

Policy Brief

Innovative Ways to Increase Employment Opportunities for Women and Youth



Centre for Social Justice Limited by Guarantee (CSJ)

Policy Brief

Innovative Ways to Increase Employment Opportunities for Women and Youth

Written

By

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(With the support of the CSJ Fiscal Governance Team)

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First Published in July, 2017

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ACRONYMS

ACHPR	African Charter on Human and Peoples Rights
BOF	Budget Office of the Federation
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
DHS	Demographic and Health Survey
ERGP	Economic Reform and Growth Plan
FCT	Federal Capital Territory
FGN	Federal Government of Nigeria
GES	Growth Enhancement Scheme
HIV	Human Immunodeficiency Virus
ICESCR	International Covenant on Economic, Social and Cultural Rights
ICT	Information, Communications Technology
ILO	International Labour Organisation
JAMB	Joint Admissions and Matriculation Board
LGA	Local Government Areas
PCR	Primary School Completion Rate
SDGs	Sustainable Development Goals
SSA	Sub Saharan Africa
UBEC	Universal Basic Education Commission
UNCESR	United Nations Committee on Economic, Social and Cultural Rights
UNESCO	United Nations Educational, Scientific and Cultural Organization
WEF	World Economic Forum

ACKNOWLEDGMENT

Centre for Social Justice (CSJ) acknowledges the support of the Ford Foundation, Office for West Africa in the research and publication of this Policy Brief.

EXECUTIVE SUMMARY

The Policy Brief is divided into four parts. Part One reviews the concept of inequality in employment which manifests in two major dimensions. The first dimension is about access to employment to wit, the ability of different groups (boys, girls, men, women, persons from different ethnic, cultural and religious backgrounds, etc.) to find employment. The skills, networks and social background of an applicant play a major role in determining whether the person gets a job. The second dimension is about occupational inequality, being the terms and conditions of work, whether individuals from different groups get equal pay for equal work/work of equal value, or the opportunity to advance and be promoted in their work place. This second trend comes up when an individual has been employed; it is about the conditions that are available to him in the workplace.

Part Two deals with the legal and policy framework. It reviews the national and international standards applicable to Nigeria on the right to work notably, the International Covenant on Economic, Social and Cultural Rights (ICESCR), the African Charter on Human and Peoples Rights (ACHPR), the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), etc. At the national level, it reviewed the constitutional Fundamental Objectives and Directive Principles of State Policy, the Economic Reform and Growth Plan, the National Policies on Employment, Youth and Gender. Employment is articulated within the concept of the larger right to an adequate standard of living because employment provides the resources to a means of livelihood which facilitates the satisfaction of other rights including education, food, health, housing, etc. Employment takes cognisance of the right to a continuous improvement in the standard of living based on the indivisibility, interdependence and inseparability of all human rights and fundamental freedoms. It is also seen within the context of an individual being able to employ himself, add value and create livelihoods for others as against being a mere employee.

Part Three examines the need for education and its relevance to job creation; education funding and the content of education in Nigeria including the benefits of mentoring, the *Almajari* system in Northern Nigeria. It further reviews enrolment and completion rates; enrolment into primary, secondary and tertiary institutions.

Part Four is the situation report on employment. It reviews the quarterly employment and underemployment reports published by the National Bureau of Statistics and its disaggregation between the age groups and between the male and female gender. The trend shows that the unemployment and underemployment rate for the 15-24 age bracket (which is part of the age of youth) is 23.93% and 35.05% respectively in the year 2016. This is quite high and amounts to 58.98% of the 15-24 youth labour force bracket having an employment based challenge. This is much higher than employment based challenge of other age brackets. The trend of unemployment and underemployment for the 25-34 age bracket (which is part of the age of youth) is 14.45% and 20.83% respectively in the year

2016. This is quite high and amounts to 35.28% of the 25-34 youth labour force bracket having an employment based challenge. Combining the average of the 15-24 age bracket (58.98%) and the 25-34 age bracket (35.28%) implies that 47.13% of the entire youth labour force has an employment related challenge. The gender disaggregation shows that 38.31% of the female labour force has an employment related challenge (unemployment and underemployment) compared to 28.33% of the male labour force.

Part Five is on other issues of interest including employment creating agencies and how they have fared; access to electricity and internet connectivity as factors militating against economic growth and job creation; attention to education for the knowledge economy through capital expenditure; inheritance norms which deny women equal access to property and its effect on female creation of self employment. Macroeconomic policies that dictate interest rates in excess of 20% were also reviewed in the context of their contribution to diminishing employment for women and youths.

Part Six is the conclusions and recommendations. The following recommendations were proffered.

1. Harmonise education curriculum and industry needs: The review of education curriculum to make it more relevant to industry needs will generate more employment opportunities and create a synergy between education, employment and job creation.

2. Greater attention to education for the knowledge economy: Specifically, in the new age of information communications technology, special attention should be paid to ICT, the development of human capital for the knowledge economy and enhanced practical vocational skills that encourage new ventures and self-employment. The state should encourage education on the power of innovation and new technologies including artificial intelligence and the block chain concept.

3. Greater Investment in internet connectivity: Government and the private sector should increase investments in broad band internet and increase internet penetration to all parts of Nigeria. This will increase the opportunity for all Nigerians to be part of the new world of innovation, experimentation and access to unlimited knowledge resources. The private sector should be encouraged with incentives to expand internet access.

4. Greater investments in education: Educational institutions are the preparation ground for the workforce of today and tomorrow. The critical skills needed to run a competitive economy are acquired through institutions of learning. As such, Nigeria should increase its allocation and value for money spending in education.

5. Mentoring and career guidance: Mentoring and career guidance will help the youth to discover their critical marketable skills which they can use in job hunting or alternatively use as skills/ideas to bring new products and services into the market. It will also assist in informing youths and women of opportunities and skills in hot demand in the market.

6. Support Entrepreneurship: Government should take steps to spread the knowledge and skills of entrepreneurship in educational institutions. This should be considered in curriculum review. Knowledge about how to set up and run a business and the critical success factors should be taught in schools and colleges.

7. Macroeconomic policies that reduce interest rate and the cost of funds: The cost of borrowing and interest rate payable for credit through the money deposit banks in Nigeria is scandalously high at over 20%. With the monetary policy rate at 14%, this guarantees that very few firms can access credit and be able to repay same. Monetary policy and macroeconomic reforms that reduce the rate of interest to single digit rates are imperative.

8. Use data to drive development, growth and employment reforms: FGN and states through their statistics bureau should collect and analyse more information related to women and the youth in employment, the challenges they face, perceptions of social reality and recommended solutions for action.

9. Promote local content in public procurement: FGN and the states should mainstream the local content idea into the procurement process of all sectors of the economy. Through this process, Nigerian made goods and services receive priority attention in government commerce. FGN should use tariff and non-tariff measures to make Nigerian goods and services more competitive. When locally produced goods and services are bought, the firms will make more profit and will be in a position to expand and hire more staff that will pay personal income tax to government in a win-win scenario for all. Leadership by example from the presidency to the legislature and judiciary is imperative for the promotion of local content in the public sphere.

10. Promote local content in the private sector: Through enabling laws and policies, FGN should mainstream local content into the procurement process of private establishments. Through this process, Nigeria made goods and services receive priority attention in private sector commerce. FGN should use tariff and non-tariff measures to make Nigerian goods and services more competitive. When locally produced goods and services are bought, the firms will make more profit and will be in a position to expand and hire more staff that will pay personal income tax to government in a win-win scenario for all.

11. Increase resource allocation to employment creating schemes: Resource allocation for schemes and projects that create employment and add value across the value chains of industry, agriculture and the informal sector should be intensified. This could be done through dedicated schemes in the Bank of Industry, agriculture, creative industries, a challenge fund for innovation, etc.

12. Increase demand for accountability, transparency and participation in employment creating schemes: There should be adequate publicity around public schemes that create jobs and the terms and conditions of accessing these jobs so as to create sufficient pressure and demand from citizens for accountability in the use of the resources. This should include constituency projects of legislators. Releases of funds to the

schemes should be published in the media and disseminated to stakeholders to ensure monitoring and oversight by the stakeholders. This will reduce corruption and leakages in the system and improve transparency and accountability. Also, the involvement of communities and stakeholders in policy planning, implementation, monitoring and evaluation will increase the value added in employment.

13. Reform Inheritance Laws: Ensure that laws on inheritance which seek to give women less shares or totally disinherit them are reviewed to give them equal opportunity to inherit wealth from their parents. Inherited wealth gives the inheritor a head start in life which is not available to others who do not have such opportunity.

14. Affirmative Action: FGN and states should consider affirmative action strategies for the improvement of female employment. This may include launching a female employment campaign, a special fund for women entrepreneurs, special quotas, etc.

15. Workplace Gender Policy: FGN should develop a Workplace Gender Policy which will eliminate inequities and barriers to women's participation in the workforce. Nigeria should consider the ratification of the ILO Convention on Equal Opportunities and Equal Treatment for Male and Female Workers, Workers with Family Responsibilities Convention 156 of 1981 and domesticate same in national law.

16. Proportional representation in public office: Entrench proportional representation in public office by law: Federal and state legislature may consider the amendment of the Constitution to entrench proportional representation between the male and female in the legislature and other arms of government in the executive and judiciary or as a minimum, legislate for not less than 35% representation of the female gender.

17. Reduction of age barrier to hold elective office: Federal and state legislatures should consider the amendment of the Constitution for the reduction of the age barriers for holding elective office to the legal age of majority in Nigeria.

18. Higher investments in sports: Sports is mainly a youth activity. Higher investments in sports will provide jobs and life skills for interested youths. The government should provide the enabling environment through incentives for private sector investors to commit more resources to sports development.

PART ONE: CONCEPTUAL FRAMEWORK OF INEQUALITY IN EMPLOYMENT

Inequality in employment manifests in different dimensions. The first dimension is about access to employment to wit, the ability of different groups (boys, girls, men, women, persons from different ethnic, cultural and religious backgrounds, etc.) to find employment. The skills, networks and social background of an applicant play a major role in determining whether the person gets a job. The skills come from formal and informal education thereby establishing an indivisible link between accessing the right to education and the ability to get employed¹. Networks and social background helps individuals to leverage persons in authority who make the decision to hire or reject an applicant. At the end of the day, when jobs are few and there are many qualified applicants, the decision to hire becomes the exercise of discretion, especially in private establishments. In exercising discretion, biases come to play.

Women in traditional male dominated society were not considered as workers, especially as full time workers, when the narrative usually aligns them with raising a family and unremunerated domestic work. This trend also leads to the female gender being dominant in certain low paid jobs such as teaching in Nigeria, and their exclusion from high level managerial positions that determine public and private policy². Essentially:

“Segregation by gender in the labor force is extremely high, hence the reason why there remain so many disparities and inequalities among men and women of equitable qualifications. The division of labor is a central feature for gender based inequality. It influences the structure both based on its economic aspects and construction of identities. However, studies show that the general overall picture of gender and labor has not been evaluated. The importance of these issues is pertinent for the future structure of our labor force”³.

Individuals have also suffered discrimination and inequality in accessing jobs simply because they are gay, lesbian, have HIV, or other diseases or simply because they have some disabilities or do not belong to the dominant race, ethnic group, religion, etc. within a given society. Youths, due to their young age and the proverbial ‘lack of experience’ sometimes suffer discrimination and may not be hired by employers on account of their age and inexperience. But, government and the society have an obligation to create opportunities for youths, where they can start in the world of work and gain the requisite experience.

¹ This reaffirms the indivisibility, interrelatedness and inseparability of all human rights and fundamental freedoms.

² See Annex 1 to this report on the percentage of women holding managerial positions in Nigeria across the sectors.

³ https://en.wikipedia.org/wiki/Occupational_inequality

The second dimension is about occupational inequality, being the terms and conditions of work, whether individuals from different groups get equal pay for equal work/work of equal value, or the opportunity to advance and be promoted in their work place. This second trend comes up when an individual has been employed; it is about the conditions that are available to him in the workplace. It has been stated by experts that⁴:

“Occupational inequality is the unequal treatment of people based on gender, sexuality, height, weight, accent, or race in the workplace. When researchers study trends in occupational inequality, they usually focus on distribution or allocation patterns of groups across occupations, for example, the distribution of men compared to women in a certain occupation⁵. Secondly, they focus on the link between occupation and income, for example, comparing the income of whites with blacks in the same occupation”.

Thus, inequality in employment is a product of policy choices, laws and practices of governments, the private sector and the society as a whole. It is not ordained by nature and there is a legal and moral imperative to use law and policy including affirmative action to reduce inequality.

The Fundamental Rights Chapter of the 1999 Constitution (as amended)⁶ provides in section 42 as follows:

42. (1) *A citizen of Nigeria of a particular community, ethnic group, place of origin, sex, religion or political opinion shall not, by reason only that he is such a person:-*
(a) *be subjected either expressly by, or in the practical application of, any law in force in Nigeria or any executive or administrative action of the government, to disabilities or restrictions to which citizens of Nigeria of other communities, ethnic groups, places of origin, sex, religions or political opinions are not made subject; or (b) be accorded either expressly by, or in the practical application of, any law in force in Nigeria or any such executive or administrative action, any privilege or advantage that is not accorded to citizens of Nigeria of other communities, ethnic groups, places of origin, sex, religions or political opinions.*

(2) *No citizen of Nigeria shall be subjected to any disability or deprivation merely by reason of the circumstances of his birth.*

The implication of the above provision is that laws and policies should not unduly favour, privilege or discriminate and hold back individuals or groups or communities from gaining employment and when they gain employment, there should be no occupational inequality.

⁴ https://en.wikipedia.org/wiki/Occupational_inequality

⁵ Tam, T (1997). "Sex Segregation and Occupational Gender Inequality in the United States: Devaluation or Specialized Training?". *The American Journal of Sociology*. 102 (6): 1653. doi:10.1086/231129

⁶ Unless the context otherwise indicates, any reference in this Policy Brief to the Constitution is a reference to the Constitution of the Federal Republic of Nigeria 1999, as amended.

PART TWO: LEGAL AND POLICY REVIEW

The constitutional Fundamental Objectives and Directive Principles of State Policy in section 17 (3) (a) and (e) provide as follows:

The State shall direct its policy towards ensuring that-

(a) all citizens without discrimination on any group whatsoever, have the opportunity for securing adequate means of livelihood as well as adequate opportunities to secure suitable employment;

(e) there is equal pay for equal work without discrimination on account of sex, or on any ground whatsoever;

The above provision is found in the non-justiciable Chapter Two of the Constitution which cannot be the basis for an action in a court of law and as such, may be unenforceable. However, the National Assembly can take steps to enact specific laws which may create duties and rights for identifiable category of state and non-state actors⁷.

In the National Employment Policy, employment is identified as a multi-dimensional and sectoral issue that needs to be pursued from the perspective of national macroeconomic and sectoral policies and other perspectives. The strategies to be adopted in promoting employment include mainstreaming of special target groups for example women, youths, the disabled, etc.; linking education and training to labour market requirements; accelerating the growth rate of the agriculture sector and promotion of micro, small and informal sector enterprises, etc⁸.

In relation to women, it is recognised that law and policies can hold back their participation in the labour force⁹. Negative cultural practices in property and land ownership, control and access, inheritance rights¹⁰, access to education and healthcare all combine to diminish women's access to employment or employment generating activities. Unremunerated reproductive and household work that is not recognised within the context of the Gross Domestic Product all contribute to women's disempowerment. Also, access to credit and finance to run private businesses is an issue considering that a borrower must be credit worthy and show the capacity to repay the debt and provide collaterals for the debt which women often do not have. Again, there is hardly any affirmative action policy geared towards facilitating women's participation in the labour market.

The Economic Reform and Growth Plan of the Federal Government under the "Job creation and youth empowerment" subheading states as follows:

⁷ See item 60 of the First Schedule to the Constitution of the Federal Republic of Nigeria, 1999 as amended.

⁸ Page 12 of the National Policy on Employment.

⁹ These laws include statutory, customary and sharia laws.

¹⁰ Although, many Supreme Court judgements have outlawed customary laws that debar women from inheriting property, the informal rule in parts of Nigeria where women are not traditionally entitled to inherit property still persists.

Interventions to create jobs are a core part of the ERGP, which aims to reduce unemployment and under-employment, especially among youth. The ERGP accordingly prioritizes job creation through the adoption of a jobs and skills programme for Nigeria including deepening existing N-Power programmes, and launching other public works programmes. The partnership for job creation will also focus on the policies required to support growth and diversification of the economy by placing emphasis on Made-in-Nigeria, public procurement which takes account of local content and labour intensive production processes. All initiatives under job creation would prioritize youth as beneficiaries. Accordingly, all capacity building and skills acquisition interventions will be targeted at youth-dominated sectors such as ICT, creative industries, and services. Furthermore, concerted efforts would be made to encourage youth to venture into other labour intensive sectors such as agriculture and construction.

The National Gender Policy goal in employment is stated to be the achievement of equality and equity in employment opportunities and elimination of discriminatory and abusive practices (on the grounds of sex, race, ethnicity, class, religion, age, disability or marital status) against the employment of women in the public and private sectors of the economy. The key objectives to achieve the goal are to build the human capital of women to allow them comparable opportunity in the modern labour market; eliminate all discriminatory practices against the employment of women in the public and private sectors of the economy; institutionalize ties between work and family roles; create a family friendly work environment and further create a gender responsive and friendly business environment¹¹. Whether governments at all levels are investing enough resources to achieve these objectives is a moot point.

According to the National Gender Policy, the challenges women face and which characterise the Nigerian labour market include gender based discriminatory policies and laws; unfriendly work environment; occupational segregation by sex with women concentrated in low earning employment and few women occupy senior managerial positions; gender based division of labour and abuse of women's sexuality. Thus, the Policy states that:

“Women (compared to men) lack access to employment opportunities because of low investment in their human capital, especially their low level of education, and lack of skills appropriate for formal labour employment. Women therefore dominate small scale commerce in food, textiles, household goods and consumables. The few employed in the formal labour market work within an environment which is non-responsive to their gender needs...”

A number of international and regional standards provide for the right to work and good working conditions on a non-discriminatory basis. The standards include articles 6 and 7 of the International Covenant on Economic, Social and Cultural Rights (ICESCR); article 15 of the African Charter on Human and Peoples Rights (ACHPR); article 11 of the Convention

¹¹ Pages 65-67 of the National Gender Policy.

on the Elimination of All Forms of Discrimination against Women (CEDAW), etc. CEDAW particularly provides the right to same employment opportunities including the application of same criteria for selection in employment; equal remuneration for work of equal value; maternity protection, etc.

The National Employment Policy recognises the need to equip the youth with sufficient formal, vocational and skills training for full and meaningful participation in the labour market within the context of full employment¹². The National Youth Policy's goal on employment is to *promote the provision of a wide range of vocational, flexible employment opportunities, decent working conditions and life skills, which will in turn enable youths in Nigeria to find and maintain gainful employment and sustainable livelihood without any form of discrimination*. The strategies provided in the Policy include provision of school based career guidance and counseling service; provision of youth centres and career guidance centres; self-employment creation and vocational training and apprenticeship¹³. However, whether governments in Nigeria have provided the human, material, technical, information, financial and ecological resources in support of the foregoing goal and strategies is a moot point. However, the National Employment Policy is a 1999 document which is in dire need of review and updating.

The factors that militate against youth unemployment include lack of skills, the disconnect between the formal education curriculum and industry demands, inadequate career guidance and counseling facilities, inadequate access to credit facilities to start new ventures, a business environment that is not conducive to start-ups, laws and policies which sometimes discriminate against the youth¹⁴ and the paucity of tailor made programmes targeted at the youthful population. Also, the fact that youths play little or no role in the governance of the country as political leaders and managers of economy ensures that their issues are not placed on the front burner of national consideration.

Employment in this Policy brief is articulated within the larger right to an adequate standard of living because employment provides the resource to a means of livelihood which facilitate the satisfaction of other rights including education, food, health, housing, etc¹⁵. Employment takes cognisance of the right to a continuous improvement in the standard of living based on the indivisibility, interdependence and inseparability of all human rights and fundamental freedoms¹⁶. It is also seen within the context of an individual being able to employ himself, add value and create livelihoods for others as against being a mere employee.

¹² Page 55 of the National Employment Policy.

¹³ See pages 51 to 54 of the National Youth Policy.

¹⁴ The age requirement for election into State House of Assembly and House of Representatives is 30 years whilst the senate and governorship require a candidate to be 35 years; for the presidency, the age requirement is 40.

¹⁵ See article 25 of the standard setting Universal Declaration of Human Rights, 1948.

¹⁶ See article 11 of the ICESCR.

PART THREE: EDUCATION FOR EMPLOYMENT AND JOB CREATION

3.1 NEED FOR EDUCATION

Education is the bed rock of economic, social and technological development. It is a basic human right which requires the intervention of both state and non-state actors¹⁷. The skills, knowledge and opportunities coming from education can position women and youths for employment. The availability, accessibility, acceptability and adaptability of education in any given context lay the foundation for the acquisition of skills relevant for economic growth and development. Availability refers to functional education institutions and programmes in sufficient quantity within the jurisdiction of a state while accessibility refers to affordability, nondiscrimination and physical accessibility¹⁸. Acceptability resonates in the form and substance of education, including curricula and teaching methods which needs to be relevant, culturally appropriate and of good quality which responds to the needs of the society¹⁹. Adaptability on the other hand refers to education's flexibility to adapt to the changing needs of societies and communities while responding to the needs of students within diverse social and cultural settings²⁰.

3.2 FUNDING OF EDUCATION

In settings such as Nigeria, government's funding of education, to a large extent shows the direction, level and quality of education available to a populace. This even resonates more for marginalized groups who may not be able to afford education provided by the private sector. The federal allocations to polytechnics and universities of technology which train critical technical manpower over the years shows poor prioritization of technological, technical and vocational skills. Table 1 shows the trend.

Table 1: Federal Allocations to Polytechnics and Universities of Technology

Year	Allocation to Polytechnics	Allocation to Universities of Technology
2017	61,457,240,890.00	19,497,911,107.00
2016	57,105,335,037.00	18,167,940,939.00
2015	59,478,424,468.00	19,348,433,514.00
2014	61,235,085,462.00	20,625,685,905.00
2013	59,424,149,532.00	20,523,176,637.00
	298,700,235,389.00	98,163,148,102.00

Source: Budget Office of the Federation

In Table 2 below, the overall federal allocations to education over years 2010-2017 is shown.

¹⁷ See articles 13 and 14 of the ICESCR, article 17 of the African Charter on Human and Peoples Rights, articles 2, 3, 4, 5 and 10 of the Convention on the Elimination of all forms of Discrimination against Women, etc.

¹⁸ General Comment No.13 (Twenty First Session, 1999) of the United Nation's Committee on Economic, Social and Cultural Rights - (UNCESCR).

¹⁹ General Comment No.13, supra.

²⁰ General Comment No. 13, supra.

Table 2: Federal Government's Allocation to Education for the Period 2010-2017

YEAR	TOTAL FGN BUDGET	ALLOCATION TO EDUCATION	% ALLOCATION TO EDUCATION	26% UNESCO BENCHMARK	VARIANCE BETWEEN UNESCO BENCHMARK AND ACTUAL ALLOCATION TO EDUCATION
2017	7,441,175,486,758	455,407,788,565	6.12	1,934,705,626,557.08	1,479,297,837,992.08
2016	6,060,677,358,227	480,278,214,688	7.92	1,575,776,113,139.02	1,095,497,898,451.02
2015	4,493,363,957,158	483,183,784,654	10.75	1,168,274,628,861.08	685,090,844,207.08
2014	4,695,190,000,000	495,283,130,268	10.55	1,220,749,400,000.00	725,466,269,732.00
2013	4,987,220,425,601	437,478,097,032	8.77	1,296,677,310,656.26	859,199,213,624.26
2012	4,877,209,156,933	409,531,390,348	8.40	1,268,074,380,802.58	858,542,990,454.58
2011	4,226,191,559,259	356,495,828,145	8.44	1,098,809,805,407.34	742,313,977,262.34
2010	4,079,654,724,257	249,086,254,059	6.11	1,060,710,228,306.82	811,623,974,247.82
TOTALS		3,366,744,487,759.00		10,623,777,493,730.20	7,257,033,005,971.18
AVERAGE			8.38		

Source: (i) Budget Office of the Federation and (ii) Authors Calculations

Table 2 shows a miserly 8.3% of the overall budget vote against the background of the 26% for developing countries recommended by the United Nations Educational, Scientific and Cultural Organization. This is not sufficient to meet the demands of the Nigerian society, especially the technical skills sets needed in the 21st century world of work. When this poor allocation is juxtaposed with the fact that not the whole budgeted sum gets released; and not all sums released get cash-backed; and even the fact of cash-backing does not mean that the whole sums will be utilized; then, the whole scenario shows extreme low prioritization of education.

The products of a poorly funded education system will not have access to knowledge required for survival and competition in the 21st century and as such, any plans to improve job opportunities for women and youth must take cognizance of the challenges and flaws in the education system.

3.3 CONTENT OF EDUCATION

There are challenges related to the content of Nigeria's education curriculum at all levels. The curriculum is not related to the world of work, fails to spur innovation and creativity while producing skill competencies that are not in demand by the market. A lot of the content is theoretical regurgitation learning which is not focused towards problem solving. Certification that lacks practical learning is the norm while science to non-science students

ratio at the tertiary level is 32-68 instead of the 60 - 40 ratio recommended by the National Education Policy. Skills such as the capacity for examination, inquiry, evidence collection and analysis; career and life skills, digital literacy, analytical skills, critical thinking and reasoning and application of learning; determine and monitor targets for projects and programmes are not usually imparted to students. Other skills found missing in the content of education include effective communication for lucid expression of thoughts and ideas, high productivity, life-long learning, adaptability, flexibility, collaborative problem solving and ability to interact in heterogeneous groups, etc.

Mentoring and career guidance is virtually absent in the Nigerian school system. Mentoring has been postulated to have the following advantages:

Box 1: Benefits of Mentoring and Career Guidance

i. Increased skills and knowledge; ii. Increased potential for career mobility and promotion; iii. Improved understanding of their roles in an organization; iv. Insights into the culture and unwritten rules of an organization; v. A supportive environment in which successes and failures can be evaluated in a non-confrontational manner; vi. A smoother transition through management levels; vii. A powerful learning tool to acquire competencies and professional experience; viii. Potential for increased visibility; ix. Networking opportunities; x. Development of professional skills and self-confidence; xi. Recognition and satisfaction; xii. Empowerment; xiii. Encourages different perspectives and attitudes to one's work, and xiv. Develops greater appreciation of the complexities of decision-making within an organisational framework. Other benefits are xv. Makes a smoother transition into the workforce; xvi. Furthers his/her development as a professional; xvii. Gains the capacity to translate values and strategies into productive actions; xviii. Complements ongoing formal study and/or training and development activities; xix. Gains some career development opportunities; xx. Develops new and/or different perspectives; xxi. Gets assistance with ideas; xxii. Demonstrates strengths and explores potential, and; xxiii. Increases career networks and receives greater agency exposure.

Source: Global Journal of Human Resource Management Vol.3, No.3

In Northern Nigeria, the *Almajari* system encourages a cycle of poverty, extremist influences and little or no learning in subjects relevant to modern existence. The participating children learn the Koran and Islamic teachings but most times, are reduced to beggars for food and alms. Under the former President, Goodluck Jonathan, 165 Almajari schools were built. The schools combined Islamic education with vocational and formal western education. However, the programme had been abandoned by the new administration since the year 2015.

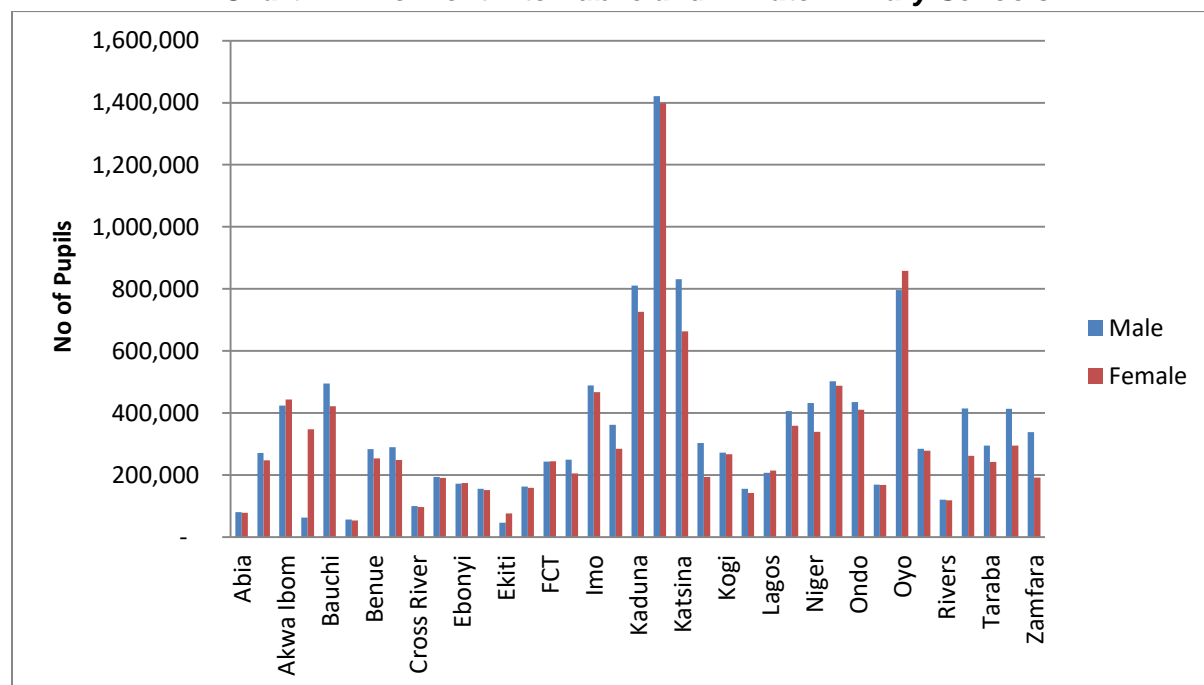
The content of education must be made responsive to the demands of the new age in terms of a learning culture which is linked to industry, problem solving, innovative and creating new ideas for the production of goods and services and the evolution of society. Learning must contribute to areas of Nigeria's greatest comparative advantage and deepen knowledge in the sectors that not only produce goods and services but are also tradeable.

In Africa, despite the fact that access to education has increased in the last quarter of a century, most youths are still not learning the essential things they need to flourish at the moment and in the future. The World Economic Forum²¹ (WEF) projected that if the current trend continues, “by 2050, some one-third of Africa’s one billion young people will lack basic proficiency in Math, reading, and other subjects” and that “millions will be unemployable and unproductive” as the current situation is weakening the continent’s development capacity. It further suggested that one million university-trained researchers²² are needed by the continent to address her pressing challenges in key sectors such as health, energy etc.

3.4 THE ENROLMENT AND COMPLETION FIGURES

3.4.1 Primary School Enrolment: Data on primary school enrolment from the Federal Ministry of Education show that 24.54 million pupils were enrolled into public and private primary schools for the 2015/2016 academic session of which 12.76 million were male intakes and 11.77 million were female intakes. This represents an intake gap of 985,112 between the two sexes. Chart 1 is a graphical representation of the enrolment data in some states as disaggregated by state and sex.

Chart 1: Enrolment into Public and Private Primary Schools



Source: Charted with Data from Educational Planning, Research and Development Department of the Federal Ministry of Education²³

²¹ WEF’s website, article titled “Why Africa needs an education revolution to achieve its potential”. See <https://www.weforum.org/agenda/2018/10/africa-s-future-depends-on-improving-education/>

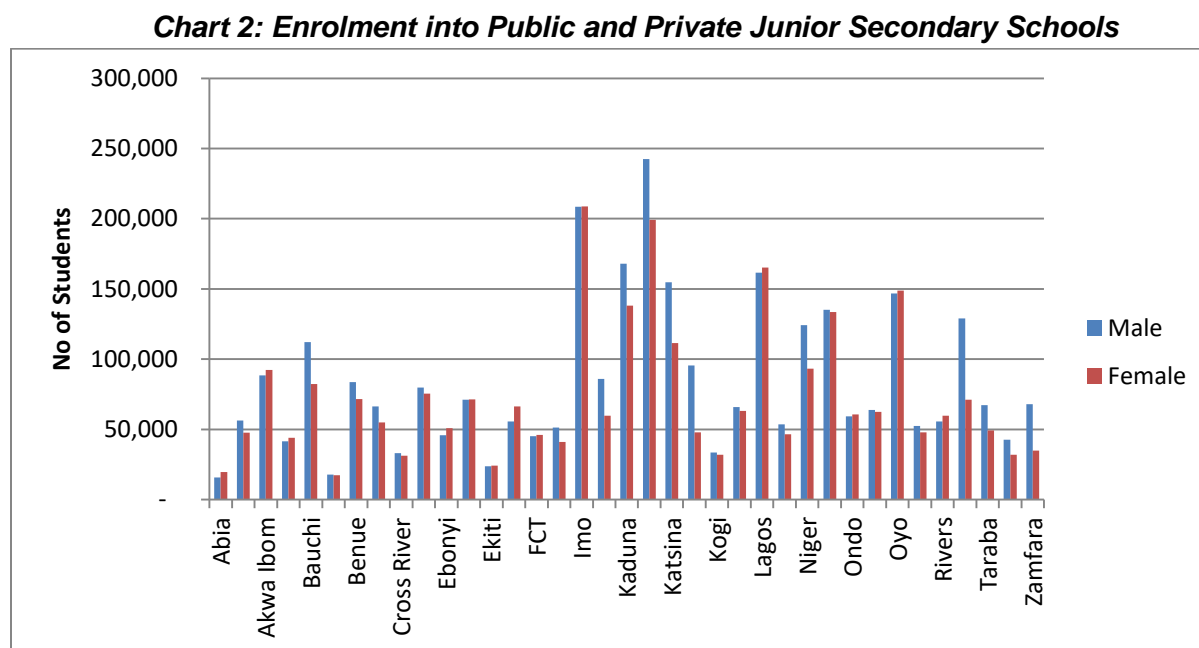
²² Africa has just 198 researchers per million people, Chile has 428, the US and the UK have over 4000. See more <https://www.weforum.org/agenda/2017/05/scientists-are-the-key-to-africas-future/>

²³ The data was sent by letter of May 22, 2017 to Centre for Social Justice in response to its freedom of information request dated April 26, 2017.

Enrolment rate analysis across the states reveal that 30 states had a higher male to female enrolment rate while only 6 states (Akwa Ibom, Anambra, Ebonyi, Ekiti, Lagos and Oyo) and the FCT, had a higher female to male enrolment rate for the 2015/2016 academic session. Kano State had the highest number of female intakes with a total of 1.398 million enrollees, followed by Oyo and Kaduna States with 858,352 and 726,061 enrollees respectively. Bayelsa State had the least number of female enrollees with 54,330 intakes. On the other hand, Kano State had the highest number of male enrollees with 1.42 million intakes while Ekiti had the least number of male enrollees with 46,565 intakes.

3.4.2 Enrolment into Public and Private Junior Secondary Schools: Data from the Department of Educational Planning, Research and Development of the Federal Ministry of Education indicated that 5.81 million students were enrolled in public and private junior secondary schools for the 2015/2016 academic session. It also showed that 3.1 million enrollees of this number were male while the remaining 2.7 million enrollees were female. This represents an intake gap of 399,761 enrollees.

Chart 2 presents the pictorial representation of the enrollees as disaggregated by states and sex for the 2015/2016 academic session.



Source: Charted with Data from Educational Planning, Research and Development Department of the Federal Ministry of Education

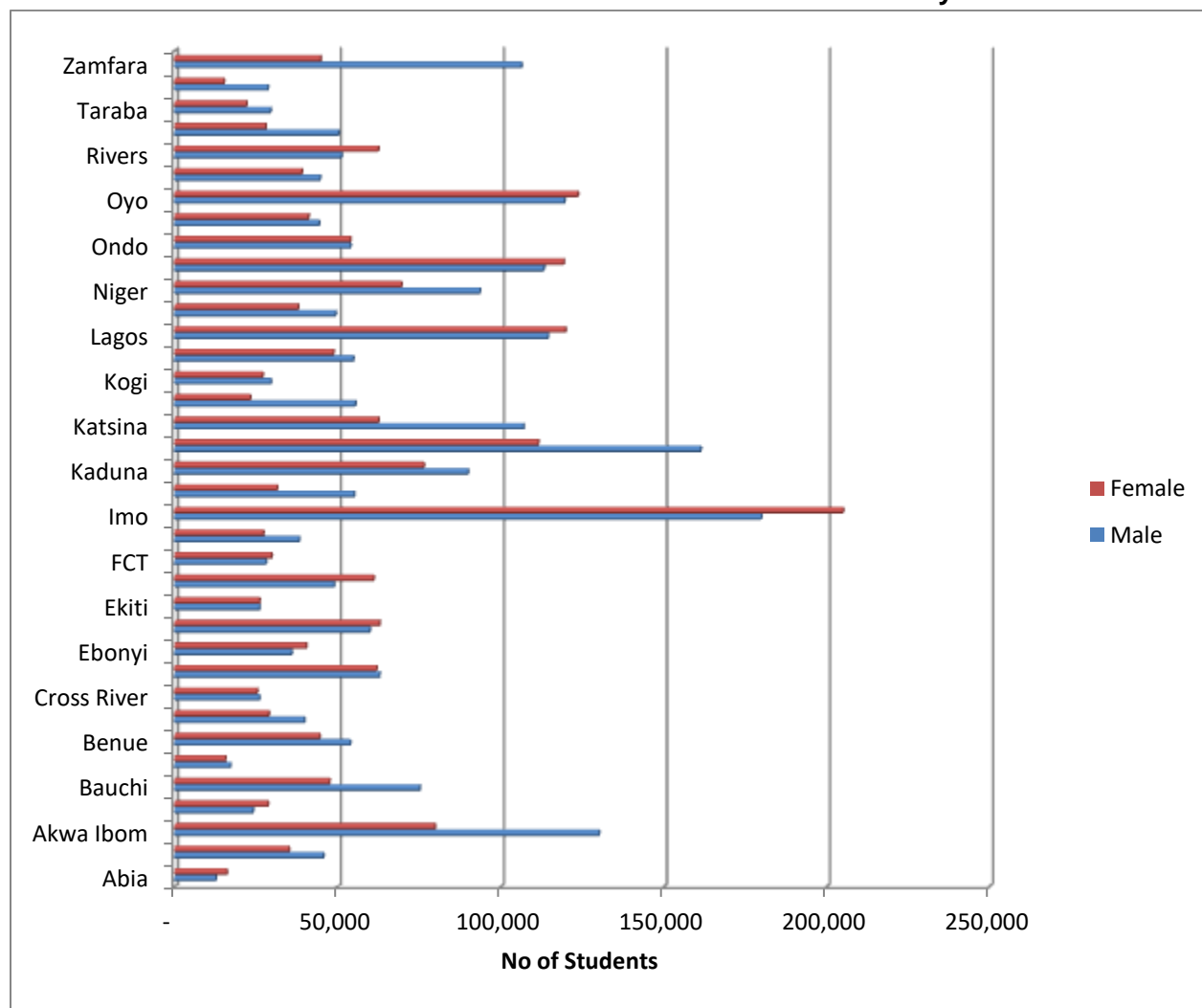
Looking at the male to female enrolment ratio across the states, 24 states had a higher male to female enrolment ratio while 12 states and the FCT had a higher female to male enrolment ratio. Imo State had the highest number of female enrollees with 208,780 intakes. Kano, Lagos and Oyo States were next in line with 199,237; 165,207 and 148,830 enrollees respectively. Bayelsa State had the least number of female enrollees with 54,330 intakes.

Regarding male enrollees, Kano State recorded the highest number of intakes with 242,398 enrollees while Abia State had the least with 15,709 enrollees.

3.4.3 Enrolment into Public and Private Senior Secondary Schools: Data from the Department of Educational Planning, Research and Development of the Federal Ministry of Education show that for the 2015/2016 academic session, a total number of 4.34 million students were enrolled into public and private secondary schools in Nigeria. It further showed that 2.35 million intakes out of this number were male while 1.99 million intakes were female which means that there was an intake gap of 363,237 between the sexes.

Chart 3 below presents the variation of intakes into public and private senior secondary schools across the states of the federation, disaggregated by sex for the 2015/2016 academic session. The full data is presented in the Annex 1.

Chart 3: Enrolment into Public and Private Senior Secondary Schools



Source: Charted with Data from Educational Planning, Research and Development Department of the Federal Ministry of Education

Although the population of the states vary, it is noteworthy however to point out that Imo State recorded the highest number of female intakes into public and private senior secondary schools with a total number of 205,016 intakes. Oyo, Lagos, and Ogun states followed with 123,603; 119,804 and 119,309 female intakes respectively. Yobe state had the least number of female intakes with 15,063 enrollees for the academic session. Again, Imo had the highest number of male intakes with a total number of 179,880 enrollees while Abia state had the least with 12,503 enrollees. In all, 26 states had more male to female enrolment ratio with only 9 states having a higher female to male enrolment ratio.

3.4.4 Disaggregated Enrolment Data: Data available from the United Nations Educational, Scientific and Cultural Organisation (UNESCO) indicates that as at 2016, Nigeria had 31 million primary school age children and the number of out of school children is stated at 9 million²⁴. In Table 3, the primary school age population (in and out of school) is indicated.

Table 3: Primary School Age Population (in and Out of School)

	Girls	Boys
Primary School Age Population	15,208,000	15,829,000
% In School	63	67
% Out Of School	37	33

Source: <http://uis.unesco.org/apps/visualisations/oosci-data-tool/index-en.html#en/NGA>

Table 3 shows that 37% of girls of school age are out of school while 33% of the boys of school age are out of school. This amounts to an average of 35% of school age children who are out of school. The Table speaks about inequality and may be, discrimination based on sex. The factors responsible for sex discrimination in education will fall under the considerations listed in the National Gender Policy.

Table 4 further explains the rates of schooling in terms of the rural urban divide.

Table 4: Rural Urban Divide in School Attendance

	Rural	Urban
Primary School Age Population	21,788,000	9,249,000
% In School	56	85
% Out Of School	44	15

Source: <http://uis.unesco.org/apps/visualisations/oosci-data-tool/index-en.html#en/NGA/in-out-school/rural-urban>

From Table 4, only 56% of rural school age children are in school leaving 44% out of school as against 85% who are in school in the urban area with 15% being out of school. The rural urban divide is a divide of wealth versus poverty, knowledge versus ignorance and opportunities versus lack of opportunities and as such, presents a context of inequality.

²⁴ <http://uis.unesco.org/apps/visualisations/oosci-data-tool/index-en.html#en/cover>

Table 5 shows the differentials in terms of the children from the poorest and richest homes. Among the poorest families, more than two thirds of the children are out of school.

Table 5: Poverty and Riches Divide in School Attendance

	Poorest	Richest
Primary School Age Population	6,890,000	5,152,000
% In School	18	95
% Out Of School	72	5

Source: <http://uis.unesco.org/apps/visualisations/oosci-data-tool/index-en.htm#en/NGA/in-out-school/poorest-richest>

Only 18% of children from the poorest families are in school as against 95% for children from the richest families.

3.4.5 Enrolment into Tertiary Institutions in 2016: Figures as released by Joint Admission and Matriculation Board (JAMB) show the number of applicants into tertiary institutions as disaggregated by sex and the category of tertiary institutions. 884,933 male students and 694,094 female students applied to be admitted into institutions of tertiary learning in 2016, making it a total of 1,579,027 applicants. It also showed that the Federal Universities had the highest number of applicants, seconded by the State Universities and the Innovative Enterprise Institutes had the least number of applicants, with 1,099,124 applicants; 434,959 applicants and 31 applicants respectively. These in percentage terms represent a 69.61%; 27.55% and less than 1% of the overall number of applicants respectively.

Table 6: Number of Applicants into Tertiary Institutions in 2016

Institution	Male	Female	Total
Federal Universities	630,168	468,956	1,099,124
State Universities	231,647	203,312	434,959
Private Universities	5,412	4,244	9,656
Polytechnics	10,979	6,605	17,584
Colleges of Education	6,703	10,970	17,673
Innovative Enterprise Institutes	24	7	31
TOTAL	884,933	694,094	1,579,027

Source: JAMB Website: Application/Admission Statistics Aggregate²⁵

As presented in Table 6 above, the gap in the number of applicants between the male and female applicants in 2016 was over 190,000 applicants, pointing to the need to even up the

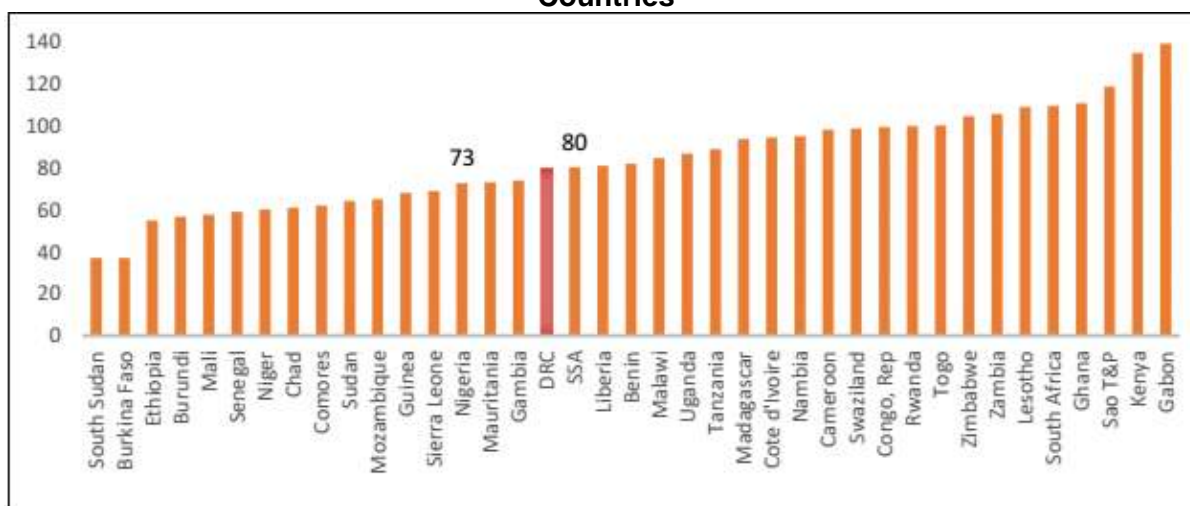
²⁵ <http://www.jamb.gov.ng/Statistics.aspx>

number of applicants from both sexes. This would be achieved by addressing the cultural or societal barriers that may have resulted to this outcome. This evidence supports the narrative that more males than females applied for admission into institutions of learning at various levels.

3.4.6 Universal Basic Education Programme Funding: The implementation of the compulsory, free and universal basic education programme is financed from the Federal Government’s block grant of not less than 2% of its Consolidated Revenue Fund; funds or contributions in form of Federal guaranteed credits; and local and international donor grants. For any State to qualify for the Federal Government block grant pursuant to the Act, such State shall contribute not less than 50% of the total cost of projects as its commitment in the execution of the project. The administration and disbursement of funds shall be through the State Universal Basic Education Board²⁶. As at the end of August, 2016, the sum of N63.453 billion was outstanding at UBEC as the un-accessed sum by states²⁷. Virtually all the states with un-accessed sums had challenges with the funding of their basic education. Clearly, these states got their priorities wrong.

3.4.7 Primary School Completion Rate (PCR): Nigeria is lagging behind in this performance indicator in that her PCR is below the Sub Saharan Africa (SSA) average of 80. When compared with her immediate neighbours (with the exception of those that are affected by conflict), the picture leaves much to be desired as Nigeria’s 73% PCR is not on the same par with those of Cameroon (98%), Benin (85%) and Ghana (111%).

Chart 4: Primary Completion Rate (PCR) for a Select Sub Saharan African (SSA) Countries



Source: Governance and Financial Analysis of the Basic Education Sector in Nigeria, World Bank Group; Sept. 2015, page 127²⁸

²⁶ See the Compulsory, Free Universal Basic Education Act, 2004.

²⁷

<https://ubeconline.com/Pre/unaccess%20%20UPDATE%20AS%20AT%2010TH%20AUGUST%202016.pdf>

²⁸ The Authors arrived at these calculations using Demographic and Health Survey (DHS) 2013 for Nigeria and similar surveys for the rest of the SSA countries.

The implication is that those who do not complete their primary education will not transmit to the junior secondary school level, thereby leaving many Nigerians with little or no education for meaningful participation in modern life. With Nigeria large population, this translates to millions of Nigerians with little or no formal education.

Enrolment and completion for both sexes should be improved if we are to have a properly educated workforce who can take advantage of opportunities to create jobs and wealth for the nation.

PART FOUR: EMPLOYMENT SITUATION REPORT IN 2016

The situation report will review inter alia, the statistics from the National Bureau of Statistics on the employment and underemployment situation and its disaggregation by age groups and gender with a view to identifying marginalised and most at risk groups.

4.1 QUARTER 1 2016

Table 7 shows the unemployment and underemployment situation across the age groups and by gender in the Quarter 1 of 2016. The statistics for the year 2016 is used because it is the most recent available statistics.

Table 7: Unemployment and Underemployment Statistics (Q1 2016)

Age Group	Labour Force Population	Fully Employed	Under Employed	Unemploy ed	Unemploy ment Rate	Underemplo yment Rate
15-24	15,490,365	6,807,207	5,357,069	3,326,089	21.5	34.6
25-34	22,759,263	15,285,836	4,530,458	2,942,970	12.9	19.9
35-44	19,020,568	15,051,788	2,436,887	1,531,894	8.1	12.8
45-54	13,534,033	10,845,011	1,654,791	1,034,232	7.6	12.2
55-64	7,682,340	5,988,117	1,044,123	650,101	8.5	13.6
<i>Gender</i>						
Male	40,297,137	29,625,211	6,537,190	4,134,737	10.3	16.2
Female	38,189,433	24,352,748	8,486,138	5,350,547	14.0	22.2

Source: Employment/Underemployment Report 2016 by National Bureau of Statistics

In Quarter 1 2016, the unemployment rate was highest for the age group of 15-24 (21.5%) followed by the age group of 25-34 (12.9%). However, these age groups represent the youth population of Nigeria. Also, the underemployment rate was highest for the same age groups of 15-24 (34.6%) and 25-34 (19.9%). Also, the 25 -34 bracket is the largest in terms of labour force population; the 35-44 age bracket comes second while the 15-24 bracket is the third. The combination of unemployment and underemployment for the 15-24 bracket shows a major employment challenge to 56.1% of the age bracket. Again, the same combination in the 25-34 age bracket shows an employment challenge to 32.8% of the bracket. In terms of sheer numbers, figures for the 15-24 bracket is the highest at 3.326 million followed by 25-34 bracket at 2.942 million.

As a percentage of the overall labour force population, the 15-24 bracket is 19.74% whilst the 25-34 bracket is 29.0%. Combined, they make up 48.73 % of the overall labour force. Again, as a percentage of the unemployed, the 15-24 bracket is 35.07% whilst the 25-34 bracket is 31.03%. Combined they make up 66.09% of the overall unemployed in Nigeria. Also, as percentage of the underemployed, the 15-24 bracket is 35.66% whilst the 25-34 bracket is 30.16%. Combined they make up 65.81% of the overall underemployed in Nigeria.

Analysing the above statistics by gender shows the unemployment rate for the female gender at 14.0 as against 10.3% for the male which is a difference of 3.7%. The underemployment situation shows the male at 16.2% while the female is at 22.2% being a

differential of 6%. In terms of sheer numbers, the female unemployed is 5.350 million as against the male figure of 4.134 million being a difference of 1.215 million. The difference is more in the underemployment numbers where the female is 8.436 million compared to 6.537 million of the male gender, being a difference of 1.948 million. These figures are pitched against the fact that the male labour force population is 40.297 million whilst the female labour population is 38.189 million which shows that the female labour force population is 94.77% of the male labour force.

4.2 QUARTER 2 2016

In the Second Quarter of 2016, Table 8 tells the story.

Table 8: Unemployment and Underemployment Statistics (Q2, 2016)

Age Group	Labour Force Population	Fully Employed	Under Employed	Unemploy- ed	Unemploymen t- t Rate	Underemplo yment Rate
15-24	16,123,471	6,730,306	5,521,020	3,872,146	24.0	34.2
25-34	23,445,677	15,223,031	4,811,395	3,411,251	14.5	20.5
35-44	19,054,003	14,988,594	2,514,211	1,551,198	8.1	13.2
45-54	13,399,193	10,774,823	1,513,269	1,111,100	8.3	11.3
55-64	7,663,966	5,909,854	1,055,822	698,290	9.1	13.8
<i>Gender</i>						
Male	40,845,504	29,453,918	6,698,271	4,693,314	11.5	16.4
Female	38,840,806	24,172,690	8,717,446	5,950,670	15.3	22.4

Source: Employment/Underemployment Report 2016 by National Bureau of Statistics

In Quarter 2 2016, the unemployment rate was highest for the age group of 15-24 (24%) which is 3.5% higher than the first quarter figure of 21.5%. This is followed by the age group of 25-34 (14.5%) which is 1.6% higher than the first quarter figure of 12.9%. Also, the underemployment rate was highest for the same age groups of 15-24 (34.2%) which is 0.2% lower than the first quarter figure (34.6%). For the 25-34 bracket, the underemployment rate is 20.5% which is higher than the first quarter figure of 19.9% by 0.6%. Again, the 25 -34 bracket is the largest in terms of labour force population; the 35-44 age bracket comes second while the 15-24 bracket is the third. The combination of unemployment and underemployment for the 15-24 bracket shows a major employment challenge of 58.2% to the age bracket, being 2.1% higher than the 56.1% of the first quarter. Again, the same combination in the 25-34 age bracket shows an employment challenge to 35% of the bracket, being a 2.2% increase to the 32.8% figure in the first quarter. In terms of sheer numbers, the figure of unemployment for the 15-24 bracket is the highest at 3.872 million followed by 25-34 bracket at 3.411 million.

As a percentage of the overall labour force population, the 15-24 bracket is 20.23% whilst the 25-34 bracket is 29.42%. Combined, they make up 49.66% of the overall labour force. Again, as a percentage of the unemployed, the 15-24 bracket is 36.38% whilst the 25-34 bracket is 32.05%. Combined they make up 68.43% of the overall unemployed in Nigeria. Also, as a percentage of the underemployed, the 15-24 bracket is 35.81% whilst the 25-34

bracket is 31.21%. Combined they make up 67.03% of the overall underemployed in Nigeria.

Analysing the above statistics by gender shows the unemployment rate for the female gender at 15.3% being an increase (compared to 14.0% of the first quarter) as against 11.5 (which increased, compared to 10.3% in the first quarter) of the male gender. The differential is 3.8%. The underemployment situation shows the male at 16.4% while the female is at 22.4% being a differential of 6%. Combining the unemployment and underemployment figures for the female gender shows a challenge to 36.2% of the female labour force population while the same challenge is to 26.5% of the male labour force population.

In terms of sheer numbers, the female unemployed is 5.950 million, as against the male figure of 4.693 million being a difference of 1.257 million. The difference is more in the underemployment numbers where the female is 8.717 million compared to 6.698 million of the male gender, being a difference of 2.019 million. These figures are pitched against the fact that the male labour force population is 40.845 million whilst the female population is 38.840 million which shows that the female labour force population is 95.09% of the male labour force.

4.3 QUARTER 3 2016

The situation in Quarter 3 2016 is shown in Table 9.

Table 9: Unemployment and Underemployment Statistics (Q3, 2016)

Age Group	Labour Force Population	Fully Employed	Under Employed	Unemployed	Unemployment Rate	Underemployment Rate
15-24	16,310,810	6,534,918	5,700,475	4,075,417	25.0	34.9
25-34	23,844,850	15,290,196	4,967,785	3,586,869	15.0	20.8
35-44	19,243,959	15,015,157	2,595,933	1,632,868	8.5	13.5
45-54	13,530,505	10,799,408	1,562,457	1,168,640	8.6	11.5
55-64	7,739,073	5,914,430	1,090,141	734,502	9.5	14.1
<i>Gender</i>						
Male	41,299,545	29,447,049	6,915,992	4,936,503	12.0	16.7
Female	39,366,651	24,107,060	9,000,799	6,261,792	15.9	22.9

Source: Employment/Underemployment Report 2016 by National Bureau of Statistics

In Quarter 3 2016, the unemployment rate was highest for the age group of 15-24 (25%) which is 1% higher than the second quarter figure of 24.0%. This is followed by the age group of 25-34 (15%) which is 0.5% higher than the second quarter figure of 14.5%. Also,

the underemployment rate was highest for the same age groups of 15-24 (34.9%) which is 0.7% higher than the second quarter figure, and 25-34 (20.8%) which is higher than the second quarter figure of 20.5% by 0.3%. Again, the 25 -34 bracket is the largest in terms of labour force population; the 35-44 age bracket comes second while the 15-24 bracket is the third. The combination of unemployment and underemployment for the 15-24 bracket shows a major employment challenge of 59.9% to the age bracket, being 1.7% higher than the 58.2% of the second quarter. Again, the same combination in the 25-34 age bracket shows an employment challenge to 35.8% of the bracket being a 0.8% increase to the 35% figure in the second quarter. In terms of sheer numbers, the figure of unemployment for the 15-24 bracket is the highest at 4.075 million followed by 25-34 bracket at 3.586 million.

As a percentage of the overall labour force population, the 15-24 bracket is 20.22% whilst the 25-34 bracket is 29.56%. Combined, they make up 49.78% of the overall labour force. Again, as a percentage of the unemployed, the 15-24 bracket is 36.39% whilst the 25-34 bracket is 32.03%. Combined they make up 68.42% of the overall unemployed in Nigeria. Also, as percentage of the underemployed, the 15-24 bracket is 35.81% whilst the 25-34 bracket is 31.21%. Combined they make up 67.03% of the overall underemployed in Nigeria.

Analysing the above statistics by gender shows the unemployment rate for the female gender at 15.9% being an increase of 0.6% when compared to the 15.3% of the second quarter) as against 12% for the male gender being an increase of 0.5% when compared to the 11.5% of the second quarter. The differential is 3.9%. The underemployment situation shows the male at 16.7% while the female is at 22.9, being a differential of 6.2%. Combining the unemployment and underemployment figures for the female gender shows a challenge to 38.8% of the female labour force population while the same challenge is to 28.7% of male labour force population.

In terms of sheer numbers, the female unemployed is 6.261 million as against the male figure of 4.936 million being a difference of 1.325 million. The difference is more in the underemployment numbers where the female is 9.00 million compared to 6.915 million of the male gender being a difference of 2.084 million. These figures are pitched against the fact that the male labour force population is 41.299 million whilst the female population is 39.366 million which shows that the female labour force population is 95.32% of the male labour force.

4.4 QUARTER 4 2016

The situation in Quarter 4 is as reflected in Table 10 which virtually follows the trend in other quarters.

Table 10: Unemployment And Underemployment Statistics (Q4, 2016)

Age Group	Labour Force Population	Fully Employed	Under Employed	Unemployed	Unemployment Rate	Underemployment Rate
15-24	16,722,426	6,415,593	6,097,852	4,208,981	25.2	36.5
25-34	24,017,094	15,011,003	5,314,087	3,692,005	15.4	22.1
35-44	19,205,120	14,740,987	2,776,894	1,687,239	8.8	14.5
45-54	13,477,702	10,602,215	1,671,375	1,204,112	8.9	12.4
55-64	7,729,543	5,806,435	1,166,134	756,974	9.8	15.1
<i>Gender</i>						
Male	41,394,295	28,909,358	7,398,102	5,086,834	12.3	17.9
Female	39,757,590	23,666,875	9,628,240	6,462,476	16.3	24.2

Source: Employment/Underemployment Report 2016 by National Bureau of Statistics

In Quarter 4 2016, the unemployment rate was highest for the age group of 15-24 (25.2%) which is 0.2% higher than the third quarter figure of 25%. This is followed by the age group of 25-34 (15.4%) which is 0.4% higher than the third quarter figure of 15%. Also, the underemployment rate was highest for the same age groups of 15-24 (36.5%) which is 1.6% higher than the third quarter figure and for the 25-34 (22.1%) which is higher than the third quarter figure of 20.8% by 1.3%. Again, the 25 -34 bracket is the largest in terms of labour force population; the 35-44 age bracket comes second while the 15-24 bracket is the third. The combination of unemployment and underemployment for the 15-24 bracket shows a major employment challenge of 61.7% to the age bracket being 1.8% higher than the 59.9% of the third quarter. Again, the same combination in the 25-34 age bracket shows an employment challenge to 37.1% of the bracket being a 1.3% increase to the 35.8% figure in the third quarter. In terms of sheer numbers, figures of unemployment and underemployment for the 15-24 bracket is the highest at 4.208 million and 6.097 million respectively followed by 25-34 bracket at 3.692 million and 5.314 million respectively.

As a percentage of the overall labour force population, the 15-24 bracket is 20.61% whilst the 25-34 bracket is 29.60%. Combined, they make up 50.20% of the overall labour force. Again, as a percentage of the unemployed, the 15-24 bracket is 36.44% whilst the 25-34 bracket is 31.97%. Combined they make up 68.41% of the overall unemployed in Nigeria. Also, as percentage of the underemployed, the 15-24 bracket is 35.81% whilst the 25-34 bracket is 31.21%. Combined they make up 67.03% of the overall underemployed in Nigeria.

Analysing the above statistics by gender shows the unemployment rate for the female gender at 16.3% being an increase of 0.4% (compared to 15.9% of the third quarter) as

against the male genders' 12.3%, which increased by 0.3% compared to the 12.0% in the third quarter. The underemployment situation shows the male at 17.9% while the female is at 24.2% being a differential of 6.3%. Combining the unemployment and underemployment figures for the female gender shows a challenge to 40.5% of the female labour force population while the same challenge is to 30.2% of male labour force population.

In terms of sheer numbers, the female unemployed is 6.462 million as against the male figure of 5.086 million being a difference of 1.375 million. The difference is more in the underemployment numbers where the female is 9.628 million compared to 7.398 million of the male gender being a difference of 2.230 million. These figures are pitched against the fact that the male labour force population is 41.394 million whilst the female population is 39.757 million which shows that the female labour force population is 96.05% of the male labour force.

4.5 EMPLOYMENT: THE TREND OVER THE FOUR QUARTERS OF 2016

The following trends are established by the facts emanating from the four quarters in the year. Table 11 combines the unemployment and underemployment rate for the 15-24 age groups for the four quarters.

Table 11: Unemployment and Underemployment Rate for the 15-24 Age Group in 2016

Age Group	Unemployment Rate					Underemployment Rate				
	Q1	Q2	Q3	Q4	Average	Q1	Q2	Q3	Q4	Average
15-24	21.5	24.0	25.0	25.2	23.93	34.6	34.2	34.9	36.5	35.05

Source: Calculated from the NBS Labour Reports

Table 11 shows that the unemployment and underemployment rate for the 15-24 age bracket (which is part of the age of youth) is 23.93% and 35.05% respectively in the year 2016. This is quite high and amounts to 58.98% of the 15-24 youth labour force bracket having an employment based challenge. This is much higher than employment based challenge of other age brackets.

Table 12 combines the unemployment and underemployment rate for the 25-34 age group for the four quarters.

Table 12: Unemployment and Underemployment Rate for Female Gender in 2016

Age Group	Unemployment Rate					Underemployment Rate				
	Q1	Q2	Q3	Q4	Average	Q1	Q2	Q3	Q4	Average
25-34	12.9	14.5	15.0	15.4	14.45	19.9	20.5	20.8	22.1	20.83

Source: Calculated from the NBS Labour Reports

Table 12 shows that the unemployment and underemployment rate for the 25-34 age bracket (which is part of the age of youth) is 14.45% and 20.83% respectively in the year 2016. This is quite high and amounts to 35.28% of the 25-34 youth labour force bracket having an employment based challenge. The average of the joint figures in Tables 5 (58.98%) and 6 (35.28%) implies that 47.13% of the entire youth labour force have an employment related challenge.

Table 13 combines the unemployment and underemployment rates of the female gender for the four quarters.

Table 13: Unemployment and Underemployment Rate For The Female Gender

Gender	Unemployment Rate					Underemployment Rate				
	Q1	Q2	Q3	Q4	Average	Q1	Q2	Q3	Q4	Average
Female	14.0	15.3	15.9	16.3	15.38	22.2	22.4	22.9	24.2	22.93

Source: Calculated from the NBS Labour Reports

It shows that 38.31% of the female labour force has an employment related challenge compared to 28.33% of the male labour force²⁹.

Essentially, if productivity measures output per unit of input and labour (men, women and the youth) is taken as a factor of production, the overall Nigerian output where the resources of the female gender and youth are improperly harnessed will show a poor productivity rate. The factors militating against female and youth employment and creation of value have already been itemized in the Gender and Youth Policies.

4.6 ACCESS TO FERTILIZER AND FARM INPUTS UNDER GROWTH ENHANCEMENT SUPPORT (GES) 2016 DRY SEASON

The Growth Enhancement Scheme (GES) was set up by the Federal Government of Nigeria (FGN) with the goal of giving farmers easy access to inputs and also to promote financial inclusion of farmers. The GES programme planned to distribute farm inputs to one million farmers but was unable to meet this target as the available budget for the programme could only cover five hundred thousand farmers and so the budget was revised downwards to reflect this reality. Table 14 shows the number of male and female headed households that benefitted from the scheme.

Table 14: Impact of the GES Programme on People and Economic Agents

Number of Targeted Farmers	Number of Female Headed Households	Number of Male Headed Households	Total
500,000	81,115	371,383	458,498

Source: Cellulant Corporation, Page 32 of 10/4/17 Punch Newspaper

Table 14 shows that 458,498 households/farmers were impacted by the GES programme, out of the targeted 500,000 farmers as at April 2017. In percentage terms, 81% of male headed households benefitted from the GES programme while only a 19% of female headed households benefitted from the programme.

4.7 WOMEN IN LEADERSHIP

Leadership positions provide employment for its occupants. The occupants of leadership positions are policy makers and influence the contents of policies and laws. Again, they are in charge of its implementation and interpretation. Within the presidential system's separation of powers, the legislature makes law, the executive implements while the

²⁹ The average unemployment and underemployment rate of the male gender over the four quarters is 11.53% and 16.8% respectively.

judiciary interprets. Individuals come into leadership positions with their socialisation, training, moral philosophies, world views and biases. Thus, the number of men, women, boys and girls occupying leadership seats can explain the policy direction on a number of issues in any given context, including policies related to employment, livelihoods, education, etc.

CEDAW in article 7 mandates Nigeria to take steps and measures to guarantee to women the right to vote and be voted for in public offices and to participate in the formulation of public policies and their implementation, to hold public office and perform all functions at all levels of government. It also recognises the need for affirmative action to guarantee that women effectively exercise these rights.

Tables 15 and 16 show the number of women occupying legislative seats to make laws at the National Assembly and State Houses of Assembly.

Table 15: Women Elected To Legislative Positions At Federal Level

	No of Females	No of Seats	Percentage of Females
Senate	9	109	8.3
House Of Representatives	23	360	7.2

Source: INEC; Statistical Report on Women and Men in Nigeria prepared by National Bureau of Statistics, December 2016

Table 16: Seats Held in State Assemblies

	No of Females	No of Seats	Percentage of Females
Honourable Members	55	990	5.6
Committee Chair Persons	55	990	5.6

Source: INEC; Statistical Report on Women and Men in Nigeria prepared by National Bureau of Statistics, December 2016

Table 15 shows that there are only 8.3% of females in the Senate and 7.2% of females in the House of Representatives. This means that the female interest is not properly represented in the federal legislature. Table 16 shows that the percentage of women across the 36 State Houses of Assembly is just 5.6%. This is even lower than what obtains at the federal level. It shows massive lack of representation of the female gender in the business of law making across the states of the Federal Republic of Nigeria. If women are not adequately represented in the state legislature, who will champion laws that address the specific issues of women? In the performance of the oversight function, it takes a gender sensitive person to design templates that seek to inquire and make recommendations on issues specific to the female gender.

At the local government level, Table 17 tells the story.

Table 17: Seats Held by Women in Local Governments

	No of Females	No of Seats	Percentage of Females
LGA Chairpersons	34	774	4.4
Councillors	740	7,568	9.8

Source: INEC; Statistical Report on Women and Men in Nigeria prepared by National Bureau of Statistics, December 2016

Again, Table 17 shows the poor representation of women at the local government level being the grassroots government which regulates the informal sector where majority of the women ply their daily trade. Only 4.4% of chairpersons of Local Government Areas are women and 9.8% of ward councilors are women. This means that even at the grass root level where women play major roles, there are not getting adequate political representation. In Table 18, the representation of women in the Judiciary is reviewed.

Table 18: Representation in Judiciary

Year	Judges			Lawyers		
	Female	Male	Percentage of Females	Female	Male	Percentage of Females
2010	209	603	25.7	439	841	34.3
2011	204	567	26.5	425	799	34.7
2012	214	624	25.5	440	809	35.2
2013	210	589	26.3	506	840	37.6
2014	209	618	25.3	435	838	34.2
2015	212	598	26.2	490	820	37.4

Source: State's Ministry of Justice; Statistical Report on Women and Men in Nigeria prepared by National Bureau of Statistics, December 2016

Again, the female representation in the judiciary is low considering that the Nigeria population is almost equally divided between the male and female gender. Table 19 shows the percentage of women in high ranking government administrators.

Table 19: High Ranking Government Administrators

Office	2010		2011		2012		2013		2014		2015	
	F	%F	F	%	F	%F	F	%F	F	%F	F	%F
Governors	-	-	-	-	-	-	-	-	-	-	-	-
Deputy Governors	5	13.9	3	8.3	1	2.8	2	5.6	1	2.8	2	5.6
Speakers	-	-	1	2.8	2	5.6	2	5.6	2	5.6	2	5.6
Commissioners	99	14.9	107	15.3	112	15.5	104	14.9	112	15.5	104	14.9
Director-generals	25	9.3	51	17.1	37	12.9	33	10.9	37	12.9	33	10.9
Special advisers	77	10.5	100	12.1	101	11.4	104	11.5	101	11.4	104	11.5
Board chairpersons	77	9.5	85	10.8	112	12.5	124	13.6	112	12.5	124	13.6

Source: Secretary to State's Government; Statistical Report on Women and Men in Nigeria prepared by National Bureau of Statistics, December 2016

F = Females, %F = percentage of females

Just like the result from other indicators, the female representation among high ranking administrators is very low.

Finally, from the Sustainable Development Goals (SDGs) Indicators Baseline Report 2016, the percentage of women in managerial positions by sector is presented in Annex 1. This shows that the female representation is extremely low.

PART FIVE: OTHER ISSUES OF INTEREST

5.1 EMPLOYMENT CREATING SCHEMES

The National Bureau of Statistics states as follows³⁰:

“Unemployment rate in Nigeria kept increasing since the economic crisis in 2014. The unemployment rate based on NBS's (National Bureau of Statistics) revised methodology were calculated to be 18.8% in the third quarter of 2017. Underemployment rates also increased gradually over the past three quarters and the rate in Q3 of 2017 was reported at 21.2%. The increasing unemployment and underemployment rates imply that although Nigeria's economy is officially out of recession, domestic labor market is still fragile and economic growths in the past two quarters in 2017 have not been strong enough to provide employment in Nigeria's domestic labour market”.

The National Directorate of Employment was created with the following objectives³¹:

- (a) design and implement programmes to combat mass unemployment;*
- (b) articulate policies aimed at developing work programmes with labour intensive potential;*
- (c) obtain and maintain a data bank on employment and vacancies in the country, with a view to acting as a clearing house to link job seekers with vacancies, in collaboration with other government agencies, and*
- (d) implement any other policy as may be laid down, from time to time by the Board established under section 3 of this Act*

However, the Directorate seems to have underperformed in its assigned tasks as the unemployment situation keeps getting out of hand. A number of reasons including poor funding, lack of innovativeness and creativity in managing the unemployment situations are responsible for this poor showing. Table 20 shows the funding picture between 2013-2017.

Table 20: Allocation to National Directorate of Employment 2013-2017

Year	Allocation to National Directorate of Employment
2017	8,453,667,373
2016	6,043,555,164
2015	4,635,232,153
2014	5,719,109,749
2013	7,902,766,009
	32,754,330,448

Source: Budget Office of the Federation

³⁰ Source: National Bureau of Statistics: Labour Force Statistics Vol. 1 (Q1-Q3 2017).

³¹ See National Directorate of Employment Act, Cap.N.28, Laws of the Federation, 2004.

Thus, the Directorate needs increased funding and better management of available resources in view of the fact that the largest numbers of the unemployed are women and youths. Again, the Directorate hardly publishes detailed reports of its expenditure and the details are not available to the public. An agency handling such a crucial issue is expected to be very transparent in the management of public resources.

5.2 ACCESS TO ELECTRICITY AND INTERNET CONNECTIVITY

Less than 30% of Nigeria's population has reliable access to electricity. Again, this percentage has access to electricity from the public grid for less than 8 hours every day. When this is combined with the fact that Nigeria's internet connectivity is for about 50% of its population³², the slow speed internet and the cost of connectivity in view of the low income of the average Nigerian limits the expansion of connectivity to so many parts of the country. This stalls access to information, knowledge and creates an environment that stalls innovation and enterprise. This raises an unnecessary bar for women and youths seeking to start small scale and informal businesses to create livelihoods.

5.3 ATTENTION TO EDUCATION FOR THE KNOWLEDGE ECONOMY THROUGH CAPITAL EXPENDITURE

Investments in education can be improved by increasing the budgetary allocation to education and other investments in the sector. More so, it can be ramped up by also increasing the percentage utilisation as a percentage of the allocation to the sector. Table 21 below makes a case for the improvement of capital expenditure component of the allocation to the Education Sector.

Table 21: Utilisation of Allocation to the Education Sector

Year	Overall Budget	Sectoral Allocation to Education	Sectoral Capital Expenditure (CAPEX) Allocation	Proportion of CAPEX to Sectoral Allocation (%)	Amount of Sectoral CAPEX Utilised (N Bn)	Proportion of Sectoral CAPEX Utilisation to CAPEX Allocation
2011	4,226,191,559,259	356,495,828,145	51,825,289,348	14.54	28,515,000,000	55.02
2012	4,877,209,156,933	409,531,390,348	66,833,018,506	16.32	34,832,452,634	52.12
2013	4,987,220,425,601	437,478,097,032	71,230,438,355	16.28	34,049,550,059	47.80
2014	4,695,190,000,000	495,283,130,268	51,281,035,231	10.35	20,743,569,845	40.45
2015	4,493,363,957,158	483,183,784,654	23,520,000,000	4.87	13,035,149,943	55.42
2016	6,060,677,358,227	480,278,214,688	35,433,487,466	7.38	20,821,588,552	58.76
2017	7,441,175,486,758	455,407,788,565	56,720,969,147	12.45	31,613,257,341	55.73

Source: Federal Annual Budgets, Budget Implementation Reports (from BOF) and the Authors' Calculations

³² Nigerian Communication Commission: <https://ncc.gov.ng/stakeholder/statistics-reports/industry-overview>.

5.4 INHERITANCE LAWS

Generally, inheritance laws in most parts of Nigeria give the female a lower share of the property of a deceased head of the family and in some instances, they get nothing out of the share of the property. Although the courts have turned down many of these norms as being contrary to natural justice, equity and good conscience, the cultural practices persist in many parts of the country. The relationship to job creation is that whoever inherits a large share of assets may decide to create jobs for himself and others, rather than joining the job market. And this places such a person at an advantage. Again, where the radical title to land is domiciled in males and cannot be held by women, this stymies female agricultural productivity. Thus, reform of inheritance laws in law and in practice is required for improved access by females of resources for wealth creation and employment.

5.5 MACROECONOMIC POLICIES

Current macroeconomic policies which leave interest and borrowing rates in excess of 20% per annum stymie investments, especially for youths and women who may likely be starting out without much experience. Indeed, it is very difficult to break even, make a profit or even pay back a loan at such cut throat interest rate. This is responsible for the high rate of non-performing loans in Nigeria. A friendly macroeconomic environment that improves the ease of doing business is needed if women and youths are to be productively engaged in the economy.

PART SIX: CONCLUSIONS AND RECOMMENDATIONS

6.1 INTRODUCTION

This section provides conclusions flowing from the analysis of the legal and policy positions and the factual situation report. It ends with recommendations for improving employment opportunities for women and the youths. It starts from the fundamental paradigm that an employment system based on exclusion and inequality disenfranchises a good portion of women and youths and fails to harness their contributions to society. In the short, medium and long terms, this will hamper economic growth and development. The national policies on gender and youth are outdated and need review.

6.2 CONCLUSIONS

Employment is a multi-dimensional and sectoral issue that needs to be addressed from the perspective of national macroeconomic and sectoral policies. Inequality in employment manifests in different dimensions, in the ability of individuals to get employed as well as occupational inequality in the terms and conditions of work. Women and youths face challenges within the two dimensions of employment inequality. Education, skills and social networks have a direct role to play in the ability of an individual to access employment.

The national policies on employment, gender and youth have direct provisions relating to the provision of employment for women and the youth. There are legal provisions in national law and international standards binding Nigeria, to guarantee, on the basis of equality of men and women and without discrimination, access to employment opportunities and a means of livelihood. However, formal guarantees of equality will not solve the challenge of women's access to employment in a situation where socialisation, customs and long held traditions restrict women's access to employment creating opportunities.

Education plays a key role in the quest for improving employment opportunities for women and youth; funding, content and curriculum issues, enrolment and completion rates all play a role. Education for the 21st century workplace is relevant to improving employment opportunities.

In 2016, 38.31% of the female labour force had unemployment and underemployment challenges. Also, the youth constituted the greatest number of the unemployed and underemployed in 2016 which is 47.13% of the youth labour force population. These figures of unemployment and underemployment are set within the context of the Nigerian economy's declining economic growth. Allied to employment is women's access to leadership positions. Women were poorly represented across the three arms of government - the executive, legislature and judiciary. They were also poorly represented in managerial positions even in the private sector.

The factors that militate against women and youth unemployment include lack of skills, the disconnect between the formal education curriculum and industry demands, inadequate

career guidance and counseling facilities, inadequate access to credit facilities to start new ventures, a business environment that is not conducive to start-ups, laws and policies which sometimes discriminate against the youth and the paucity of tailor made programmes targeted at the youthful population. Issues around access to electricity and internet connectivity, a macroeconomic environment that demands interest rates in excess of 20% per annum and the performance of job creating agencies all play a role in women and youths access to employment.

6.3 RECOMMENDATIONS

6.3.1 Harmonise education curriculum and industry needs: The review of education curriculum to make it more relevant to industry needs will generate more employment opportunities and create a synergy between education, employment and job creation.

6.3.2 Greater attention to education for the knowledge economy: Specifically, in the new age of information communications technology, special attention should be paid to ICT, the development of human capital for the knowledge economy and enhanced practical vocational skills that encourage new ventures and self-employment. The state should encourage education on the power of innovation and new technologies including artificial intelligence and the block chain concept.

6.3.3 Greater Investment in internet connectivity: Government and the private sector should increase investments in broad band internet and increase internet penetration to all parts of Nigeria. This will increase the opportunity for all Nigerians to be part of the new world of innovation, experimentation and access to unlimited knowledge resources. The private sector should be encouraged with incentives to expand internet access.

6.3.4 Greater investments in education: Educational institutions are the preparation ground for the workforce of today and tomorrow. The critical skills needed to run a competitive economy are acquired through institutions of learning. As such, Nigeria should increase its allocation and value for money spending in education.

6.3.5 Mentoring and career guidance: Mentoring and career guidance will help the youth to discover their critical marketable skills which they can use in job hunting or alternatively use as skills/ideas to bring new products and services into the market. It will also assist in informing youths and women of opportunities and skills in hot demand in the market.

6.3.6 Support Entrepreneurship: Government should take steps to spread the knowledge and skills of entrepreneurship in educational institutions. This should be considered in curriculum review. Knowledge about how to set up and run a business and the critical success factors should be taught in schools and colleges.

6.3.7 Macroeconomic policies that reduce interest rate and the cost of funds: The cost of borrowing and interest rate payable for credit through the money deposit banks in Nigeria is scandalously high at over 20%. With the monetary policy rate at 14%, this guarantees

that very few firms can access credit and be able to repay same. Monetary policy and macroeconomic reforms that reduce the rate of interest to single digit rates are imperative.

6.3.8 Use data to drive development, growth and employment reforms: FGN and states through their statistics bureau should collect and analyse more information related to women and the youth in employment, the challenges they face, perceptions of social reality and recommended solutions for action.

6.3.9 Promote local content in public procurement: FGN and the states should mainstream the local content idea into the procurement process of all sectors of the economy. Through this process, Nigerian made goods and services receive priority attention in government commerce. FGN should use tariff and non-tariff measures to make Nigerian goods and services more competitive. When locally produced goods and services are bought, the firms will make more profit and will be in a position to expand and hire more staff that will pay personal income tax to government in a win-win scenario for all. Leadership by example from the presidency to the legislature and judiciary is imperative for the promotion of local content in the public sphere.

6.3.10 Promote local content in the private sector: Through enabling laws and policies, FGN should mainstream local content into the procurement process of private establishments. Through this process, Nigeria made goods and services receive priority attention in private sector commerce. FGN should use tariff and non-tariff measures to make Nigerian goods and services more competitive. When locally produced goods and services are bought, the firms will make more profit and will be in a position to expand and hire more staff that will pay personal income tax to government in a win-win scenario for all.

6.3.11 Increase resource allocation to employment creating schemes: Resource allocation for schemes and projects that create employment and add value across the value chains of industry, agriculture and the informal sector should be intensified. This could be done through dedicated schemes in the Bank of Industry, agriculture, creative industries, a challenge fund for innovation, etc.

6.3.12 Increase demand for accountability, transparency and participation in employment creating schemes: There should be adequate publicity around public schemes that create jobs and the terms and conditions of accessing these jobs so as to create sufficient pressure and demand from citizens for accountability in the use of the resources. This should include constituency projects of legislators. Releases of funds to the schemes should be published in the media and disseminated to stakeholders to ensure monitoring and oversight by the stakeholders. This will reduce corruption and leakages in the system and improve transparency and accountability. Also, the involvement of communities and stakeholders in policy planning, implementation, monitoring and evaluation will increase the value added in employment.

6.3.13 Reform Inheritance Laws: Ensure that laws on inheritance which seek to give women less shares or totally disinherit them are reviewed to give them equal opportunity to

inherit wealth from their parents. Inherited wealth gives the inheritor a head start in life which is not available to others who do not have such opportunity.

6.3.14 Affirmative Action: FGN and states should consider affirmative action strategies for the improvement of female employment. This may include launching a female employment campaign, a special fund for women entrepreneurs, special quotas, etc.

6.3.15 Workplace Gender Policy: FGN should develop a Workplace Gender Policy which will eliminate inequities and barriers to women's participation in the workforce. Nigeria should consider the ratification of the ILO Convention on Equal Opportunities and Equal Treatment for Male and Female Workers, Workers with Family Responsibilities Convention 156 of 1981 and domesticate same in national law.

6.3.16 Proportional representation in public office: Entrench proportional representation in public office by law: Federal and state legislature may consider the amendment of the Constitution to entrench proportional representation between the male and female in the legislature and other arms of government in the executive and judiciary or as a minimum, legislate for not less than 35% representation of the female gender.

6.3.17 Reduction of age barrier to hold elective office: Federal and state legislatures should consider the amendment of the Constitution for the reduction of the age barriers for holding elective office to the legal age of majority in Nigeria.

6.3.18 Higher investments in sports: Sports is mainly a youth activity. Higher investments in sports will provide jobs and life skills for interested youths. The government should provide the enabling environment through incentives for private sector investors to commit more resources to sports development.

Annex

SECTOR	Year				
	2011	2012	2013	2014	2015
Agriculture, Forestry and Fishing	1.27	1.02	1.07	1.18	1.16
Mining and quarry	-	0.01	-	-	-
Manufacturing	-	-	-	-	-
Electricity, Gas System and Air conditioning Supply	0.01	0.01	0.01	0.01	0.01
Water supply, Sewage, Waste management and Remediation activities	0.16	0.19	0.17	0.17	0.16
Construction	0.09	0.09	0.1	0.09	0.14
Wholesale and Retail trade, Repair of Motor vehicles and Motorcycles	-	-	-	-	-
Transportation and Storage	-	-	-	-	-
Accommodation and Food service activities	0.24	0.23	0.22	0.22	0.21
Information and Communication	0.37	0.35	0.41	0.37	0.32
Financial and Insurance activities	1.6	1.56	1.47	1.42	1.32
Real estate activities	0.06	0.08	0.07	0.08	0.08
Professional, Scientific and Technical activities	2.03	2.16	2.18	2.53	2.58
Administrative and Support Services activities	4.08	2.52	3.7	3.38	3.2
Public administration and Defence, Compulsory Social Security	1.77	1.72	2.29	2.26	2.56
Education	74.42	77.48	75.32	74.88	74.86
Human health and Social work activities	7.48	6.44	6.9	6.92	7.03
Arts, Entertainment and Recreation	0.09	0.1	0.13	0.12	0.14
Other Service activities	2.89	2.71	2.79	2.77	2.61
Activities of Households as employer; Undifferentiated goods and services-producing	3.2	3.11	2.85	3.23	3.21

activities of households for own use					
Activities of extra territorial Organizations and bodies	0.23	0.22	0.33	0.36	0.4