnel training institutions Further expand existing institutions Train personnel abroad Further Recruit personnel from among Nigeria in the Diaspora.	100% of projected requirements of each specialized personnel type	2016-2020		Health Personnel Training Institutions, Federal Ministry of Health	Federal Ministry of Health, Federal Ministry of Education Training Institutions Regulatory Institutions, e.g. NUC.

Generating Complementary Employment in the health sector	Develop employment generation capacity through local pharmaceutical production and distribution	Provide incentives for the production of pharmaceuticals in Nigeria.	20,000 direct employment and 200,000 indirect employment	2010-2020		Federal Ministry of Health, Federal Ministry of Industry	Federal Ministry of Health, Federal Ministry of Industry, Federal Ministry of Finance.
	Develop entrepreneurial capacity of Nigerians to participate in health sector employment.	Provide opportunities for small- scale fabrication of hospital equipment; provide standards, develop monitoring capacity.		2010-2020		Health, Federal Ministry of SMEDAN, SON,	Health, Federal Ministry of SMEDAN, SON,
	Simplify employment process and reduce geographical imbalance in health sector employment	Review the employment process to remove areas that unnecessarily delay and promote inhibition at the federal and state levels; including state employment policies. Mainstream gender in all the activities		2010-2020		Federal Ministry of Health, Federal Ministry of Labour, State Ministries of Health, State Ministries of Establishment	National Council on Health, Federal Ministry of Health, Federal Ministry of Labour, State Ministries of Health, State Ministries of Establishment

ACTION PLAN ON TOURISM, CULTURE, ENTERTAINMENT & SPORTS

TOURISM IMPLEMENTATION ACTION PLAN				
ACTION	REASON	IMPLEMENTING AGENCY	COORDINATING AGENCY	PRIORITY SCORE
Legislation of Tourism Policy	Most effective way to institutionalise development of the tourism sector.	FGN	Legislative wings of government	1
Provision of basic infrastructure and uninterrupted power supply.	Lack of basic infrastructure and regular power supply impairs growth of the tourism industry	FGN	State and Local governments, Private Sector	1
Establishment of enabling environment through provision of investment incentives	Tourism is a private sector driven industry. Government is merely to facilitate	FGN	State and Local governments	1
•Manpower Development	Nigeria is death in manpower in all sectors of tourism industry.	FGN, State and Local governments	ILO, Fed Min of Labour, Labour Organisations	2
Establishment of the tourism Implementation Technical Committee (TMP) in each of the three tiers of government	The TMP cuts across all sectors of government, all sectors of the economy and all sectors of the population	All three tiers of govts, Labour organisations	FGN, State and Local governments	1
All three tiers of government, Labour Organisations, Companies and Individuals should be encouraged to set up holiday homes and potential tourism facilities in urban and rural areas	This initiative will help the acceleration of the growth of the industry as well as competitiveness in development	FGN, State and Local governments, Labour organisation, Companies	All sectors of the Economy plus Religious bodies	2

CULTURE IMPLEMENTATION ACTION PLAN

Decentralisation of institutional control on the organisation of cultural events	The present disposition whereby government is the organiser and implementer does not provide employment opportunities	Fed. Min. of Tourism, Culture and National Orientation	State and Local governments, Private sector	1
Acceleration of arts and crafts villages as proposed by the Department of culture in all states	Initiative will enhance employment and accelerate professionalism the rural areas	Fed Min of Tourism, Culture, State and Local overnments	State and Local governments, Private individual	2
Development of Ethnographic museum in each of the state capitals	People without history are no people. The basic history of Nigeria is eroding fast.	State and Local governments	State and Local governments	2

ENTERTAINMENT AND FILM ACTION PLAN

Investment enhancement in the entertainment sector through government and financial institutions	Finance is the main constraint of the rapidly growing sector	FGN	Fed Min of Justice, Copy Right Commission	1
Putting in place sustainable piracy protection machinery	Piracy is becoming a serious threat to the entertainment and film sector	FGN	Fed Min of Justice, Copy Right Commission	1

SPORTS SECTOR IMPLEMENTATION ACTION PLAN

Privatisation and Commercialisation of sports	Translation of this sector to commercial entity will accelerate employment	FGN, State governments Sports Commission	Private Sector	2
Institutional decentralisation of control	Sports sector is generally translated as sports tourism sector which is generally propelled by the private sector in urban and rural areas. To develop current labour market information Mainstream gender in the activities of the four sub-sectors	FGN, State governments	Private Sector	1

APPENDIX 2

ABUJA DECLARATION ON MEETING THE EMPLOYMENT CHALLENGES OF THE GLOBAL ECONOMIC AND FINANCIAL CRISIS IN NIGERIA

WE, the major stakeholders in the employment sector, of the Federal, State and Local Governments in Nigeria, the Nigerian Employers Consultative Association, the Nigeria Labour Congress, the Trade Union Congress of Nigeria, civil society, and the International Labour Organisation, meeting at the National Employment Summit in Abuja, Nigeria from 21st to 23rd April, 2009, pursuant to the proposal to convene a Summit on Meeting the Employment Challenges of the Global Economic and Financial Crisis in Nigeria to address the challenges posed by the global financial and economic crises on the already pervasive and persistent unemployment and poverty situation in our country;

RECALLING the critical contributions to employment generation by the Millennium Development Goals, Ouagadougou Declaration of 2004, the Vision 20:2020, the Seven Point Agenda, and the National Employment Policy;

RECALLING FURTHER, Nigeria's contribution and adoption of the Decade of the Decent Work Agenda for Africa, 2007 - 2015 as well as Nigeria's commitment to the adoption of the ILO Declaration on Social Justice for a fair Globalization, of 2008;

AWARE of the high level of unemployment and underemployment in the country and the way in which this is contributing to the low ranking of the country in the Human Development Index;

EQUALLY CONCERNED about the persistent poverty, youth unemployment, deficit of decent jobs, the threat to already existing jobs and social protection

TAKING COGNIZANCE of the role of globalization that is posing challenges to our economy; the economic crisis that has reversed the gains already made in some sectors of the economy, many years of implementing economic adjustment programmes that exacerbated the unemployment situation in the nation and the many years of neglect in addressing employment creation;

CONCERNED about the negative consequences of abject poverty, unemployment and underemployment in the country manifested in crime, family dislocation, increase in political insecurity, increased cost of maintaining security etc

RECOGNIZING the current efforts aimed at poverty reduction and employment creation by the Federal, State and Local Governments of Nigeria, with the assistance of international development Agencies, communities, Non-Governmental Organisations, Employers, Labour Unions although commendable, are faced with mounting challenges;

AND HAVING taken a critical review of the unemployment and underemployment situation in the country, how the global economic crises impacts on it and the urgent need to confront the situation with comprehensive, practical and sustainable strategies;

WE COMMIT OURSELVES TO:

ACHIEVING the goals of the MDGs, Vision 20:2020, the Seven Agenda and the ILO decent

Work Agenda;

PLACING employment creation as a central objective of the nation's economic and social policies at the Federal, State and at the local government levels;

DEVELOPING a macro-economic framework that will sustain the protection and creation of decent employment in the country as well as targeting other macro-economic factors that may harm these well intentioned efforts;

ENSURING that Government, under these difficult economic circumstances, plays more prominent roles in directing the economic, political, and social policies for the protection of its citizens as well as providing a conducive environment for the growing domestic private sector to blossom and contribute to the generation of job-related growth;

ENSURING FURTHER, the institutionalization of good governance, transparency and accountability practices at all levels of government and in every sector of society which will serve as a foundation for the generation of a productive economy. In this direction, we shall continue to empower all the corruption-fighting agencies and citizens-coalitions to support this noble and inevitable national campaign.

Ensuring more public investment within the limits of available resources to boost the economy in a manner that will generate higher levels of growth that support employment creation;

RAISING the productivity level of the economy with special focus on the informal economy, agriculture and the other sectors, and the value we add to our produce in order to climb the development ladder and move out of poverty. In order to do so, we are committed to improving our human resources development and undertake structural transformations in relation to their output;

CHANGING the country's trade structure so that we can achieve a better balance with regards to the composition of our exports and imports, which implies strategically moving away from a state of exporting only raw materials as well as importing only those things that will boost high levels of value addition;

PROMOTING regional integration that boost domestic production and help generate decent job for the citizens of the region;

WORKING with our development partners in confronting the phenomenon of unemployment among youths, and vulnerable persons and groups in the country as well as mainstreaming gender in employment creation;

IMPROVING social dialogue with all the stakeholders in the tripartite framework that already exist with the aim of confronting the unemployment situation that face the nation; and other areas of national development and employment policy and conditions so as to ensure industrial peace and minimize job losses; acknowledging the need to create a special Employment Fund to cater for enhanced skills Development and other employment priorities and to request that all States and Local Governments do the same.

WE THEREFORE UNDERTAKE TO

IMPLEMENT the recommendations that have come out of the employment Summit. This inevitably implies amongst others the diversification of the economy and putting in place short, medium and long term investment plans to promote uninterrupted productive activities in sectors that in the past had contributed to rapid economic growth and generated

DESIGNATE governments at all levels, the private sector, Trade Unions and Non-Government Organisations as bodies responsible for the implementation of this Declaration and the Plan of Action; and the Federal Government (through the Federal Ministry of Labour and Productivity) as the Coordinator of the implementation;

FURTHER DEVELOP generally useable indicators to assess the progress of the attainment of the goals of the Declaration; and

REQUEST governments at all levels to submit quarterly reports to the Federal Government, on the status of the implementation of this Declaration.

CALL on the ILO to: support the implementation of this declaration with special reference to all the items listed below:-

- (a) Support the execution of a Comprehensive Employment and Labour Force Survey soon to be conducted by the National Planning Commission in collaboration with the Federal Ministry of Labour and Productivity.
- (b) Provide technical assistance in the implementation of the Labour-based Infrastructural Programme;
- (c) Provide technical assistance in the area of skills development
- (d) Strengthen labour administration through capacity building and contribute towards the effective implementation of social dialogue mechanisms and the implementation of the draft labour laws being considered by the National Assembly, which were formulated with ILO technical assistance.
- (e) Provide support to social protection and social security most especially to the recently inaugurated Committee set up to draft the National Social Security Policy;

Assist in the design of policies that will strengthen the enabling environment for entrepreneurship and private sector development.

massive jobs for citizens. These sectors include:

- (a). agriculture
- (b). commerce and industry
- (c). power and energy
- (d). solid minerals
- (e). works, housing and urban development
- (f). transport (land, water and air, railways)
- (g). communication and information
- (h). education sector
- (i). health sector
- (j). tourism, culture, entertainment and sports
- (k). Financial and Insurance Sector.

WE ARE DETERMINED TO

PUT IN PLACE regulations for the smooth operation of the informal economy to enable its members continue to contribute to national development and employment generation.

INCREASING public and encouraging private sector investments in areas such as education, healthcare, sanitation, infrastructure and the provision of security for our citizens. This is because such areas are labour intensive and therefore have the capacity of achieving goals of generating decent jobs.

DEVELOP the petroleum sector to continue to play a role in generating economic growth but not to the exclusion of other equally growth and employment-generating sectors.

REVITALISE and protecting our local industries and shall deliberately develop a coherent policy that provides for subsidies to local manufacturing and agro-allied industries. Peasant agricultural activities under the cooperative framework will be promoted and enhanced.

ATTRACT high quality, foreign direct investment (FDI) to the critical growth-generating sectors, aimed at employment creation. We are committed to regulating FDI in a manner that is most beneficial to our country as well as not jeopardising social priorities and labour standards. We shall collaborate with the international community for the attainment of this objective.

PUT IN PLACE mechanisms that will improve the conditions for domestic investment, as well as domestic savings. The banking and financial sector shall be strengthened to empower people of low and middle income status to promote their investments. In addition, the banking industry will be mandated to provide more credit to small and medium sized enterprises, and thereby support enterprise development. The regional, continental and international development community will be approached to support these efforts in generating jobs outside the public sector.

PUT IN PLACE machinery for the monitoring and evaluation of programmes and projects aimed at employment creation, poverty reduction and development of Nigeria in general.

ESTABLISH, a high-powered Committee of all the major stakeholders to draw up a Plan of Action to outline short, medium and long term strategies in line with this Declaration, Vision 20:2020 and the Seven Points Agenda towards achieving the goals of protecting and generating decent jobs for Nigerians;

WORK with the National Assembly and relevant governmental bodies towards the attainment of these goals in a period spanning 2009 - 2020;

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