

Employment Situation in Edo State: A Synopsis

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1. Geographical location and Brief History

Edo state is located in Southern Nigeria and is bordered to the east by Delta State, west by Ondo State, and North by Kogi State. The State is the entrance to the key economic hubs of the south-south and South-East regions, including Asaba, Warri, and Agbor in Delta State; Onitsha in Anambra State, Aba in Abia State as well as Port Harcourt in River State. "The State is located within latitude 5 0 30' and 7 0 25' north of the equator and longitudes 5 0 00' and 60 50' east of the Greenwich Meridian. Its tropical climate is dominated by high temperature, high humidity and heavy rainfall. It is characterized by two distinct seasons, the wet season which lasts between March and November and the dry season which lasts between November and February of each year. Secondary and tertiary activities such as commerce, industry, and social services are the dominant occupation of the people including agriculture. Agricultural production has been favored over time by the rich and well drained sandy loamy soil which supports the growth of food and cash crops. The vegetation is made up of forest in the south, savannah in the north and the mixed or derived savannah in the central part of the state."¹

Ancient Benin has its capital as Edo and modern-day Edo state has its capital as Benin city. Benin city is the State's *Central Business District*, with Ekpoma, Uromi, and Auchi serving as adjoining commercial centers. Together, these four commercial centers host a larger share of the state population given their roles as principal commercial centres within their host local governments². The history of present-day Edo State focuses on the life and times of ancient Kingdoms such as the Benin Kingdom, the Esan Kingdom, and the Auchi Kingdom. The Benin Kingdom, located in the Edo Southern region, is the earliest form of monarchical system in the state with historical trace to the modern-day Ife in Osun State. For centuries, several **Obas of Benin** have reigned within the Benin Kingdom with their domain covering the Bini people and even beyond. The Benin Empire or Edo Empire (1440-1897) was a large pre-colonial African state of modern Nigeria as well as an economic and political power. The first Oba was Eweka I who died in 1246. It was through trading slaves with the Europeans that the Empire grew rich in the sixteenth and seventeenth centuries³. Thus, there are indications that the ancient Benin kingdom had earlier signs of agricultural development and light manufacturing. According to Bondarenko and Roesse (1999)⁴ 'by the 1st century BC, the Benin territory was partially agricultural; and it became primarily agricultural by around 500 AD, though hunting and gathering remained important. By 500 AD, iron was in use by the inhabitants of the Benin territory.' Graham (2004)⁵ added, "Benin City (formerly Edo) sprang up by around 1000 AD, in a forest that could be easily defended. The dense vegetation and narrow paths made the city easy to defend against attacks. The rainforest, which Benin City is situated in, helped in the development of the city because of its vast resources — fish from rivers and creeks, animals to hunt, leaves for roofing, plants for medicine, ivory for carving and trading, and wood for boat building"

Esans Kingdom, located in the Edo Central region, comprises 35 clans scattered throughout the Edo central region. Oral traditions hold that the Esans are partly of the Benin Origin as the word Esan means 'break away' from the Binis. It is believed that some princes of the Bini Kingdom left Benin and moved to Esanland mixing up with the Natives. It is also believed that one of the Obas of Benin, Oba Eware appointed the *Onojie of*

¹ Ojeifo, O.M, & Esegbe, J.O. (2012). Categorization of urban centres in Edo State, Nigeria. 3(6), 19–25.

<https://www.iosrjournals.org/iosr-jbm/papers/vol3-issue6/D0361925.pdf>

² The three commercial centres are spread across representing more than 70%

³ <https://static1.squarespace.com/static/5797f07bf5e231d942a26c72/t/5bfee7adb8a045c9e9497f2b/1543432111988/Benin+Bronzes.pdf>

⁴ Bondarenko, Dmitri; Roesse, Peter (1 January 1999). "Benin Prehistory. The Origin and Settling Down of the Edo". *Anthropos: International Review of Anthropology and Linguistics*. 94: 542–552.

⁵ Connah, Graham (2004). *Forgotten Africa: An Introduction to Its Archaeology*. Routledge. pp. 125-6. ISBN 978-0415305914.

Esanland with the Onjie paying tribute to the Oba⁶. Despite this, several wars have been reported between the Esan and Binis. Thus, present-day Esanland is divorced from the Benin Kingdom although close similarities and culture exist amongst them. Esan people are quite popular for their agricultural practice; popular products include cash and food crops with a huge population employed in the farm sector.

The Auchi Kingdom, located in Edo North, is also a large dynasty covering the Etsako people and spanning to present-day Akoko Edos. Earlier history indicates that one of the Princes of the Benin Kingdom, who left the Kingdom due to a brief quarrel with the Oba at the time on whose right it is to own a leopard skin after a hunt settled with his family and other supporters in present-day Auchi. However, the history of Auchi is not complete without the influence of the Nupe tribe residence in Bida who dominated Auchi land between 1860-1897. The Nupe's appointed a traditional head called the *Otaru of Auchi Kingdom* who collected taxes from the people.

2. Governance, Political and institutional Situation

An understanding of the political and economic background of the state begins with examining the key features of the three regions of the State which are appropriately structured into the three senatorial districts and by local government areas (LGAs). According to Ojeifo & Esegbe (2012), communities within LGAs headquarters are growing urban centers and are the locations of education, economic and political activities. There are 18 local governments in Edo State divided into three senatorial districts - Edo North, Edo South, and Edo Central - with a State total land size of 5,092,084 Square Kilometers (sq.km). **Edo North senatorial district** has the largest land size of 2,373,409 sq. km, followed by Edo central, 1,492,887 sq. km, and Edo South 1,225,788 sq. km. The local governments in the **North Senatorial district** include Akoko-Edo, Etsako Central, Etsako East, Etsako West, Owan East and Owan West. The LGAs in the **Central Senatorial district** include Esan Central, Esan North East, Esan South East, Esan West, and Igueben while LGAs in the **South Senatorial district** include Egor, Ikpoba-Okha, Oredo, Orhionmwonm, Ovia North East, Ovia South West, and Uhunmwode.

2.1 Edo South Senatorial District

Oredo, Egor and, Ikpoba-Okha local government areas are the three local government that makes up the main city centre as well as the State capital. Oredo LGA, where Benin-city the state capital is located⁷, is the State's most populated LGA. This LGA host most of the small to large firms in the state including public institutions such as the Edo State Government Secretariat, the States House of Assembly, Ogbemudia Stadium, and the State Central Hospital. The 2006 population census estimated the LGAs population to be 374,515 (male 188,898 and female 185,620), however, with the current projection, the LGA population was estimated to have grown annually by 2.5%. By size, Egor is the smallest LGA in the State it is nonetheless the third most populated LGA, while Ikpoba Okha is the second most populated within the city centre. Together these three local governments represent the commercial centre of the state with a large concentration of commercial activities including banking, manufacturing, supermarkets and stores, service companies such as Electricity and ICT companies, and a host of other businesses. The remaining LGAs of the Edo South Senatorial district, that is Orhionmwonm, Ovia North East, Ovia South West, and Uhunmwode are agrarian although experiencing fast development due to their nearness to the city centres.

⁶ Okoduwa, A.I (2006). The Tenacity of Gerontocracy in Nigeria: An example of the Esan People. <http://www.krepublishers.com/02-Journals/T%20&%20T/T%20&%20T-04-0-000-000-2006-Web/T%20&%20T-04-1-001-076-2006-Abst-PDF/T%20&%20T-04-1-047-051-2006-077-Okoduwa-A-I/T%20&%20T-04-1-047-051-2006-077-Okoduwa-A-I-text.pdf>

⁷ This Local Government is historical and host the current Oba of Benin- Oba Ewuare II 2016-date, the Monarch of Benin Kingdom.

Map of Edo State and its 18 Local Government Areas



Source: Edo State Government website

2.2 Edo North Senatorial Districts

Akoko Edo and Etsako West are the two most populated LGAs in the northern zone of the state with mixed economic structures. Although the economy of both LGAs is agrarian, small household retail businesses are common within the commercial centres in Auchi the capital of Etsako West Local government. Abubu and Annate (2020) found that there are about 1206 farmers with many registered in local farmers' cooperatives societies in Akoko-Edo; where 66% of the cooperative farmers are between 41-60 years old, 46% had secondary education, 52% of them had long years of farming experience⁸.

Auchi is the key economic hub for the Edo Northern region. According to Onaiwu & Onaiwu (2016), there are 38 settlements within a radius of 10.5km that form Auchi Region with Auchi, Jattu, Iyakpi, and 35 villages with a total population of 216,468 inhabitants.⁹ The long-time presence of a Federal Polytechnic including *religious tourism*, and as described by Bello and Bello (2017) has also contributed a fair share to the growth of the local economy. Bello and Bello develop an Economy Benefit Model (EBM) that aimed to understand how tourists

⁸ Abudu S, Annate I (2020) Contributions of Cooperative Societies to Agricultural Development in Edo state, Nigeria. A Case study of Akokoedo Local Government Area . Agrotechnology 9: 196. doi: 10.35248/2168-9881.20.9.196.

⁹ Onaiwu, D.N, & Onaiwu, F.O. (2016). Dimensioning Environmental Indicators: A Principal Component Analysis of Auchi Region Edo State. FUTY Journal of the Environment, 10(1).

attending a church service impacts a local economy using the Auchi economy as a case study. Their study concluded that this form of tourism has contributed to the growth of Auchi's economy by driving small household businesses and providing both direct and indirect employment opportunities to Auchi residence. It has grown household income and has supported local transport systems within communities¹⁰. One of such local transport systems is the informal transportation model popularly called *Okada* in the local parlance. Given the low absorptive capacity of the public sector, youth have taken up this mode of transport as a source of employment.

2.3 Edo Central Senatorial Districts

Edo Central is the home to the Esan people covering all the five local government- Esan Central, Esan North East, Esan South East, Esan West, and Igueben. By size, the Esan West is the largest LGA with 508,381 sq. km with Esan South East been the least of 1,323 sq. km. Oral traditions holds that the Esan's are from the present-day Benin following their economic, political and sociocultural relationship and are referred to as traders, as commerce form a major part of their chequered history. Hence, the name Esan or Ishan was coined from a Benin word *Esan Fua*, which means people fleeing for freedom and self-independence. Studies show that the Esans are known predominantly for their agricultural practices. They cultivate both cash and food crops which has employed majority of the population for years. One important crop cultivated by the Ishan's is cassava used for the production of Igari- an eatable grounded dry food while others include Starch, Farina and Igahi¹¹. Cotton was an exportable product from the Esan Kingdom to the former British Colony. Due to their agricultural practices, the British provided support in the form of new cotton seedlings to farmers within the small region.

3. Migration and rationale

Unemployment issues has resulted in increased human trafficking through illegal migration routes. Result from a perception study of Edo People on International and Irregular migration indicates that while more than half (59%) of the major reasons influencing illegal migration remains poverty, unemployment contributes 17% as one of the factors. Finding show that about 76% of community members agree to families finding solutions to unending unemployment problems through migration¹². Therefore, a large number of relatives encourage at least a child within the family to seek foreign paid employment especially in Europe and other countries with higher convertible exchange rate.

Given the poor employment absorption capacity of the state's microenterprise economy with poor remuneration, some youths have taken *internet fraud and/or scamming activities* as an alternative to paid employment¹³- building both local and foreign syndicate groups for conducting phishing activities. The impact of this is the waning interest in adequate skill development, as graduates *refuse to pursue higher degrees or*

¹⁰ Bello, Y. O, & Bello, M. B. (2017). Exploring the Relationship between Religion Tourism and Economic Development of a Host Community. International Journal of Business and Management Invention, 6(9), 41–51.

[https://www.ijbmi.org/papers/Vol\(6\)9/Version-2/E0609024151.pdf](https://www.ijbmi.org/papers/Vol(6)9/Version-2/E0609024151.pdf)

¹¹ Egbefo and Salihu. The Impact of Trade and Commercial Activities in Pre-colonial Esan Economy up to 1900.

https://www.edouniversity.edu.ng/oerrepository/articles/the_impact_of_trade_and_commercial_activities_in_pre-colonial_esan_economy_up_to_1900.pdf

¹² <https://etaht.org/uploads/resources/ETAHT-FINAL-The-perception-of-Edo-People-on-International-and-Irregular-Migration.pdf>

¹³ <https://www.premiumtimesng.com/news/top-news/460807-52-suspected-internet-fraudsters-arrested-in-benin-six-in-abuja.html> , <https://punchng.com/internet-fraud-edo-court-sentences-two-to-jail/> , <https://www.efcnigeria.org/efcc/news/7050-count-sends-two-internet-fraudsters-to-jail-in-benin> , <https://www.channelstv.com/2021/07/19/court-sends-two-internet-fraudsters-to-two-years-in-prison/>

certifications in order to build a career in online scamming and current students have either *drop out of school*¹⁴.

4. Demographic Development

The population of Edo State is estimated to be growing linearly at 2.7%. The 2006 population census revealed that males accounted for 51% of the population figures, while females accounted for the remaining 49%¹⁵. The State population was 3.2 million in 1991 and by next 15 years (in 2006) it rose to 3.3 million. Following the population projection of the National Population Commission (NPoC), the State population will reach 16.5 million by the next 45 years. An increasing Total Fertility Rate (TFR) and birth rate measured by the number of birth registration may be supporting this population explosion. In addition, the low contraceptive usage rates may also contribute to the growth. The current percentage of women of reproductive age (15-49 years) using any contraceptive method in 2017 was 15% while 84% of these women are not using any method. However, with 8% of females attaining higher educational levels compared to the national average useability may increase in the long term.

Youth makes up a significant proportion of the State population with teenagers representing a greater share of the youth population. According to the 2012 National Baseline Youth Survey, male teenagers between 15-19 years represent 57% (National average: 53%) of the total population in that age bracket while the female population represents 43% (National average: 47%). There are more females between 20 - 24 years (State: 51%, national average: 51%) than males (State: 49%; national average: 47%). However, between 25-29 years, there are more males (State: 51%; National average: 44%) than females (State:49%; National average: 56%) while between 30-35 years there are more females (State: 51%; National average: 52%) than males (State: 49%; National average: 48%)^{16 17}.

More than half of the children in Edo State live with their both parents as well as their mothers in the absence of their fathers even if their fathers are alive and are attending school. About 60% of children live at home with their parents while 16% live with their mother but not with their father even if their fathers are alive while 6.4% live with their fathers' but not with their mothers even if their mothers are alive. More than 95% of these children attend primary school which is higher than the National Gross Attendance Ratio for Primary school and more 100% attend secondary school¹⁸.

¹⁴ The first wave of Nigerian 419 scammers were mostly uneducated criminals. The next group comprised young, educated men who were frustrated by the lack of formal jobs in an economy ruined by a series of military dictatorships and years of mismanagement. They noticed the uneducated scammers accumulating wealth and esteem, and decided to join them. After that followed a batch that simply admired the scammers. BBC News. (2019, September 23). Letter from Africa: Why Nigeria's internet scammers are "role models." BBC News. <https://www.bbc.com/news/world-africa-49759392>

¹⁵ Edo State Statistical Year Book 2003-2012

¹⁶ National Bureau of Statistics in collaboration with Federal Ministry of Youth Development. 2012 *National Baseline Youth Survey*.

¹⁷ The 2021 follow up survey provided no insight of the proportion of youth in Edo state as the result was not disaggregated by states, but by geographical zones.

¹⁸ If there are significant numbers of overage and underage students at a given level of schooling, the Gross Attendance Ratio can exceed 100%

Edo State Household Characteristics

Variables	Estimate	Source:
Wealth quintile	Lowest: 4.2, Second: 9.9, (Middle-State 31.4, National: 20) Fourth: 27.4, and Highest: 27.1.	NDHS, 2018
Improved source of drinking water	State: 73.8%; National: 65.3%	NDHS, 2018
Children's living arrangements and Orphanhood	Living with both parents: 60.4% <u>Living with mother</u> but not with father-father alive:16.4% <u>Living with mother</u> but not with father-father dead:4.7% <u>Living with father</u> but not with mother- mother alive:6.4% <u>Living with father</u> but not with mother- mother dead:1.1% <u>Not living with either parent-Both alive</u>: 7.9% <u>Not living with either parent-only father alive</u>: 1.3% <u>Not living with either parent- only mother alive</u>: 0.9% <u>Not living with either parent- both dead</u>: 1.0%	NDHS, 2018
Birth registration of Children under 5	State: 59.5; National: 42.6	NDHS, 2018
Educational attainment of female HH	<u>Completed Primary School</u> -State: 16.5%, National: 11.3% <u>Completed Secondary School</u>- State: 18.3%, National: 15.6% More than Secondary – State: 8.3%, National: 7.1%	NDHS, 2018
Educational attainment of Male HH	<u>Completed Primary School</u> -State: 14.9%, National: 10.9% <u>Completed Secondary School</u>- State: 24.1%, National: 19.0% <u>More than Secondary</u> – State: 10.3%, National: 11.2%	NDHS, 2018
School attendance ratio	<u>Gross attendance ratio</u>¹⁹-Primary Male-State: 96.2%, National: 87.8% Female: 98.6%, National: 83.3% <u>Gross attendance ratio-Secondary</u> Male-State: 105%, National: 74.3% Female: 108%, National: 67.4%	NDHS, 2018

¹⁹ The GAR for primary school is the total number of primary school students, expressed as a percentage of the official primary school-age population. The GAR for secondary school is the total number of secondary school students, expressed as a percentage of the official secondary school-age population.

Poverty headcount	State:11.99; National: 40.09	Nigeria Standards 2018-2019	Living Survey,
Gini Coefficient	State:29.5; National: 35.13	Nigeria Standards 2018-2019	Living Survey,

The State is a middle-class society when measured by average wealth quintiles and compare with other States in the Country. The State's Gini coefficient is 29.5% compared to the National average of 35.1%²⁰ which implies that a greater proportion of the state population is rising above poverty and increasing equality amongst in household expenditure. According to the 2018 Nigeria Demographic Health Survey (NDHS), disaggregating the share of population by wealth quintiles shows that at least one third (31.4%) of the population fall into the *middle wealth quintile*, which is higher than the south-south average of 23.8% and more than twice the average wealth quintile of the south-west. The State poverty rate of 11.9% measured by the poverty headcount is four times lower than the national poverty rate.

Table 1 presents a descriptive size of the Edo State economy by sectors between 2013-2017. The table shows that although nominal GDP was greater for agriculture, mining and quarrying, ICT, as well as trade, however, as presented in figure 1, the average growth rate grew faster for Professional, Scientific and technical services (39%), other services (29.6%), transportation (29%), financial and insurance (25%), as well as Electricity, Gas, Steam and Air Conditioning supply (24%).

Edo State Sectoral Nominal GDP (2013-2017) in Million (₦)

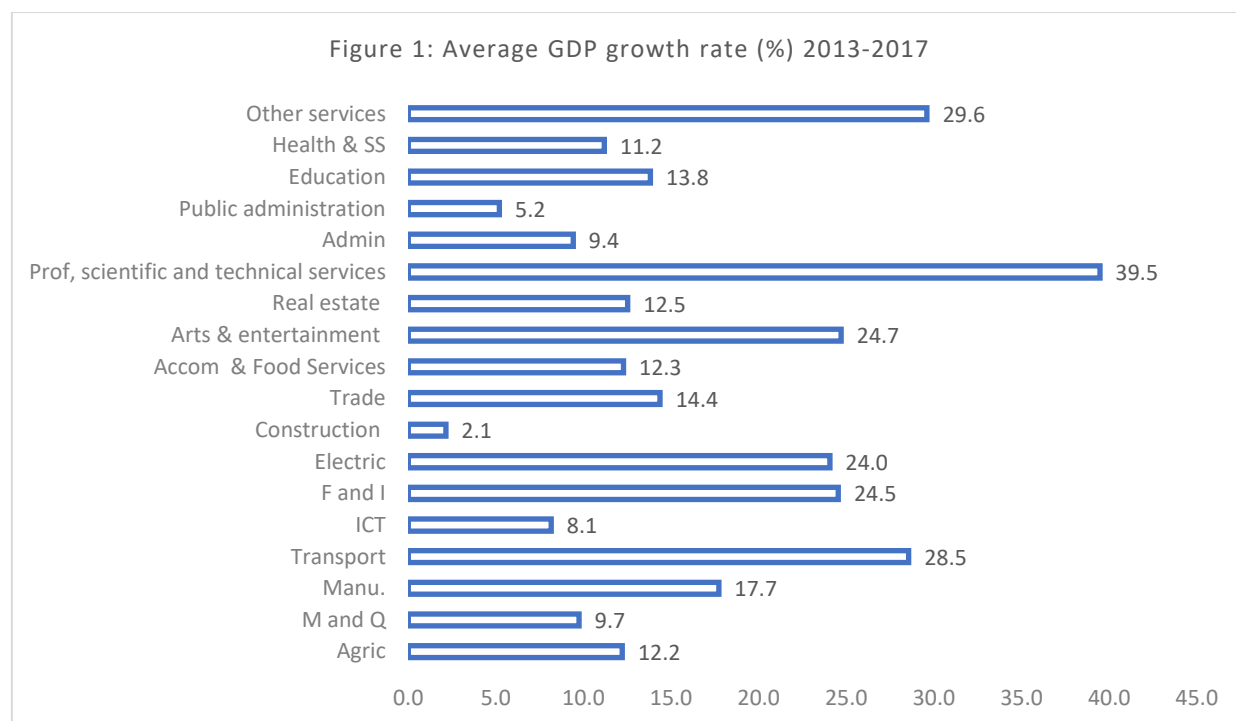
Economic Sector	2013	2014	2015	2016	2017
Agriculture	369,658.69	436,260.14	459,316.36	510,815.31	584,041.00
Mining and Quarrying	214,605.78	204,798.62	121,386.61	112,207.28	215,268.51
Manufacturing	152,068.09	246,071.93	266,057.93	241,900.88	266,142.28
Transportation and Storage	28,454.33	28,334.01	35,997.44	65,231.16	69,380.64
Information and Communication	252,854.26	289,903	321,596.87	325,316.69	344,363.55
Financial and Insurance	37,930.87	63,153.10	74,926.44	73,644.97	84,482.93
Electricity, Gas, Steam and Air Conditioning supply	1,555.60	2,009.92	2,368.34	3,056.36	3,670.91
Construction	32,669.71	33,473.80	37,090.08	34,879.90	35,323.35
Trade	244,338.58	280,024.11	342,278.73	394,005.85	415,661.69
Accommodation and Food Services	4,200.37	5,476.68	5,965.51	6,147.81	6,562.17
Arts, entertainment and recreation	828.71	1,364.76	1,486.19	1,613.65	1,881.88
Real estate	12,025.49	16,937.58	17,201.76	17,779.08	18,549.62
Professional, scientific and technical services	31,108.99	32,031.19	54,469.51	50,881.87	97,388.81

²⁰ NBS. 2019 Poverty and inequality in Nigeria.

Administrative & support services	466.59	467.75	514.42	575.23	664.82
Public administration	50,325.69	55,860.44	53,321.29	56,449.89	61,233.66
Education	32,794.01	38,231.54	44,644.99	52,443.87	54,779.64
Human health and social services	5,956.71	7,168.95	7,816.14	8,595.88	9,060.37
Other services	11,685.09	19,841.51	23,274.42	27,324.31	31,114.41
Total GDP	1,483,527.56	1,795,805.49	1,895,414.37	2,016,795.58	2,342,757.93

Source: National Bureau of Statistics²¹, 2013-2017.

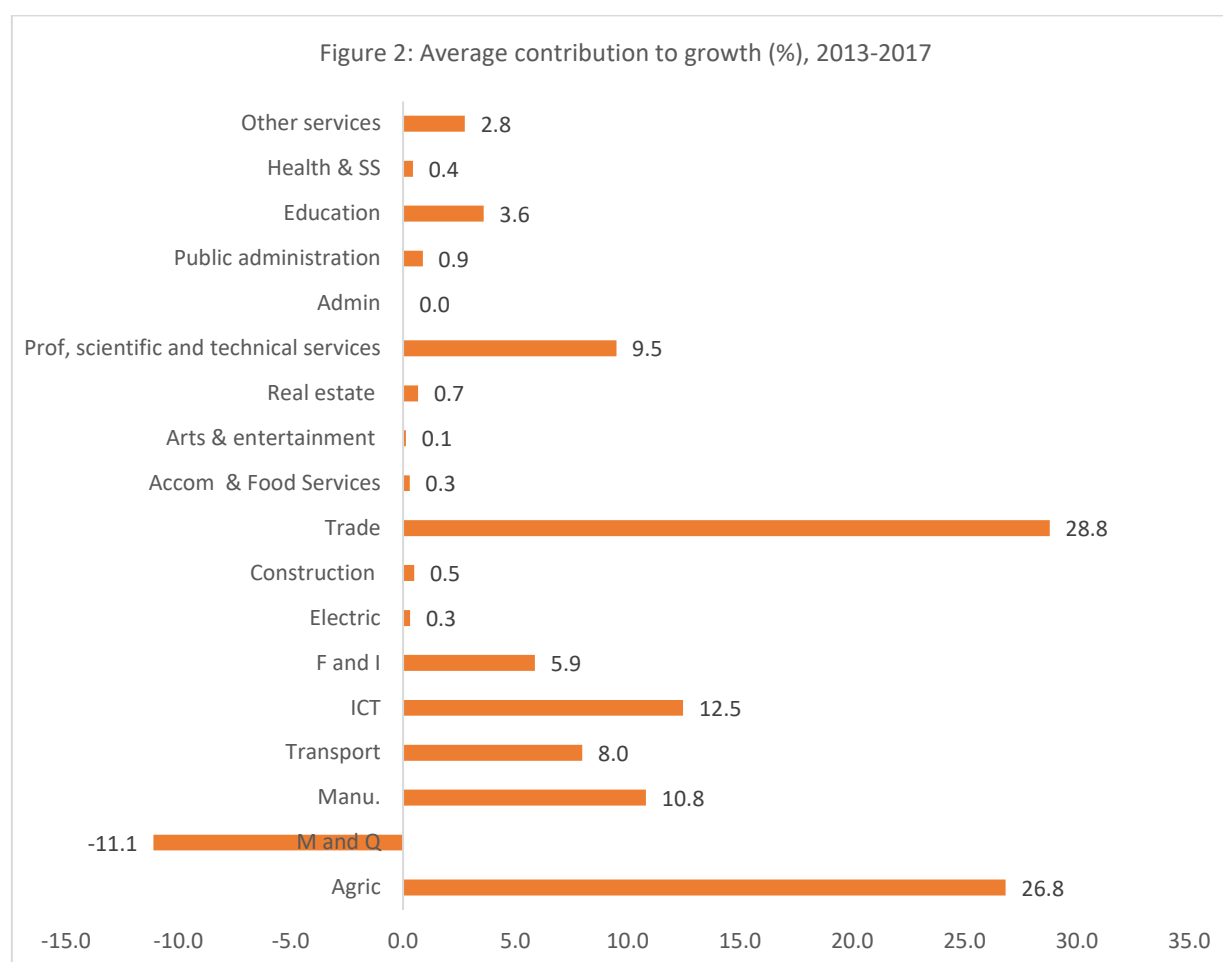
Edo State professional, scientific and technical (PST) sector is a promising sector in the state, as the sector is the third-highest contributor to growth behind Agriculture and trade. This service sector is a huge enterprise in the state and represents a greater proportion of the supply side of the state's labour market (*See appendix for a presentation of the supply side and demand side examination of the state Labour market*). The growth of the PST sector is at least four times higher than administration and support services (9.4%), eight times higher than the general public sector (5.2%), as well as three times greater than education (13.8%), and health (11.2%) service sectors (See figure 1). **The state's higher education sector including Universities, technical and vocational education and training (TVET) institutions, colleges of agriculture and health sciences, and Innovation Enterprise Institutions (IEIs), as well as its Vocational Enterprise Institutions (VEIs) jointly contributes to the growth in PST sectoral contribution to growth.**



Source: Computation from the NBS State Nominal GDP report. 2013 - 2017.

²¹ [https://www.nigerianstat.gov.ng/pdfuploads/State_Nominal_GDP_2013_-_2017.cdr_\(MAY_2019\).pdf](https://www.nigerianstat.gov.ng/pdfuploads/State_Nominal_GDP_2013_-_2017.cdr_(MAY_2019).pdf)

Agriculture, transport, and education has also remained the dominant sectors in the state within the last five decades. Between 2013 to 2017, the agriculture sector contribution to growth averaged 26.8%, twice greater than the sectoral average of 12.2%. Crop production and the forestry resource led to value addition within the state's agriculture sector in quantitative terms. Edo State is the hub of forestry and furniture works in the country with the sector employing a certain proportion of the working population. The State leads the country's upholstery industry given its resource-abundant of wood and timber. It is amongst the leading states that specialize in the production of woodworks and allied products, providing finished products to other neighboring states. Earlier history shows the dominance of sculptors in the economic life of the state. For instance, that Benin History since the early seventeen century identified Chief Obasogie, not just as an outstanding Benin warrior of old who defended the kingdom against external invasion, but also a highly talented blacksmith and sculptor²².



Source: Computation from the NBS State Nominal GDP report. 2013 - 2017.

The transport service sector employs a growing segment of the State's population across its value chain. The State's geographical location makes it convenient for inter-state transportation, given the links to the South East and Southern Western regions of the country through the East-West Road – a 1000km long road linking Lagos to the entire eastern region. The State also has a connection to the Northern part of the country through the Auchi-Okene transport corridor. Local private investments in inter-state road transport business run into

²² <https://artsandculture.google.com/asset/a-sculptural-design-of-chief-obasogie-a-one-time-warrior-of-benin-kingdom/bQFvRq0kJ8wxyQ?hl=en>

billions of naira, with several mini transportation companies (both liquidated and non-liquidated) located in key areas of the city. Oseyomon & Ibadin (2016) in their study found that ‘transport services have expanded tremendously within the City with several organized private transport companies. Hence, road travelers have a variety of companies' service options; and transport companies now introduce customer-friendly marketing techniques including reducing fares, regular training of drivers, and improved customer service.²³ A study conducted between 2014-15, found that the inter-state transport sector employed about 1,022 bus drivers working with 88 registered commercial parks with 17 out of the total parks involved in intercity transportation²⁴.

Family heritage has remained the singular rationale for the survival of most non-liquidated transport companies. Amongst the list of most patronized transport companies, GIG Mobility – an interstate transport company- is a family enterprise that has expanded to 15 locations in the country including Accra and Kumasi²⁵. Investment in other transport companies such as Edgebe Line, and Big Joe has also been connected to family ties; family descendants have developed the act of managing such businesses.

While domestic **trade** is the **highest** contributor to growth in Edo State, contributing 28.8% despite its 14.4% sectoral GDP growth rate, **agriculture** is the **second highest** contributor contributing 26.8% to growth. Apart from agricultural production practiced in rural communities throughout the State, in all commercial centres in the 18 Local governments, especially in the identified commercial cities such as Benin city, Uromi, Ekpoma, and Auchi there are market (trading) centres that provide employment and income for the residents. These markets make up a significant part of the States informal economy and employ several Edo people including school dropouts, primary and secondary leavers as well as graduates. Ogeah and Omofonmwan (2013) undertook a study on urban markets as a source of employment generation in Benin City. After sampling 17 urban markets they found that 32.8% of market operators have a primary school leaving certificates, 45.5% completed secondary school, 11.6% have higher education and 10.1% had no formal education with all markets comprising traders and non-traders. These traders “sold various goods ranging from agricultural produce to provisions, and other manufactured goods while the non-traders include hairdressers, tailors, and transporters.”

it is instructive to also note that the contribution of the knowledge (education) sector, domestic spending by the small public and organized private sector as well as local and foreign remittances have sustained the Edo's State economy over the years. The State is amongst the states with the highest number of tertiary institutions in the country with significant student population. These institutions have contributed positively to the growth of their host communities and have created jobs for small-scale businesses as well as a source income for households in the state. Ogeh and Ajalaye (2011) found that university host communities have contributed to growth in food businesses, cyber cafes, computer and photocopy services, rental accommodation, and facilitated local transport systems²⁶. Therefore, these academic communities have absorbed large skilled and semi-skilled members of the Labour Market.

²³ Oseyomon, P.E., & Ibadin, L.A. (2016). Perceived customer patronage of transport companies in a developing country. *International Journal of Business and Finance Management Research*, 4(102–108).
http://www.bluepenjournals.org/ijbfmr/pdf/2016/October/Oseyomon_and_Ibadin.pdf

²⁴ Onowhakpor, A.O, Aikoriogie, O.L, Esene, H., & Okojie, O.H. (2018). Fitness to drive among commercial intercity drivers in Benin-City Edo State. *Journal of Community Medicine and Primary Health Care*, 30(1), 77–85.

²⁵ GIG Mobility, then God is Good Motors, was founded by the enterprising couple Edwin and Stella Ajaere in 1998 to provide bus services across Nigerian cities. Their son, Chidi Ajaere, took over administration of the company which led to a reinvention of the business in 2010. (Source: TechCabal and confirm from a long-term staff of the company)

²⁶ Ogeah, F.N, & Ajalaye, V. (2011). Students' off-campus residence and impact on localities: The case of the University of Benin and Ekosodin Village. *Global Journal of Social Sciences*, 10(1 & 2), 37–43.

5. General Observations

The population of Edo state was estimated at 4,470,605 in 2018²⁷ which is distributed into children ages 0-5 (14.3 percent), children age 6 to 14 (23.4 percent), working age population age 15-64 (55.2 percent) and elderly above 64 years (7.1 percent).²⁸ Out of estimated working-age population of 2.5 million, the labour force was estimated at 2.1 million, implying labour force participation rate of 84.9 percent.

Table 1: Edo state population and Labour market statistics

Index Values	Pop. Share (Percent)	
Population	4,470,605	100.0
Children 0-5	639,297	14.3
Children 6-14	1,046,122	23.4
Working-age population (15-64)	2,467,774	55.2
Elderly age 65+	317,413	7.1
Labour Force	2,095,235	
Labour force participation rate (percent)	84.9	
Wage employment (percent of labour force)	12.7	
Wage employment in public sector (percent of labour force)	3.1	
Farm sector (percent of labour force)	29.0	
Non-farm sector (percent of labour force)	16.7	
Apprenticeship (percent of labour force)	6.7	
Multiple activities (percent of labour force)	10.9	

Source: Computations based on Nigeria Living Standards Survey 2018/2019 and NBS Labor Force Statistics 2010-2018

The wage employment sector comes in the third position in terms of employment, behind agriculture and nonfarm enterprise. An estimated 12.7 percent of the labour force is employed in wage employment but out of this share, the public sector accounts for only 3.1 percent. Leading wage employment sectors are education (19.4 percent), agriculture (16.7 percent), personal services (12.8 percent), mining/construction (12.4 percent) and public administration (10.7 percent).²⁹

Edo State is predominantly a micro-enterprise economy. Microenterprises, defined as enterprises with less than 10 workers, account for 90.7 percent of total employment in the state (Nigeria – 72.8 percent)³⁰, indicative of very limited presence of SMEs and large companies in the state. The average microenterprise in Edo state has only 1.7 workers (including the proprietor) compared to the small and medium enterprises (SMEs) with average

²⁷ National Population Commission (NPopC), Based on population census of 2006 and growth rate of 2.7 percent per year.

²⁸ Nigeria Living Standards Survey, A Survey Report by the Nigerian National Bureau of Statistics (in collaboration with the World Bank) 2018/2019

²⁹ Computations based on Nigeria Living Standards Survey 2018/2019 and NBS Labor Force Statistics 2010-2018

³⁰ National Survey of Micro Small and Medium Enterprises (MSMEs) 2017 by Small & Medium Enterprises Development Agency of Nigeria (SMEDAN) and National Bureau of Statistics (NBS).

of 39.5 workers. But SMEs make up only 0.3 percent of the MSMEs and there are no indications of any shift in the composition as the share of microenterprises in the MSMEs sector has been fairly constant since 2010. Only 4.7 percent of microenterprises offer wage employment, and only 0.4 percent both offer wage employment and are officially registered with the Corporate Affairs Commission (CAC).

Table 2: Composition of MSMEs and Employment in Edo State 2017

Type of Enterprise	Total Employment?	Offer Paid	Registered with CAC?	Male employment size	Female	Total	Average
Micro	924,944	43,908	3,832	913,858	685,702	1,599,560	1.7
Small & Medium	2,677			61,024	44,793	105,817	39.5
Total	927,621			974,882	730,495	1,705,377	1.8
% Micro	99.7	4.7%	0.4%	93.7	93.9	93.8	
Total Employment						1,762,660	
MSMEs/Total						96.8	
Micro/Total						90.7	

Capacity for job creation is generally weak in microenterprise economies and the link between economic growth and job creation is tenuous, owing to obvious constraints to economies of scale. In general, it has been observed that most microenterprises start micro, remain micro and die micro, particularly given the tendency for them to be informal sole-proprietorship entities with very little assets.³¹ Output and employment expansion thus derive largely from factor accumulation (creation of new enterprises and addition of resources to existing ones) rather than technological improvement and returns to scale.

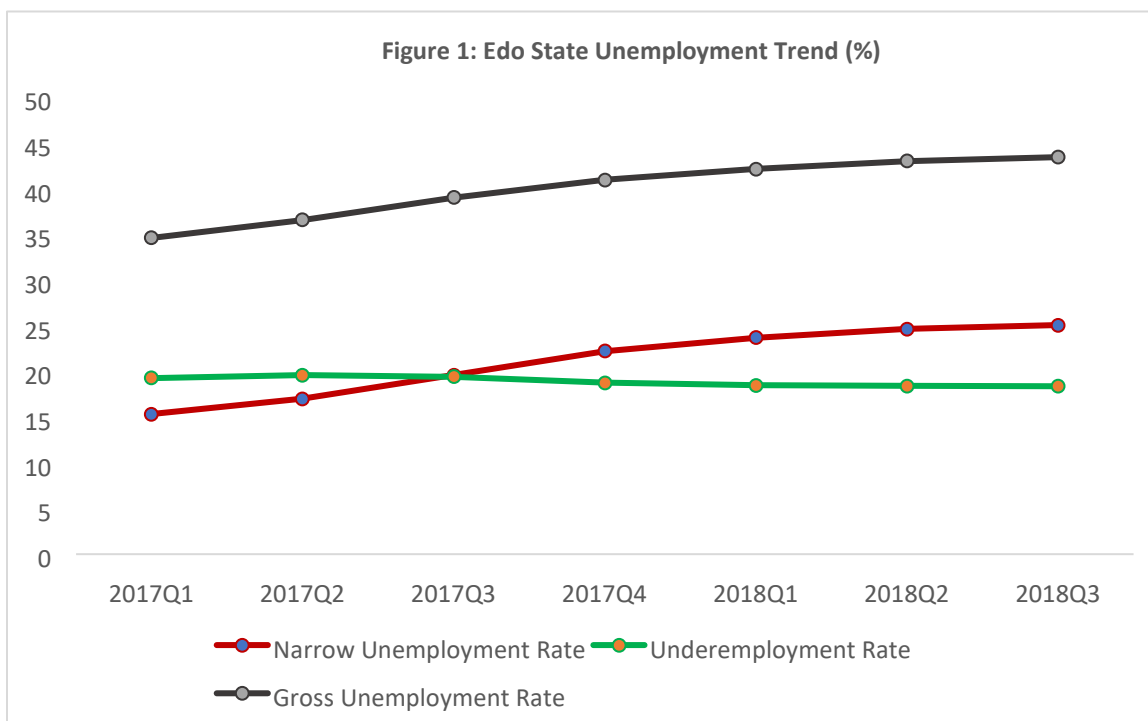
The prospects of the labour market in Edo state depend more importantly on microenterprises than at the national level. Efforts to improve labor market outcomes in Edo state were initially focused on addressing unemployment directly through skill-building interventions, but are presently being extended to improving employer-jobseeker matching. It is intended that graduates of the programs will find employment in industry or become self-employed. However, these interventions focus primarily on the supply side of the labour market. Interventions on the demand side are very rare.

6. Unemployment

Edo State's labour force was estimated at 2,095,235 in Q3 2018, up from 1,923,837 in Q1 2017, an increase of 9 percent over the 18-month period. At this rate, assuming arrival in the labour market to be a linear process, the labour force is deemed to grow at the rate of 6 percent per year.

³¹ About 68 percent of microenterprises start up with initial capital less than N50,000.

Individuals in the labour force are classified as full-time employed if they work for at least 40 hours per week, under-employed or part-time if they work for 20-39 hours per week, unemployed if they work for less than 20 hours per week³² or do not work but seeking work. On that basis, only 57 percent of the labor force are employed full-time (Nigeria – 57 percent) while another 18 percent are part-timers/underemployed, leaving the unemployment rate at 25 percent (Nigeria – 23 percent). Compared to 15 percent in Q1 2017, the narrow unemployment rate increased by 10 percent over the 18-month period. The rapid increase in unemployment rate is the result of decline in the number employed (full-time and part-time) by 4 percent from 1,628,541 in Q1 2017 to 1,569,481 in Q3 2018 while the labour force grew at 9 percent.



Source: Labour Market Statistics by State 2017-2018, NBS

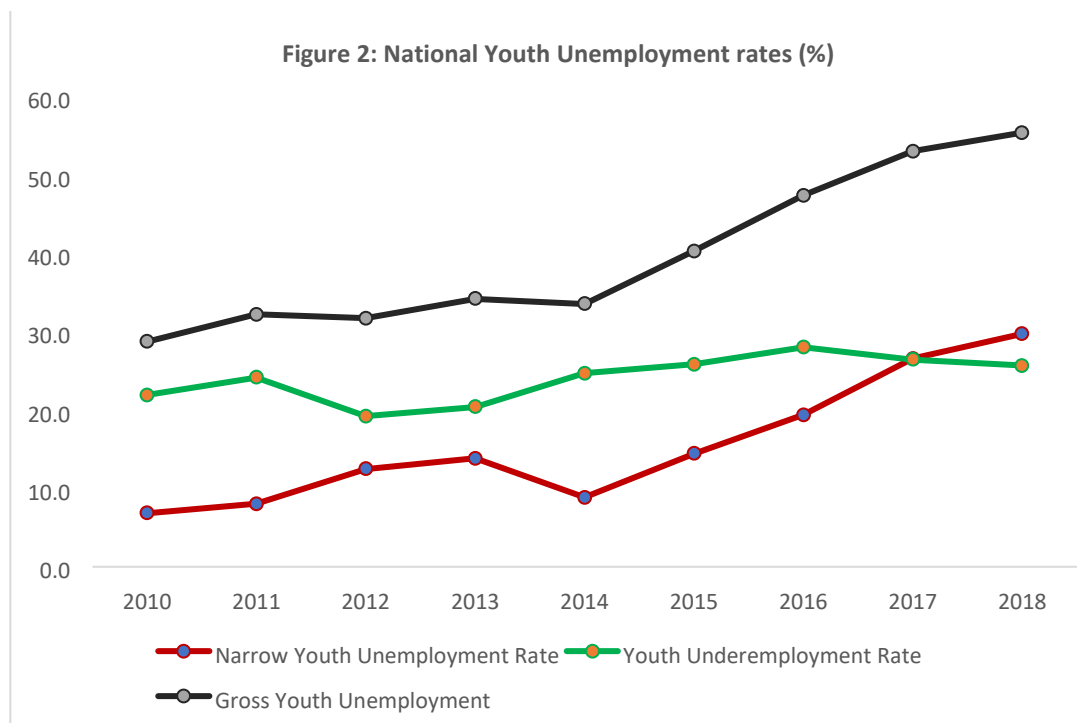
On the other hand, the proportion of the labour force engaged in part-time employment and underemployment dropped only slightly from 19 percent in Q1 2017 to 18 percent in Q3 2018, suggesting the absence of fundamental changes to the structure of the economy and enterprise over the period. In gross terms, the proportion of the labour force that fails to find full-time employment (they are either unemployed or underemployed) increased from 35 percent in Q1 2017 to 44 percent in Q3 2018. The gross unemployment rates mask demographic differences in the unemployment rate.

Over the years, different government of the state have introduced several job creation strategies such as TVET, TVAT and other skills development programs namely- Edo create initiative and Edoskills Development agency. In other to reduce the current high unemployment rate in the state, the Edo SEEFOR project developed and sponsored an employability Industrial Training for unemployed TVET graduates. Edojobs is an initiative aimed at tackling the high rate of unemployment in Edo state through skills acquisition and empowerment programs through collaboration between public and private organization in the state. The aim of the program is to ensure residents of the state are provided with information on job openings in the state.

³² The reference period is typically the week preceding the survey

7. Youth Employment

According to national statistics, unemployment among individuals aged 15-34 doubled from 6.8 percent in 2010 to 13.8 percent in 2013. The rate inched to 19.2 percent in Q1 2017 and rose rapidly afterward to 29.7 percent by Q3 2018. At the same time, underemployment dropped from 21.9 percent in 2010 to 20.4 percent in 2013, 27.0 percent in Q1 2017 and dropped slightly to 25.7 percent in Q3 2018. Gross youth unemployment therefore increased from 28.7 percent in 2010 to 44.2 percent in 2013, 46.2 percent in Q1 2017 and 55.4 percent in Q3 2018.



Source: National Bureau of Statistics Labor Force Statistics 2010-2018

Youth unemployment has remained a major challenge of development in Nigeria. The situation in the Niger Delta region encompassing Edo state is more complicated with a large proportion of the local population unable to secure employment. As part of efforts to address the challenges, states in the region launched the State Employment and Expenditure for Results (SEEFOR) Project in 2013. SEEFOR is an International Development Association (IDA) and European Union (EU) assisted Project focused on enhancing employment opportunities and access to socio-economic services, in addition to improving public expenditure management systems. The Edo State project introduced a socioeconomic safety net programs designed to facilitate wealth creation and generation of employment through investment in Technical Vocational Education and Training (TVET).

A disaggregation of youth unemployment rates at state levels is not available. Given the fact that employment in Edo state is more dependent on microenterprises than the national average, insights can be gleaned from comparing data available from specific employment studies with the national average. However, the caveat

that TVAT/TVET interventions and other initiatives may moderate the impact of the underlying enterprise structure in determining the youth unemployment rates in the state should apply.³³

A tracer study of 91 participants who completed their TVET in 2012, 2013 and 2014 was conducted in late 2014 to assess their labour market outcomes.³⁴ The study reported 45 percent unemployment rate among the combined cohort. Given the definition of unemployment as “doing nothing” and the employed including those in self-employment (30 percent), wage employment (22 percent) and further apprenticeship (2 percent), the gross unemployment rate is expectedly higher than 45 percent given the possibility of underemployment among the self-employed and those in further apprenticeship. In comparison, as at Q4 2014, the narrow national youth unemployment rate was 8.9 percent while underemployment rate was 24.7 percent, leading to gross national youth unemployment rate of 33.5 percent, which is much lower than the experience of TVET graduates. More so, the study concluded that most of the employed graduates were employed in subsistence type jobs rather than in organizations that offer well-defined career path.

A second study that analyzed the experience of 820 participants who completed their TVAT in 6 institutions that benefitted from the State Employment and Expenditure for Results (SEEFOR) during 2012-2017 was conducted in 2018. The study reported 14 percent unemployment rate, with unemployment defined similarly as the first tracer study. Those employed were distributed into self-employment (35 percent), wage employment (19 percent) and further education (32 percent). The study did not disaggregate the experience by year of completion in order to observe the duration effect (between completion and survey) on labour market outcomes. An examination of the study suggests that the last group of graduates – those who enrolled in further education – did so on account of either disappointing job market outcomes or for the purpose of the advantage of better employment opportunities conferred by higher education. Also, the recession that started in 2015 raises the possibility that job losses and difficulties finding jobs contributed to the decision to enrol in further education. If these are added to the outright unemployed category, then the gross unemployment rate rises to 46 percent. However, this falls below the national gross youth unemployment rate of 55 percent.³⁵

A third tracer study analysing the experience of 1,073 participants who completed their TVET between 2018 and 2020 was conducted in 2020. The study reported unemployment rate of 65 percent among the combined graduation cohorts. However, the unemployment rate varied by year of completion with earlier cohorts experiencing lower unemployment rates. The rates were 54 percent for the 2018 cohort, 62 percent for the 2019 cohort and 70 percent for the 2020 cohort. This signifies very high initial unemployment rate among the graduates and returns to search efforts as unemployment tends to decrease with duration of search.

³³ Unemployment rates among the youth participants in the TVAT/TVET interventions in Edo state are likely to exhibit a downward bias given the possibility that their experience will, on average, be better than non-participating youths in the state. Nevertheless, the experience of the participating cohort may provide some insights into youth unemployment levels in the state.

³⁴ Labour Market Skills demand Survey, Edo State Nigeria

³⁵ An alternative is to treat the group that entered further education as “out of the labour force”. On this ground, the narrow unemployment rate increases to 21 percent, which is also lower than the narrow national youth unemployment rate of 30 percent in 2018.

Table 3: Unemployment among TVET/TVAT Graduates

Graduation Cohort	Sample size	Year of Survey (%)	Unemployment Rate
2012-2014	91	2014	45.1
2012-2017	820	2018	14.0
2018	175	2020	54.3
2019	354	2020	61.6
2020	543	2020	70.0

Source: TVET/TVAT Graduate Tracer Studies 2014, 2018,2020

The Government of Edo state and its development partners have recently turned attention to technical and agricultural/vocational education and training (TVAT/TVET) with the objective of reducing unemployment, especially among the youth, through acquisition of skills needed in the workplace. It is expected that the training will improve the employability of the graduates and equip them with the skills needed for self-employment. While the programs are obviously well-targeted and have been moderately successful, their impacts have been limited by the usual wage employment market challenges, primarily because graduates of the program typically enter or re-enter the labour market to seek opportunities in paid employment, as well as usual barriers to self-employment.

Large numbers of graduates have continuously been found incapable of meeting up with the employment requirements of the workforce and have thus been unsuccessful in either securing or keeping a job. This employability problem has been described as a result of poor funding of tertiary institutions, outdated curricular, poor and bloated staffing, overcrowding and incompetence in the management of tertiary institution.

In response to rising unemployment, young people between the ages of 15 to 24 are most likely to migrate from Edo state than other age categories, Nigeria is widely known for its high rate of youth emigration but it is believed that international migration has become a norm in Edo state. Social media and various socio-cultural pressures are all fueling emigration out of the state. The state embarked on safe migration awareness campaigns conducted and sponsored by several international and local institutions such as the International Organization for Migration (IOM) and the National Agency for the Prohibition of Trafficking in Person (NAPTIP). While most campaigns work with the media to sensitize people on the problems of irregular migration, many potential migrants in Edo State and other rural areas may not have access to such media information. The state has also been encouraging the youth to acquire tertiary education with a view to be better prepared for the job market; to have sustainable employment by enhancing technical skills and competence in a chosen field, and life skills such as problem solving and analytical skills, effective communication and literacy skills, interpersonal and team skills.

8. Employment of Women

On average, women attain lower education and skills than men. A distribution of educational attainment among the population above 25 years who are expected to have completed all education presented in Table 3 shows the disparity among men and women. The fraction of men with no more than primary schooling was 29.6 percent compared to 47.2 percent among women. At the other end, the fraction of men that attended tertiary institution at 20.1 percent was double the rate among women at 10.9 percent.

Table 3: Distribution of Highest Educational Attainment (%) in Edo State (percent of population above 25 years of age)

Classification	Male	Female
No School	2.7	11.5
Primary School	26.9	35.7
Junior Secondary School	6.8	8.5
Senior Secondary School	36.9	26.4
Tertiary Institution	20.1	10.9
Others	6.6	7.0
Total	100.0	100.0

Source: Nigeria Living Standards Survey 2018/2019

The lower education and skills status manifests in women's share of labour market opportunities and in the outcomes. Data from wage employment provided below shows that women have more limited opportunities in wage employment as 8.8 percent of women in labour force were in wage employment compared to 16.8 percent among men. Although farm employment is the major source of employment outside of wage employment, the sector also provides more employment for men compared to women (men – 32.2 percent versus women 26.0 percent). It is in non-farm employment where women tend to have more engagement relative to men (women – 20.1 percent versus men – 13.1 percent).

Table 4: Labour Market Indices

Index	Male	Female
Distribution of the Labour Force 15-64		
Wage	16.8	8.8
Farm	32.2	26.0
Non-Farm	13.1	20.1
Apprenticeship	6.8	6.6
Mixed	11.1	10.8
No Activity (Unemployed + Out of Labour Force)	20.0	27.7
Total	100.0	100.0
Distribution of Wage Employment		
Public sector	21.1	30.4
Private sector	74.8	67.2
Religious Institutions	4.0	2.3
Total	100.0	100.0

Leading Sectors' Share of Wage Employment		
Agriculture	19.0	14.3
Mining/ Construction	19.8	5.1
Personal Services	10.1	15.4
Education	10.8	27.9
Public Administration	9.0	12.4
Health	6.1	9.9

Source: Computations based on Nigeria Living Standards Survey 2018/2019

Women are relatively more engaged in education, personal services and public administration as shown in the distribution of wage employment by sector relative to men's dominance in mining/construction and agriculture.

Very few women participate in earlier TVET/TVA programs. Women form only 20 percent of the graduate of vocational students that participated in the programs between 2012 and 2014, and 26 percent of participants between 2012 and 2017. However, women dominated the 2018-2020 cohort as they made up 58 percent of the graduates.³⁶ Among the graduates of the program, the following observations were made:

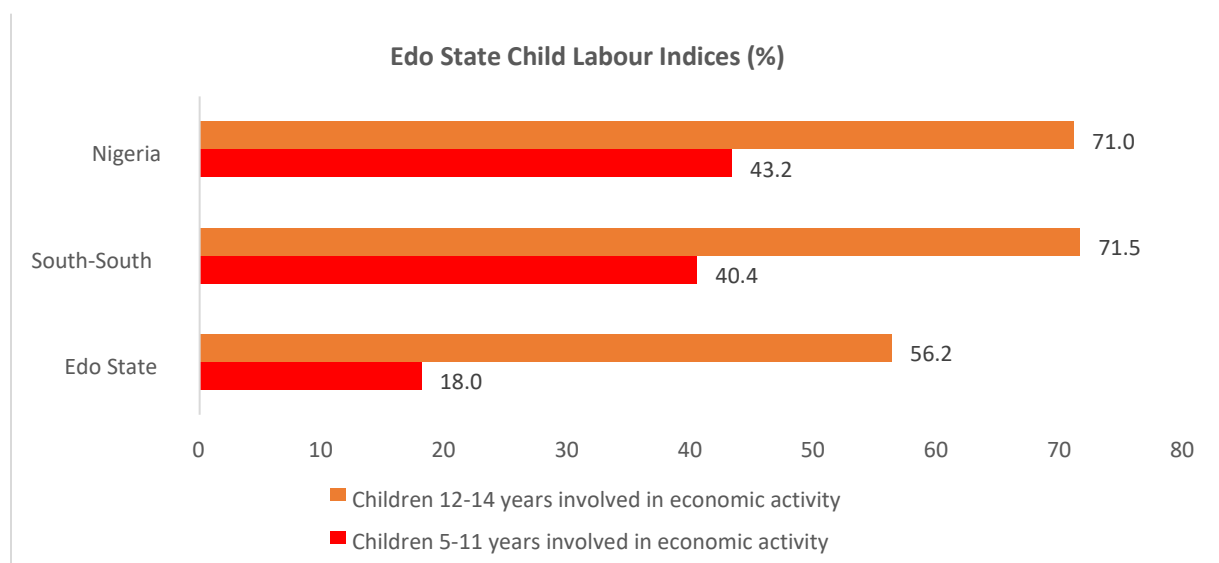
- Female graduates are far more likely to be unemployed
- Female graduates are less likely to be in permanent full-time jobs – this could be a matter of preference, desire for flexibility, as well as a consequence of lack of full-time options
- Female graduates tend to have preference for jobs in certain sectors. For example, it was reported among the 2012-2017 cohorts that female graduates preferred jobs in public administration.

9. Child Labour

Edo state records the lowest child labour indices in the South-South geopolitical zone as well as compares favourably with the national average. The proportion of children age 5-11 years involved in economic activity for at least one hour in Edo state is quite low at 18 percent compared to 40 percent in the South-South geopolitical zone and 43 percent nationwide. Likewise, the proportion of children age 12-14 involved in economic activity for at least one hour, at 56 percent, is lower than the South-South geopolitical zone average of 72 percent and national average of 71 percent.

Efforts to combat the child labour in Edo state led to the establishment of non-governmental Civilian Joint Task Force (CJTF) in 2017 to combat human trafficking and end the recruitment and use of children. Labour inspectors reviewed 4,694 child labour cases and found 606 cases to be in violation of child abuse policies. The National Agency for the Prohibition of Trafficking in Persons and Other Related Matter (NAPTIP) convicted 10 perpetrators for crimes related to worst form of child labour.

³⁶ These are female ratios among the respondents to the tracer study surveys. These indices are subject to gender differential in survey response rates. Differences in the attractiveness of the programs offered in the programs by gender could also lead to differential rates of enrolment



Source: Multiple Indicator Cluster Survey 2016-2017 -UNICEF

Earnings from child labour complement the income of poor households. In study, as many as 56% of parents/guardian in the state declared that their household living standard will decline if their children stop working.

10. Summary of Challenges and Opportunities

The population of Edo state is assumed to grow at the rate of 2.7 per year, but its labour force is growing at the rate of 6 percent per year. Unemployment, especially youth unemployment, is rising rapidly as a result of the weaknesses inherent in a microenterprise economy – lackluster job creation, lack of stability due to weak enterprise asset base – and the surging of new entrants into the labour market. Labour market demand-side interventions are rare, thus supply-side interventions have made little impacts.

TVET/TVAT and other supply-side interventions face several challenges among which the following are leading..

- Inadequacy of practical training component of the programs – graduates entering the labour market face low employability due to their low level of practical competencies
- Mismatch between the skills needed in industry and those being provided – this is a natural consequence of the supply-driven rather than demand-driven basis of the programs and the lack of coordination and information sharing between private sector or industry and the training institutions.
- Lack of sustainable financing – most of the initiatives are funded through donor support rather than by steady earmarks of budgetary funding or private resources.. On the graduates' side, the leading challenges include
- Weak employment potentials of the microenterprise economy and low wage offers – wage earnings by majority of graduates are barely above the minimum wage.
- Prolonged unemployment and job search which ends up in returning to apprenticeship or further education – this is the result of reservation wage levels above market wage offers which make the graduates turn down job offers. Further education is seen a means of investing in higher skills with the hope to improve their labour market outcomes

- Poor employability skills – beyond technical and vocational skills, these include motivational skills, communication skills, interpersonal skills, critical thinking, problem solving and entrepreneurial skills that employers seek but are typically in short supply.

Some of the weaknesses on the supply side are being addressed by various interventions aimed at improving skills and making them relevant to the needs of the labour market. Labour market information system and employer-jobseeker matching initiatives (including EdoJobs, Edo-YES) have been established in the state to reduce the cost of job search and minimize skill mismatches. The TVET/TVAT programs have also improved the effectiveness of their programs by ensuring that they are better suited to the needs of the workplace and expanded the range of trainings to include areas that are preferred by women and thus make the programs more inclusive. Continued improvement of the programs and initiatives in ways that address the supply-side challenges are essential.

However, critical labour market demand-side challenges are outstanding, and attention needs to shift toward SMEs. The market for enterprise capital is underdeveloped, and an important segment of the market is largely missing. There is exclusion of a large swath of high-skill mid-level entrepreneurs from enterprise capital schemes. While microfinance banks tend to target small-scale traders that require small amounts of loan (in some cases up to N1 million), commercial loans are only accessible to very large firms as their collateral requirements are impossible to meet by mid-level entrepreneurs.

The opinion of stakeholders on causes of unemployment and suggested solutions is summarized below. For those who know the industry, the entrepreneurs, the collapse of SMEs is the fundamental challenge of unemployment in the state (Table 5).

Table 5: Causes and suggested solutions to unemployment in Edo State³⁷

Relevant Sample Causes of unemployment Suggested solutions stakeholder Size

Leaders of different political parties	20	• Reduced income and inflation • Increased population • Inability of the majority of graduates and youths to pass interviews	Government should create more employment
Young graduates	20	• Declining industries Corruption • Visionless leaders •	Government should provide electricity and encourage the establishment of more industries
Students	20	• Corruption • Lack of industries in the state	Reduce corruption and establish industry
Parents	20	• Economic recession • Unwillingness to work by some youths	Government should provide employment
Academicians	20	• Currency devaluation of the 1980s • Corruption	The problem of corruption and electricity should be solved

³⁷ Oviasuyi, at al, Graduates/Youths Unemployment Question in Nigeria: A Case Study of Edo State. Anthropologist, 2012. 14(2): p. 177-184

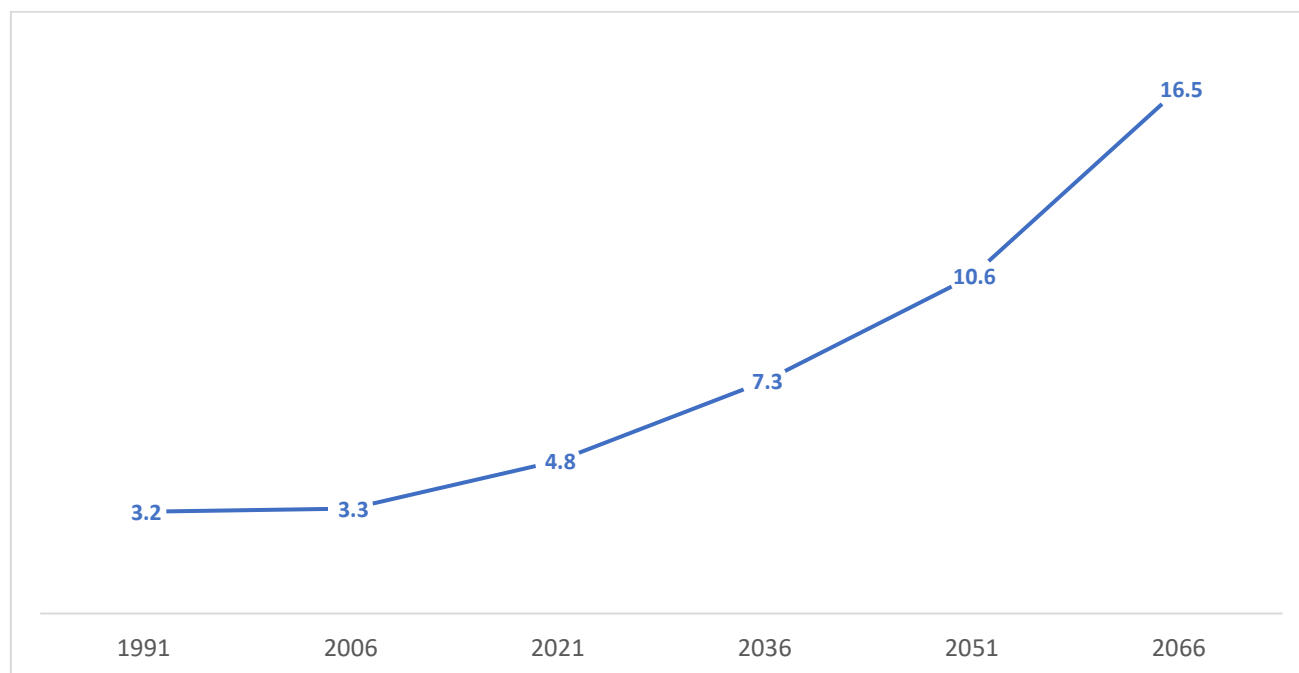
Entrepreneurs	20	• Collapse of SMEs due to bad/harsh economic environment • Corruption	Government should encourage the growth of SMEs by providing enabling environment, as well as eradicating corruption
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Although Edo state is still far away from the demographic window of opportunity³⁸ its citizens are well educated compared to the national average. The working age population, the people that are ready for work or already doing some work, now dominate the population at 55.2 percent of the total. There is progress in improvement of both quantity and quality of skills on the supply side of the labor market. More attention needs to be paid to the demand side.

³⁸ This is the period when children under 15 years are less than 30 percent of the population while the elderly population 65 years and above remain below 15 percent.

11. Appendix

11.1 Edo State Population Production (1991-2066) in Million



Source: Author's projection

11.2 Edo State GDP Shares, 2013-2017

	2013	2014	2015	2016	2017
Agriculture	369,658.69	436,260.14	459,316.36	510,815.31	584,041.00
Crop production	312,347.50	373,075.29	389,260.44	442,969.35	506,395.25
Livestock	23,226.69	26,248.09	29,380.44	24,822.55	30,621.98
Forestry	31,667.38	34,752.75	37,321.29	39,750.34	43,178.01
Fishing	2,417.12	2,184.01	3,354.20	3,273.07	3,845.75
Mining and Quarrying	214,605.78	204,798.62	121,386.61	112,207.28	215,268.51
Crude Petroleum and Natural Gas	211,862.14	202,461.86	120,929.72	110,616.64	213,499.44
Coal Mining	--	--	11.52	--	--
Metal Ores	--	--	--	--	--
Quarrying and other Minerals	2,743.64	2,336.76	445.37	1509.64	1,769.06
Manufacturing	152,068.09	246,071.93	266,057.93	241,900.88	266,142.28
Oil refining	--	--	--	--	--
Cement	48,479.19	64,685.82	79,668.92	69,458.27	90,319.11
Food, Beverages and Tobacco	38,119.25	128,032.47	115,080.96	109,909.29	88,838.63
Textile, Apparel and Footwear	39,754.03	8,482.29	21,071.75	11,890.19	26,941.19

Wood and Wood Products	14,223.73	17,508.04	21,455.87	19,373.06	25,192.72
Pulp, paper and Paper Products	1,164.39	3,800.97	3,419.27	3,883.24	3,277.28
Chemical and Pharmaceutical Products	2,323.64	4,626.48	4,980.14	4,891.06	5,880.15
Non-metallic Products	1,570.60	2,789.60	5,978.90	3,726.93	7,782.94
Plastic and Rubber Products	1,570.60	2,789.60	5,978.90	3,726.98	7,782.94
Electrical and electronics	125.80	86.47	92.36	91.31	109.82
Basic metal, iron and Steel	1,947.43	5,421.15	2,287.43	5,936.16	2,735.68
Motor Vehicle & assembly	381.64	411.00	512.64	437.45	369.10
Other Manufacturing	1,616.50	3,696.87	3,245.93	2,803.14	3,093.99
Transportation and Storage	28,454.33	28,334.01	35,997.44	65,231.16	69,380.64
Road Transport	24,806.49	24,843.86	32,096.77	59,347.88	63,754.34
Rail Transport & Pipelines	--	--	--	--	--
Water Transport	--	--	--	--	--
Air Transport	1,247.96	1,370.58	1,906.74	3,421.45	3,419.51
Post and Courier Services	667.59	761.15	854.53	884.93	633.05
Information and Communication	252,854.26	289,903	321,596.87	325,316.69	344,363.55
Telecommunications	226,771.72	259,712.93	276,764.12	286,222.28	292,397.64
Publishing	352.44	408.45	453.10	422.26	703.11
Motion Pictures, Sound recordings and Music Production	14,256.71	15,943.30	17,434.28	17,750.47	28,360.89
Broadcasting	11,473.38	13,838.51	17,945.37	20,921.67	22,901.91
Financial and Insurance	37,930.87	63,153.10	74,926.44	73,644.97	84,482.93
Financial Institutions	29,729.65	52,804.25	63,499.55	60,189.50	70,500.43
Insurance	8,201.22	10,348.85	11,426.89	13,455.46	13,982.50
Electricity, Gas, Steam and Air Conditioning supply	1,555.60	2,009.92	2,368.34	3,056.36	3,670.91
Construction	32,669.71	33,473.80	37,090.08	34,879.90	35,323.35
Trade	244,338.58	280,024.11	342,278.73	394,005.85	415,661.69
Accommodation and Food Services	4,200.37	5,476.68	5,965.51	6,147.81	6,562.17
Arts, entertainment and recreation	828.71	1,364.76	1,486.19	1,613.65	1,881.88
Real estate	12,025.49	16,937.58	17,201.76	17,779.08	18,549.62
Professional, scientific and technical services	31,108.99	32,031.19	54,469.51	50,881.87	97,388.81
Administrative & support services	466.59	N467.75	N514.42	N575.23	N664.82
Public administration	50,325.69	55,860.44	53,321.29	56,449.89	61,233.66
Education	32,794.01	38,231.54	44,644.99	52,443.87	54,779.64
Human health and social services	5,956.71	7,168.95	7,816.14	8,595.88	9,060.37
Other services	11,685.09	19,841.51	23,274.42	27,324.31	31,114.41

11.3 Labour Supply and Demand Architecture

Labour Supply

The labour supply in Edo State comprises of various actors such as State Universal Basic Education Board (SUBEB), Edo State Board of Technical and Vocational Education (ESBTVE), State Employment and Expenditures for Results Project for Nigeria (SEEFOR), Government Science and Technical College, Benin City, Edo state, National Board for Technical Education, National Business and Technical Examinations Board, National Directorate of Employment (NDE), National Bureau of Statistics (NBS), Industrial Training Fund and Nigeria Incentive-Based Risk Sharing system for Agricultural Lending.

Edo State Educational System

Edo State Educational system starts from the Early Child Care Development and Pre-Primary Education (ECCDE)- which are provided by day care centres/creches/Kindergarten for ages between 0-2years to the primary Education with the State Universal Basic Education Board (SUBEB) coordinating the activities at the state level, after completion of primary education some people enrol for senior secondary school while others enrol in Technical and Vocational Education and Training (TVET) institutions.

Qualification of the labour force

Edo State is a very literate state with less than 2% non-educated population and a median of 18% between the Senior Secondary Certificate Examination (SSCE) and Pre-Degree Diploma. With a relatively high literate work force and a lack of corresponding formal sector, this trend tends towards a growing informal sector. The growth of this informal sector is also fuelled by an increasing out-of-school population especially pupils progressing from junior secondary to senior secondary education. As corroborated in the Federal Ministry of Education's publication on the education statistics (2014 – 2016), a huge gap is observed between the number of students who enrolled in primary education (6 – 11 years) and the population of children between (6 – 11 years) in Edo-State. The same goes for the children between (12 and 14 years) in junior secondary and youths between (15 and 17years) in senior secondary. Findings reveal that in Edo State 2013/2014; 2014/2015 and 2015/2016 for children between 6 and 11 years, a 36%, 38% and 50% out of school children respectively.

Informal Education and training

The large informal sector in Edo state accounts for its huge economic activities in agriculture, trade and services sector. In Edo state the Skills Development Agency (SDA) is responsible for promoting and coordinating of all training, development and empowerment programs relating to non-formal skills development. The agency also works collaboratively with various private and public agencies in the state to achieve its goals. The education and skills development agency oversees and caters for the needs of middle-aged children between the ages of 5 – 17 years. According to the World bank, there are a total of 4,266 schools comprising of early childhood care and development education, primary, junior and secondary education. On the other hand, the government established the Social Development Programme. EdoJobs which is a component of SDP and overseen by the SDA is responsible for creating 200,000 jobs between 2016 and 2020 and matching skilled youths to available job openings in the state. Of the 200,00 jobs promised, 161,149 jobs have been created as of July 2020. The government through the SDA is also prioritizing digital skills development through the Edo Innovates initiative. The initiative was developed to provide cluster/hubs for digital skills and entrepreneurship training, start-ups and business incubation. The SDA will also establish a stronger institutional and governance structure for Edo Innovates with the view of strengthening partnerships with private sector to develop the curriculum in order to improve the relevance of the training content. In addition, the state government is working to improve the delivery of other types of job readiness and employability skills in areas such as fashion design, hair dressing, catering and baking.

Edo State Skills Development Agency (EDOJOBS)

Edo State Skills Development Agency now known as Edojobs was established by the Edo State Government to ameliorate the rate of youth unemployment through skills acquisition, capacity development, job creation and job matching services etc. in collaboration with various private and public organizations within and outside Edo State. The agency commenced activities in March 2017 with the registration of over 100, 000 unemployed persons. The agency has greatly impacted the skills level and wellbeing of its residents, exceeding its initial target of creating 200,000 jobs. The agency has various departments whose activities are geared towards advancing labor supply within and outside the state.

- The Job Centre – the training unit of the job center conducts employability skills training, CV reviews and career counselling. The Job Centre internship and apprenticeship scheme equips job seekers and artisans - who are graduates of both tertiary and vocational institutions, with valuable work and enterprise experiences.
- Edo Innovates – an innovation center that creates the supply of skilled ICT talent in Edo State by equipping youth with high demand ICT skills and knowledge.
- Edo Food and Agri-Cluster (EdoFAC) – the component of the agency that provides agricultural training and empowerment for farmers of all ages especially youth and women.
- Skills Development and Entrepreneurship – this unit organizes vocational and soft skill training programs such as welding and fabrication, leatherworks, solar PV installation, business management and development trainings in partnership with both public and private organizations with the aim of building a skill driven economy in Edo State.
- Edo Future500 (EF500) – the goal of this program is to provide young entrepreneurs with the right knowledge, depth, commitment and experience to become captains of industry within 5 years. This program aims to bring together budding entrepreneurs from all over the state and set them on a path to thrive sustainably and remain relevant.
- Edo Creative Hub – this is a physical location that provides local creators and artist with important resources, state-of-the-art studios, events, classes, and an avenue to build valuable creative connections.

The activities of the various departments of the Edo State Skills Development Agency have made high and positive impact from 2018 till date. The agency recorded a total of 21,497 beneficiaries of the Skills Development and Entrepreneurship department. 30, 936 beneficiaries of the Edo Innovates department, 1,842 beneficiaries of the Edo Food and Agri-Cluster and 622 beneficiaries of the Edo Creative Hub.

Matching of Demand and Supply

Main actors in Edo state

Benin Chamber of Commerce Industry Mines and Agriculture (BENCCIMA)

Essentially, the BENCCIMA builds and promotes the community towards attracting investors; ensuring future prosperity of its members through advocacy for good business environment; and to continually be an effective network and unified voice to represent, express and give effect to the opinions of the commercial, industrial and agricultural community and the entire Edo State business sector.

Automobile electrician association

Informal association for electricians in Edo State

Furniture Manufacturers association in Edo State

Informal association for furniture makers in Edo State

Arts and crafts association in Edo State

Informal association for Benin artifacts in Edo State

EdoJobs: Edo State Skills Development Agency

The state government recently launched the agency to tackle youth unemployment through skills acquisition and empowerment programs.

EdoCre8: Edo Create Initiative

EdoCre8 is a one stop hub which is intended to serve as the engine of growth for entrepreneurs. The goal is to enhance productivity and self-engagement amongst the teeming population through creation and enabling of SME, MSMEs, provision of business advisory and financial services, ease of access to procurement of loans and grants, enlisting and notifications for start-up competitions.

Actors of Labour Supply

State Universal Basic Education Board (SUBEB)

The Universal Basic Education (UBE) Programme is a nine (9) year basic educational programme, which was launched and executed by the government and people of the Federal Republic of Nigeria to eradicate illiteracy, ignorance and poverty as well as stimulate and accelerate national development, political consciousness and national integration. In the course of this assignment, we shall be looking at the Edo State SUBEB who also holds this mandate at the state level.

Edo State Board of Technical and Vocational Education (ESBTVE)

The State board governs, manage and oversees the Technical and Vocational Education in Edo State.

State Employment and Expenditures for Results Project for Nigeria (SEEFOR)

The objective of the State Employment and Expenditures for Results Project for Nigeria is to enhance opportunities for employment and access to socio-economic services, while improving public expenditure management systems in the participating states.

Government Science and Technical College, Benin City, Edo state (GSTC Benin City, Edo State)

The foremost institution formerly known as Benin technical college is a state owned TVET institution that offers post-secondary skills training.

Labour market information

Agriculture is the mainstay of its economy; with a large proportion of the state's citizens depending on agricultural activities for their income. The state, with a landmass of about 17,974 square kilometers, is located in a vegetation zone that is very congenial for agricultural activities of various dimensions. It also has deposits of a wide array of solid mineral resources and a rich cultural history. Despite the reform-orientation and economic potential of the state, the economy of Edo state is currently plagued with several inadequacies. Prominent among these are

significant public revenue shortfalls (i.e. relative to expenditure requirements), a still-weak private sector and high unemployment and underemployment (25.1 percent and 18.4 percent, respectively as at September 2018).

Worse still, many of Edo's youths have embraced illegal out-migration as a coping mechanism, with several migrating illegally to countries in Europe through North African routes (notably Libya) in search of better economic opportunities, while others have fallen victim to human trafficking under the guise of getting them employed in lucrative jobs abroad. The current State Government, which took office in November 2016 is building on earlier reforms and development programs and has also initiated new ones to boost economic and social opportunities for its citizens. The Government's expressed vision is to "develop a modern and progressive Edo State where every citizen is empowered with the opportunity to live life in its fullness". The key overarching goals of its development strategy are to significantly grow the Edo State economy, create at least 200,000 jobs in 4 years (2017 – 2020), and reduce irregular migration. This proposed Program for Results (P4R) operation seeks to support Edo State on its path to accomplishing these goals.

Active Labour Market Policy

Career Guidance.

The Edo Basic Education Sector Transformation (EdoBEST) aims to transform educational outcomes for Edo's youth in all public schools; enabling growth and prosperity across the State.

The team supporting EdoBEST are truly a team of trailblazers working to ensure that the children of Edo State have the opportunity to maximize their potential.

Job Centre

The job Centre is to upscale Job employment opportunities for Edo residents through direct employment and capacity development for career advancement, and to continually support job seekers through counselling to improve on their interview and CV writing skills, create a platform for accessing job opportunities while connecting these jobseekers to employers within and outside Edo State.

The Job Centre team comprises of three following;

- Training Unit
- Outreach Unit
- Placement Unit

The Training unit is responsible for conducting employability skills training, CV reviews, career counselling. Overtime, in the course of engaging with employers, there have always been complains about skills gap relating majorly to soft skills. This is evident because these skills are not taught in tertiary institutions, in a bid to help job seekers meet up with the increasing demands of employers.

The Outreach unit is responsible for carrying out research into organizations currently in Edo State and those looking to expand business relationship to Edo State, they prepare and send recruitment proposals to organizations, and act as client relationship officer to employers.

The Placement unit is responsible for shortlisting, inviting candidates, organize and oversee first level interview in order to provide suitable candidates for prospective employers. They also offer career guidance to job seekers³⁹.

Minimum wages

³⁹ <http://www.edojobs.careers/edojobs/>

As organized labour in the country warms up to tackle state governments that are still prevaricating over the implementation of approved national minimum wage of N30,000, Edo State Government says it has commenced payment to its workforce with effect from January 2020. Special Adviser to the State Governor on Media and Communication Strategy, Crusoe Osagie, confirmed this in a statement, in Benin City, on Tuesday. The state governor, Godwin Obaseki had reiterated the commencement of the new wage in his New Year broadcast to the people of the state.⁴⁰

11.4 Technical And Vocational Education and Training (TVET) Institutions

UNIVERSITIES	LOCATION	YEAR ESTABLISHED	OWNERSHIP	Enrolment UG and PG 2017 ⁴¹	
				M	F
University of Benin	Benin City	1970	Federal	24922	21188
Ambrose Alli University	Ekpoma	1981	State	20170	13314
Edo University	Iyahmo	2016	State	263	271
Igbinedion University	Okada	1999	Private	1778	2088
Benson Idahosa University	Benin city	2002	Private	1279	1585
Wellspring University	Benin city	2009	Private	158	179
Glorious Vision University formerly Samuel Adegboyega University	Ogwa	2011	Private	207	206

POLYTECHNICS	LOCATION	YEAR ESTABLISHED	OWNERSHIP
Auchi Polytechnic	Auchi	1973	Federal
Edo State Polytechnic	Usen	2002	State
Kings Polytechnic	Ubiaja	2010	Private
Lighthouse Polytechnic	Benin-Asaba Expressway	2008	Private
National Institute of Construction, Technology and Management	Uromi	2014	Federal
Shaka Polytechnic	Ogiso Quarters, Off M.M Way, Benin	2013	Private

⁴⁰ <https://tell.ng/edo-state-government-begins-implementation-of-n30000-minimum-wage/>

⁴¹ <https://education.gov.ng/wp-content/uploads/2019/03/Total-Enrolment-Undergraduate-and-Postgraduate-2017.pdf>

COLLEGE OF AGRICULTURE	LOCATION	YEAR ESTABLISHED	OWNERSHIP
Edo State College of Agriculture	Iguoriakhi	1992	State

COLLEGES OF HEALTH SCIENCE	LOCATION	YEAR ESTABLISHED	OWNERSHIP
Institute of Health Technology, University of Benin Teaching Hospital	Benin	2004	Federal
School of Biomedical Engineering, University of Benin Teaching Hospital	Benin	2004	Federal
School of Health Information Management, University of Benin Teaching Hospital	Benin	2004	Federal

INNOVATION ENTERPRISE INSTITUTIONS (IEIs)	LOCATION	YEAR ESTABLISHED	OWNERSHIP
Benson Idahosa School of Basic & Applied Studies	Benin	2013	Private
Central Institute of Business and Technology	Benin	2016	Private
Complete Computers and Technology Institute	Benin	2012	Private
NIIT Benin Centre	Benin	2008	Private

VOCATIONAL ENTERPRISE INSTITUTIONS (VEIs)	LOCATION	YEAR ESTABLISHED	OWNERSHIP
Complete Computers and Technology Institute	Benin	2012	Private
NIIT Benin Centre	Benin	2008	Private

TECHNICAL COLLEGES	LOCATION	YEAR ESTABLISHED	OWNERSHIP
Federal Science Technical College	Uromi	1989	Federal Ministry of Education, Abuja
Government Science and Technical College	Benin	2019	Edo State Board for Technical and Vocational Education, Benin City
Government Science and Technical College	Irrua	2019	
Government Science and Technical College	Igarra	2019	
Government Science and Technical College	Afuze	2019	