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Manpower Study No. 2

NATIONAL MANPOWER BOARD

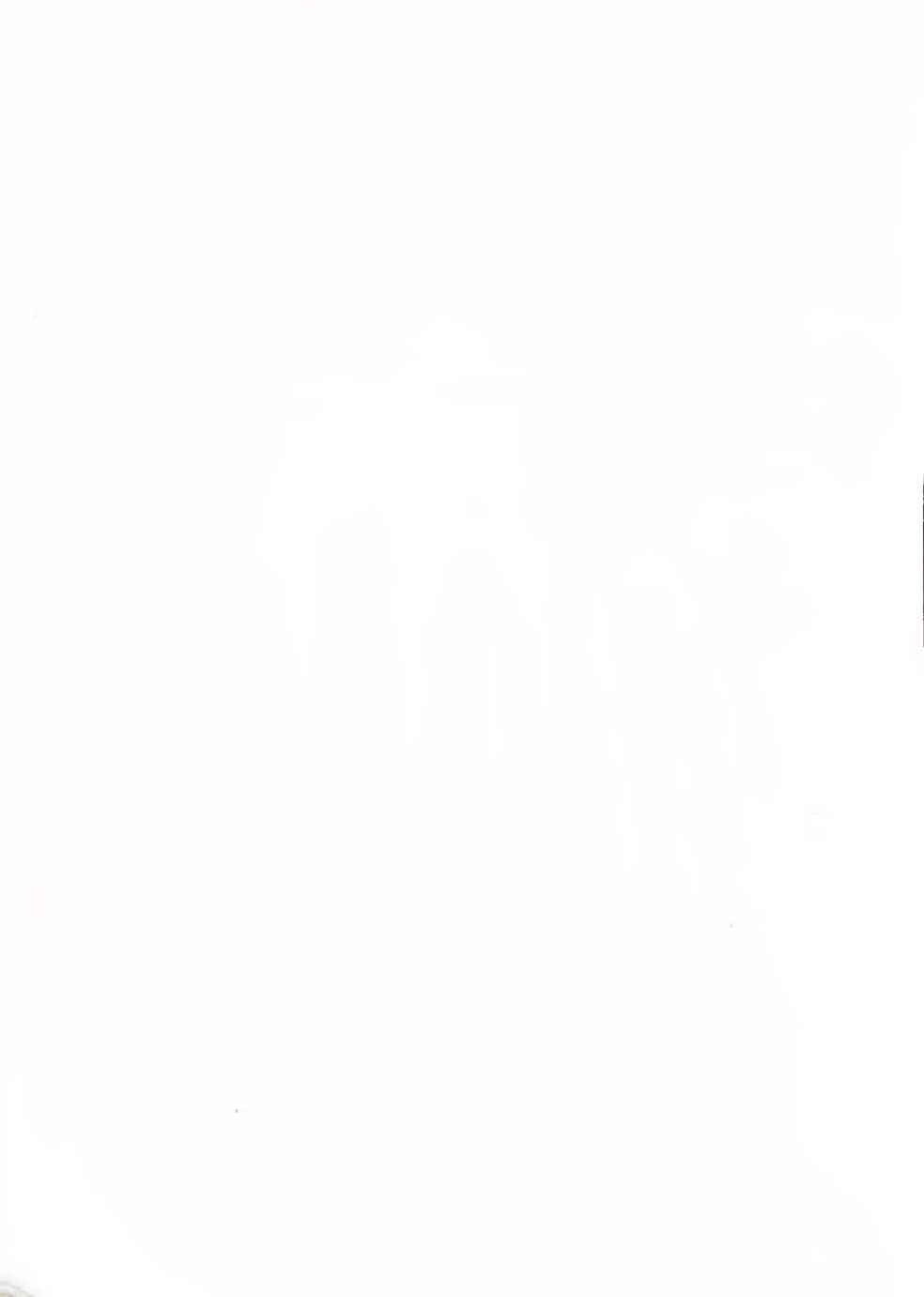
*Nigeria's High-level
Manpower*

1963-70

Price: 7/6

1964





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Introduction

THE National Manpower Board at its first meeting in December, 1962 considered a report of the Secretary on the Manpower Situation in Nigeria which outlined some of the major manpower problems with which the Federation was confronted.¹ It was emphasized that, as in other developing countries manpower planning, training and effective utilization must receive continuous consideration to ensure rapid economic progress. This was especially the case in Nigeria which, while facing growing problems of unemployment and underemployment, suffered from an acute shortage of many of the technical and scientific skills which are vital to the establishment and success of a modern economy. While, therefore, an essential aim of planning must be to create additional employment opportunities, it was vital to ensure that the right numbers of persons with the right qualifications would be available to permit the implementation of the development programmes of the Governments and to meet the needs of private industry.

The magnitude of the problem was obvious. But if effective action was to be taken, it was necessary to provide the details upon which effective planning could be based. Yet there was a great deficiency in much of the basic statistics which were necessary for efficient manpower planning, forecasting and budgeting—such as population figures, studies of employment trends, terms of trade, labour productivity, out-turn of educational and training institutions, etc. Some effort had been made recently to conduct enquiries and collect related statistics. These included the annual Employment and Earnings Returns of the Federal Ministry of Labour, and various studies sponsored by the Nigeria Employers Consultative Association, the International Labour Organization, etc. In 1959 Professor F. Harbison, as a consultant to the Ashby Commission, made some forecasts of Nigeria's High-Level Manpower requirements in the period up to 1970.²

Put together the information from these sources constituted an important advance on the position existing, even a few years back. But it was still far from adequate as a basis for effective manpower development and planning. The circumstances under which Professor Harbison made his forecasts have changed significantly. The National Manpower Board accordingly noted that in normal circumstances, the first duty of the Manpower Secretariat would be the collection, collation and analysis of the background statistics which would enable manpower planning to be done on a permanent and continuing basis. But in the circumstances of an independent Nigeria, with five expanding Universities, and the Six-Year Development Plan to implement, the need for a detailed, up-to-date, and realistic manpower budget had become of immediate concern.

The Board accordingly directed the Manpower Secretary to undertake, as a matter of the utmost urgency, a comprehensive survey to determine the high-level manpower needs of the country. The relevant terms of reference were as follows:

- (a) To undertake an immediate survey to assess the present and future needs for high-level manpower both in public and private employment in all occupations requiring university, professional, technical and craft training, throughout the Federation—such information to be analysed by Regions and by industries so as to facilitate planning by the Federal and Regional Governments, and by private employers;

¹ Manpower Studies No. 1: *Manpower Situation in Nigeria (A Preliminary Report)* Federal Ministry of Information, Lagos, 1963.

² *Investment in Education*. (Federal Ministry of Information). Lagos, 1960.

- (b) In the light of national manpower requirements, to examine the type of courses provided at, and make an assessment of current enrolment in, and projected output from, the Universities, public and private Technical Institutes and Trade Centres, within and outside Nigeria, and to make recommendations.

The present report is intended to highlight the main findings of the Survey, which was designed to provide information on the current and future demand and supply position of trained manpower between 1963 and the end of the Development Plan period, up to 1968. Being the first comprehensive survey of its type in Nigeria, a large number of problems were naturally encountered. Most of these were anticipated and some of the efforts made to overcome them are explained subsequently. It will necessarily be some time before enough data and experience can be accumulated to overcome the difficulties inherent in studies of this nature, with particular reference to the forecasting of future manpower requirements. It is, therefore, intended to undertake another comprehensive survey similar to the present one in 1966 to provide a firmer basis for long-term forecasts.

In the meantime it was realized that the adoption of the Report by the Governments would have important implications for educational and training policies throughout the Federal Republic while its financial and other implications would also be immense. In large measure, the Report would substitute some of the major recommendations of the Ashby Commission in regard to Nigeria's high-level manpower targets. In view of this great importance and the likely consequences of the Survey, the National Manpower Board decided that the first draft Report submitted by the Secretary should be subjected to detailed examination and suggestions by international experts. The report was accordingly considered at the International Seminar on Manpower Problems in Economic Development with Special Reference to Nigeria, which took place in Lagos from the 2nd—13th March, 1964. The present Report has been written in the light of the considerations, criticisms and suggestions made at the seminar. Partly as a result, and in deference to the planning programmes of the institutions of higher learning the manpower forecasts have, in some cases, been carried further until 1970 instead of 1968 as was originally the case.

Planning and Coverage

IT was intended that the high-level manpower survey should be as comprehensive as possible and careful planning was regarded as essential to overcome a large number of anticipated problems. As already indicated, the directive of the National Manpower Board was that the survey should cover all occupations requiring university, professional, technical and craft training. The first essential, therefore, was to obtain a list of all such occupations. The Federal Ministry of Labour had for sometime been working on a National Classification of Occupations. On the basis of that classification the Manpower Secretariat prepared a draft list of relevant occupations, classified alphabetically and by types of industry. The lists were circulated to employers for vetting and amendment. A revised list was later prepared and reclassified in condensed form on the basis of the International Standard Classification of Occupations, so as to facilitate international comparisons. It was noted that, in many cases, different employers used the same nomenclature to designate different jobs, and correspondingly, different nomenclature for similar jobs. But, in order to avoid confusion, it was decided to allow employers to render their returns on the basis of the classifications used in their establishments; in analysing returns, however, the list of occupations prepared in the Manpower Secretariat was used.

The decision as to the type of employing establishments to be covered in the Survey was made relatively easy by the fact that since 1956 the annual Employment and Earnings Returns of the Federal Ministry of Labour had covered individual employers, firms or enterprises which employed ten or more workers. The Manpower Board therefore approved the proposal that the same establishments should be covered in the Survey. On the one hand, a fairly reliable list of the establishments of such employers and enterprises was available. On the other hand, the bulk of the nation's high-level manpower was obviously employed in these establishments. Exceptions were nonetheless made in respect of establishments which by their nature, were generally small, but employed a high percentage of high-level manpower; *e.g.*, firms of Architects, Surveyors, Engineering Consultants, etc. Where the existence of such firms was known, they were covered in the Survey.

The list of establishments was obtained from the Ministry of Labour and amended through information supplied by the Nigeria Employers' Consultative Association and the Federal Ministry of Commerce and Industry. It was circulated on a district basis to Labour Officers for further amendment. When the Survey forms were issued Press notices were published which invited employers falling within the classes to be covered in the Survey, and who had not received the forms, to contact the Manpower Secretariat.

The forms used in the Survey were designed to elicit the nature of information required—the current demand and future needs for high-level manpower throughout the Federation, and also the current out-turn, enrolment and future capacity (based on already approved plans) of the universities and training institutions, as well as the training schemes of employers in so far as they concerned the categories of manpower to be covered. Specimens of the Forms used in the Survey are annexed to this Report. Form MPB. 3 was used to obtain information on the enrolment and out-turn of the Universities, Secondary Schools with Sixth Forms (Post School Certificate), Technical Institutes, Teacher Training Colleges, etc. Form MPB. 3 (T) covered the demand for Teachers and Research Staff, while Form MPB. 4 covered the demand for

other high-level manpower. The forms were accompanied by Explanatory Notes to guide those responsible for their completion.

Every effort was made to keep the forms as simple as possible, while ensuring that they were sufficiently comprehensive to provide the desired information. Before they were adopted by the National Manpower Board, therefore, they were critically examined by a Committee of Experts consisting of Economists, Statisticians, representatives of the Ministries responsible for economic planning and education, and representatives of Labour and Employers.

The forms were designed to be completed by the employing establishments and training institutions themselves. In respect of the former, however, experience had shown that there was usually some reluctance to complete forms or that pressures of other duties made it difficult to render them promptly. It was therefore decided to use official enumerators. Specially selected persons were accordingly put through an intensive training course conducted by senior officers of the Manpower Secretariat and were thereafter posted to all the principal towns. The function of these enumerators was to visit all the private establishments to which forms had been sent and to make themselves available for any assistance which might be required and to answer queries in connection with the forms, *e.g.*, in respect of definitions, classification of occupations, forecasting of future needs, etc. Where an establishment so desired, an enumerator could help to complete the forms on the basis of information supplied by the establishment itself. The enumerators were supervised in the field by senior officers of the Manpower Secretariat and officers of the Ministry of Labour who had themselves received some briefing.

The returns in respect of private establishments were rendered direct to the National Manpower Secretariat. Since private industry usually organize without special reference to Regional boundaries, and in order to avoid duplication of the requests made on them, it was considered that this was the best course. The returns from public authorities (Government Departments and Ministries, Public Boards and Corporations, and Local and Native Authorities) were handled by the Regional Manpower Committees, some of whose members had participated in the planning of the Survey. The Ministries of Education assisted in providing information on Government Training Institutions and the requirements for teaching staff in primary and secondary schools.

The reluctance of employers to complete official forms is not only well-known, but understandable, and there are general complaints about the multiplicity of returns they are required to render. Moreover, the kind of information sought on this occasion is sometimes regarded by private firms in particular as confidential. It was therefore necessary before sending out the forms to foster an understanding of the need and value of the Survey and ensure the co-operation of all concerned. Very great assistance was obtained in this respect from the Nigeria Employers' Consultative Association, which gave publicity and support to the Survey in their Newsletter and exhorted all its members to co-operate fully. In addition, the Federal Minister of Economic Development addressed personal appeals to employers asking for their co-operation and confirming that any information given by them would be treated in confidence. Wide publicity was also given to the Survey through bulletins in the Press.

The Survey, in accordance with the directive of the National Manpower Board, was designed to cover high-level manpower, including craftsmen, to indicate the demand and supply position as at the beginning of January 1963 and, also, to provide a basis for forecasting national manpower requirements. In analysing the results, however, it was discovered that the inclusion of the craftsman categories led to considerable confusion. The returns showed divergent and irreconcilable views on the skilled occupations falling within the craftsman grades. As a result it was

decided to limit the present Report to the Senior and Intermediate categories of high-level manpower and to carry out a separate survey of skilled manpower within the craftsman grades at a later date.

The data have been analysed by categories of high-level manpower, and by Region, occupations, etc. The results are indicated in the Tables annexed to this Report. Altogether, establishments and institutions which engaged a total of 530,167 employees were covered. The Teaching and Research institutions covered employed a total of 113,297 persons of whom 29,250 fell within the Senior and Intermediate grades covered in this Report. Tables 1 and 2 indicate the coverage of the Survey.

Demand for High-Level Manpower 1963

Definition of High-Level Manpower

IN this Report the term high-level manpower is used to refer to persons who occupy positions requiring high professional and technical qualifications, usually above the level of School Certificate. In analysing the returns, this has been broken into two categories as follows:

- (a) *Senior Category*.—Persons who are normally required to hold a good degree of a recognized University, or a high professional or technical qualification; e.g., Managers, Accountants, Administrative Officers, Doctors, Engineers, Auditors, Research Officers, Graduate Teachers.
- (b) *Intermediate Category*.—Persons who are normally required to have had from at least one to two years of specialized training after the West African School Certificate or its equivalent; e.g., Engineering Assistants, Secretary-Typists, Laboratory Technicians, Executive Officers (Civil Service), and Foremen and Supervisors including those promoted from the craftsman grades. Non-graduate teachers with at least the Teachers' Grade II Certificate fall within this category.

Level of Employment

Table 3 indicates the actual level of employment of high-level manpower, excluding Teaching and Research Staff. The Table shows that of the total of 57,893 high-level manpower, 15,956 or about twenty-eight per cent were employed in private establishments. Whereas the Federal and Regional Governments directly engaged 112,465 or about twenty-seven per cent of the total employees engaged in the establishments covered in the survey, they accounted for about forty-seven per cent of the high-level manpower employed *i.e.*, 27,401. This supports one of the indications of the Survey that the proportion of high-level manpower to total employment is higher in the Civil Service (24.4 per cent) than in other forms of employments. It is lowest in the Public Boards and Corporations, being 6.4 per cent, as against an overall average of 13.9 per cent. In respect of the Senior Category, however, the private sector employed 5,916 or about forty-three per cent out of a total of 13,730. The corresponding figures for the Intermediate Category are 10,040 or nearly twenty-three per cent of a total of 44,163.

Table 2 shows the Teaching and Research Staff covered by the Survey. It indicates that the bulk of teachers is to be found in Primary Schools, which are still manned by Grade III and untrained teachers with lower qualifications, for up to eighty-four per cent of their total strength of 99,335. It may be noted here that it is the aim of the Governments of the Federation gradually to eliminate teachers with qualifications less than the Grade II Teachers' Certificate.

Persons engaged wholly on research in the Research Institutions numbered only 415, that is, about 1.4 per cent of the high-level manpower in teaching and research or about 0.47 per cent of all categories of high-level manpower. The distribution of teaching and research staff by category and type of institution in which they are employed is shown in Table 4.¹

There is a virtually complete absence of graduate teachers in Primary Schools. In Secondary Schools, graduate teachers are still in a minority numbering 2,185 or about twenty-two per cent out of a total of 9,689.

¹ It may be mentioned that most of the figures relating to teaching staff in schools and colleges were obtained from the Federal and Regional Ministries of Education, and covered mainly those institutions approved by the Governments. Thus the not insignificant number of Schools and Colleges, unapproved and unrecognized by Governments, were for the most part, not covered.

Females

The level of employment of females in the high-level manpower grades is illustrated in Tables 1-4. In employments other than teaching and research, females numbered 5,646 or about nine per cent of total high-level manpower. In the teaching field they constituted about seventeen per cent.

Distribution of High-Level Manpower

The distribution of employed high-level manpower (excluding teaching and research staff) by type of industry is indicated in Table 5. It will be observed that Services employed about sixty-three per cent of the total—36,727 out of 57,893. Next in importance from the point of view of high-level manpower utilization were:

Commerce	6,023 (approximately 10%)
Manufacturing	3,382 (approximately 6%)
Transport and Communication	3,014 (approximately 5%)

Table 5 also shows that nearly forty per cent (about 23,300) of the nation's high-level manpower were employed in the Federal Territory. The Northern Region had about 13,800 followed by the Western¹ and Eastern Regions with approximately 11,800 and 9,000 respectively.

The occupational distribution of high-level manpower, by category and by type of employer (public authorities or private industry) is shown in Table 6-9. For this purpose Public Authorities include the Governments, Public Boards and Corporations and the Local and Native Authorities. These Statistics are analysed by Region, as directed by the National Manpower Board.

Expatriates

Tables 6 to 12 also show the number of Expatriates employed and the vacancies existing in different occupations as at the beginning of 1963. The fields of highest employment of expatriate personnel in the Public Sector, as indicated in Table 6, are the Managerial and Administrative grades,² Engineering, Medicine, Accountancy and Agriculture. It is significant that these are also the occupations in which the level of vacancies is highest, as follows:

EMPLOYMENT OF EXPATRIATES IN SELECTED OCCUPATIONS, PUBLIC AUTHORITIES

<i>Occupation</i>	<i>Nigerians Employed</i>	<i>Expatriates Employed</i>	<i>Vacancies</i>
Senior Managerial and Administrative Staff ..	3,643	622	1,029
Engineers	369	398	379
Doctors	391	218	113
Accountants and Auditors	455	126	170
Agriculturists	325	89	142

¹ It should be noted that at the time of the Survey the Mid-West Region had not yet been created and constituted part of the Western Region. It is proposed to conduct a special survey for the Mid-West Region in the near future. As far as the employment levels are concerned, it is estimated that between one-fifth and one-fourth of the figures for the Western Region is attributable to the area of the Mid-Western Region.

² It is important to note that there is no specific qualification for persons in the Managerial or Administrative grades. They are usually recruited from the ranks of those with specialist qualifications. The main exception is in respect of persons in the Administrative Class of the Civil Service where the basic qualification required is an Honours Degree of a recognised University or its equivalent.

In the Intermediate Category the number of expatriates employed in the public sectors is highest in the grades of Engineering Technicians and Assistants (257), and Junior Managerial and Administrative Staff (123). Again these are the fields with the greatest number of vacancies which were respectively, 782 and 995. Table 7 refers.

The employment of expatriates is proportionately more predominant in private industry than in the public sector. Thus, as revealed in Table 8, there were 3,455 expatriates employed in the Senior Category in private establishments, as against 2,461 Nigerians. Altogether there were 340 vacancies in this Category. The most important fields of employment of Expatriates in private establishments were as follows:

EMPLOYMENT OF EXPATRIATES IN SELECTED OCCUPATIONS IN PRIVATE INDUSTRY

<i>Occupation</i>	<i>Nigerians Employed</i>	<i>Expatriates Employed</i>	<i>Vacancies</i>
Senior Managerial and Administrative Staff ..	1,590	2,116	175
Engineers	173	625	80
Land and Quantity Surveyors	32	82	6
Doctors	7	56	18
Accountants and Auditors	509	386	25
Geologists	5	55	—

In private, as well as in public employment, it appears to be the case that expatriates are employed, in the majority of cases, in those fields in which there are shortages of qualified Nigerians.

Teaching and Research Staff

Table 10 analyses the employment of Teaching and Research Staff in the Universities. It will be observed that Expatriate Staff still greatly out-number Nigerian staff, the numbers employed at the time of the survey, being 415 and 186 respectively. As in other fields of employment, however, it would appear that there is difficulty in finding suitably qualified Nigerians to fill vacancies which at that time stood at 163.

The paucity of Research Workers in Nigeria is indicated in Tables 11 and 12, which confirm that except in the fields of Agriculture, Forestry and Veterinary, very little research is undertaken outside of the Universities.

Future Manpower Needs

Employer Expectations

THE determination of future needs for high-level manpower is a prerequisite to effective manpower planning and development. Such needs can be determined in a number of ways. But in a comprehensive Survey of the nature undertaken, the ideal method would be for the employers and institutions to furnish information on the future levels of employment based upon expectations of market and other trends and upon their current or proposed plans for expansion or contraction. Adjustment could then be made for wastage in the form of deaths, retirements etc., and for further growth, on the basis of certain ascertainable factors—*e.g.*, the rate of growth of the economy in the recent past, and the requirements of the Development Plan. At the time of the Survey, however, no reliable statistics were available of either the global or sectoral rates of growth. Moreover the Six-Year Development Plan had already been launched without any basic analysis of its manpower implications, apparently because, at the relevant time, there was as yet no manpower planning organisation. Subsequent attempts to ensure such analysis by the agencies concerned with the various projects in the Plan did not prove successful.

It was felt, nevertheless, that as a contribution towards building up a sound statistical base for future manpower forecasting, employers and institutions should be required to furnish information on their expected future demand for high-level manpower. A request to this effect was accordingly included in Part II of Form MPB 4 in respect of each year, up to 1968. In respect of public agencies and Ministries they were required to make their manpower projections bearing in mind the approved or proposed phasing of the relevant parts of the National Development Plan with which they were concerned. The results are analysed in Tables 13–15 for high-level manpower, excluding teaching and research staff.

Some employers expressed inability or unwillingness to forecast manpower requirements because, according to them, there were too many variables to consider—for example, the rate of growth of competition, whether internal or external, movements in the terms of trade, etc. Other establishments appeared to have no definite plans for the future. Of those which made a forecast, there was a tendency to be cautious. On the whole, however, it is considered that the effort made by the establishments which attempted a forecast was commendable. In analysing the returns, the level of employment in establishments which failed to attempt the forecast, was taken to be constant over the forecast period as this appeared, on the whole, to be the expectation of the employers concerned.

The returns as analysed in Table 13 show an expectation of a downward trend in employment of high-level manpower in the field of commerce. Since the establishments covered were mainly the large Commercial firms, it is possible that their outlook was affected by the trends in recent years when many of them had to reduce staff in deference to the policies of the Governments that they should hand over retail trading activities and produce purchasing to Nigerians. No overall decreases are recorded in other industries and, as might be expected, the greatest relative expansion of manpower utilization is likely to be in the field of Services. A few cases of slightly erratic movements are noticeable; for example, the sudden upward jump in the expected level of employment in the Intermediate Category under Services from 29,967 in 1963 to 34,877 in 1964. The general trend shows an upward movement in the level of employment, which

appears to indicate a healthy confidence on the part of employers in the future of the economy. The expected increase in the actual employment level is of the order of fifty-two per cent in the Senior Category over the five-year period up to 1968. In the Intermediate Category the increase is equivalent to over sixty-three per cent. These are equivalent to annual average growth rates of nearly ten per cent and thirteen per cent respectively on the levels of prevailing employment.

Tables 14 and 15 analyse these returns, based on the expectation of employers, by type of occupation and employing authorities. The pessimism of some employers is reflected in a downward trend in the demand for certain occupational categories. For example whereas the public authorities expect a net increase, up to 1968, in the demand for Accountants and Auditors of 199 or about one-third of the number employed in 1963, private employers appear to expect a decrease of 426, the employment level in 1963 being 895. These are indicated in Table 14. Similarly Table 15 suggests a reduction in the Foremen and Supervisory grades between one-seventh and one-sixth, amounting to 1,071 when the level of employment 1963 was 7,494. These instances do not seem, however, to be supported by the employers' expectation of a general upward trend in employment, nor by the large number of vacancies existing in these grades at the time of the Survey as revealed in Tables 6 to 9 as follows:

Category	Actual Employment 1963		
	Nigerians	Expatriates	Vacancies
<i>Accountants and Auditors:</i>			
Public Authorities	455	126	170
Private Employers	509	386	25
<i>Foremen and Supervisors:</i>			
Public Authorities	5,080	50	281
Private Employers	1,893	471	141

Accordingly, it seems most unlikely that there will be such violent fluctuations in the type of functions performed by these categories of personnel which will lead to such substantial reductions in their levels of employment:

Forecast of Future Needs

It is clear from the foregoing that the overall future high-level manpower requirements for the nation could not be determined on the basis only of the returns of employers. Even if all employers had made a forecast, there would still be need, for example, to make provision for new industries. It was therefore considered that other methods should be used to forecast future high-level manpower needs. One such method is to analyse a large number of basic economic statistics—volume, composition and terms of trade, rate of changes in national economic structure (e.g., manufacturing *vis-a-vis* primary production), national income, etc.—in relation to employment levels and manpower utilization; and, thereafter, to make projections into the future to determine the manpower requirements at a selected date. Unfortunately, such relevant statistics in Nigeria are for the most part either unavailable or extremely fragmentary. Normally, it

would be one of the early functions of a manpower planning organisation to build up basic statistics of this nature. But immediately on its inception, there were understandable pressures for the Manpower Secretariat to provide a manpower budget and the current Survey had to be undertaken as a matter of priority. But it did mean that the methods described above could not be utilized for forecasting on this occasion.

An alternative method would be to analyse the manpower situation of one or more other countries where the relevant information is available and with an economic structure similar to that of Nigeria, or where the economic structure is of a pattern which it is desired to attain in Nigeria. On the basis of such analysis it is possible (with adjustments for size of the country, levels of employment, etc.) to make a forecast for Nigeria. While this method may seem attractive, it is in practice fraught with basic difficulties because of the fundamental differences in the social, political and indeed, also, in the economic climate and in the financial and other resources available in different countries.

In the circumstances it was decided that for the purpose of manpower forecasting the best approach was to envisage an economic structure for the forecast year which was realistic in the context of the conditions prevailing in Nigeria. Among the important background factors considered was the existence of the National Development Plan. But the Plan is essentially a public sector plan and although hope of private investment of certain amounts is expressed, no attempt has been made to indicate areas in which such amounts are likely to be invested.

The other major important element was the fact of growing unemployment in Nigeria. This is a matter which has been engaging the urgent attention of the National Manpower Board and all the Governments of the Federation. In the absence of the relevant economic statistics and of reliable trends in private investment the full-employment objective was used as the basis for forecasting future manpower requirements in the first draft of this Report. This implied forecasting the various high-level manpower categories which Nigeria would require to sustain full employment, if this were possible, by the end of the forecast period; *i.e.*, at the end of the Six-Year National Development Plan¹. On the basis of existing skill-mixes suitably adjusted, the high-level manpower targets were then determined by occupations. The result in broad categories was as follows:

FORECAST OF FUTURE HIGH-LEVEL MANPOWER NEEDS FOR FULL EMPLOYMENT, 1963-1968
(EXCLUDING TEACHING AND RESEARCH STAFF)

<i>Manpower Category</i>								<i>Demand 1963</i>	<i>1968 Target</i>
Senior	..	..	..	..	..	..	..	17,892	48,285
Intermediate	..	..	..	..	..	..	..	53,607	129,260
TOTAL	..	..	..	..	..	..	..	71,499	177,545

The National Manpower Board after full consideration of the Report and the resulting high-level manpower targets based on the assumption of full employment decided that the experts at the International Manpower Seminar should examine the targets and the likely implications if they were to be adopted.

¹ Whether full employment was in fact realisable was a different question. But even if it were not, the targets so determined would serve as a basis for determining priorities for the development of manpower resources.

At the International Seminar, it was pointed out that between 1956 and 1963 the average rate at which new jobs were created in Government employment and in private industry did not seem to exceed 20,000 per annum—in some years it appeared to be far below this figure. It seemed very unlikely that this rate would be exceeded in the immediate future, having regard to the growth-rate of about four per cent per annum envisaged in the current Development Plan for the whole economy. Full employment was, therefore, not likely to be attained by 1968. Since this was supported by the experience of developing countries elsewhere, it was recommended that assumptions of full employment embodied in the draft forecasts should, for the time-being, be modified.

The Seminar recommended that in the circumstances prevailing in Nigeria, the principal factor on which reliable estimates of future manpower needs should be based should be the expected rate of growth of wage-earning employment, the results being tested and corrected by the application of ratios of high-level manpower growth derived from experience elsewhere in developing economies. Such experience had shown that the growth in the level of employment was approximately equal to half of the growth rate of national income; and the rate of growth of demand for Senior Category and Intermediate personnel were generally about twice and three times the rate of growth of the national income, respectively.

In arriving at revised future targets for high-level manpower, therefore, an annual growth rate of the National Income of four per cent which was assumed in the current Development Plan was used as a base. At that rate total employment would be expected to grow at an annual rate of about two per cent. Similarly the existing demand for high-level manpower in the Senior Category would expand at a rate of eight per cent per annum while the demand for the Intermediate manpower should expand by twelve per cent per annum. It was also necessary to make an additional allowance for wastage (at the rate of three per cent per annum) on the existing employment level.

The advantage of this method is that the assumptions are simple and no elaborate statistical data, which are at present not available in Nigeria, are needed. But there is the important question, whether there is necessarily a scientific relationship between rates of economic growth and the rates of growth of high-level manpower categories and, if so, whether any particular rates are applicable to Nigeria. As the International Seminar acknowledged, only more detailed studies sustained over a number of years can throw more light on this aspect of manpower forecasting. Before deciding whether or not to adopt the growth rates recommended by the Seminar, therefore, it was necessary to compare them with the growth rates anticipated by those directly concerned in the utilization of manpower—namely, the employers themselves. As already indicated, the annual average growth rates based on the forecast of employers were about ten per cent for the Senior Category and thirteen per cent for the Intermediate as compared with the eight per cent and twelve per cent respectively, recommended by the Seminar. It is clear, therefore, that any overall forecast based on the returns of employers would be slightly higher than the one based on the formula of the International Seminar.¹ The close correlation between the two sets of growth rates is, however, reassuring, although it requires much greater research to buttress any special conclusions. Nevertheless it suggests that there was something in the formula recommended by the International Seminar, which has therefore been used as a basis for determining the manpower targets for 1968 and 1970.

¹ It is accordingly necessary to note that the employers' forecasts indicated in Tables 13-15 have not been adjusted to reflect total demand for manpower (*i.e.* to allow for non-responses and vacancies) and also for a wastage of three per cent per annum on the actual employment levels for 1963.

It has been pointed out that employers in forecasting their future manpower requirements, tended to be cautious. It follows that the manpower targets now submitted may tend to err on the conservative side. Considering that only five to seven years are involved, however, this is not considered to be a major disability. In any case, studies are continuing aimed at providing more reliable basis for forecasting in the future and the targets, as in all provinces of planning, will be kept under continuous review.

The Manpower targets based on the above calculations are indicated in Tables 18-21. The following table summarises the targets up to 1970:

HIGH-LEVEL MANPOWER TARGETS 1963-1968

<i>Category</i>	1963	1968	1970
	<i>Employment</i>	<i>Target</i>	<i>Target</i>
Senior	15,120	25,250	28,250
Intermediate	48,600	83,400	95,600

Essentially the targets convey broad orders of magnitude. The following comments are intended to throw further light on these Tables. In using the 1963 situation as a base for the 1968 and 1970 targets, in tables 18-19, the actual employment position in 1963 was adjusted for non-responses (10%) and for existing vacancies. In this way the true demand position for 1963 was obtained.

Replacement of Expatriates

As already indicated, the returns show that expatriates constituted an important proportion of Nigeria's high-level manpower—thus, excluding the fields of Education and Research, they constituted nearly forty per cent in the Senior Category and just over five per cent in the Intermediate Category. It is the aim of policy to employ expatriates, whether in the public or private sector, only when suitably qualified Nigerians are not available. It was accordingly necessary in determining future manpower targets to take this into consideration. But it is not possible to determine at what rate the expatriates could or would be replaced. It was therefore, decided to make provision for lower and upper limits in the targets. The lower limit would indicate the absolute minimum number of additional high-level manpower required to meet national needs without the replacement of existing expatriates and the upper limit provides for their full replacement during the forecast period.¹

In this way the gap between the lower and upper limits provides a working safety margin in so far as the rate of out-turn of trained personnel is concerned. The lower limit accordingly indicates the lowest target which must be attained to sustain the economy and ensure current or assumed rate of growth; any out-turn over and above this limit will largely go into replacing expatriate personnel. The upper target indicates the point beyond which investment in education and training may, from the short-range economic point of view, constitute at present, a possible waste of resources.

¹ As explained later a different basis was used to calculate the Lower and Upper targets for teachers—namely varying teacher/student ratios.

Regional and Occupational Breakdowns

In manpower forecasting there is always an element of uncertainty; in the circumstances under which the survey was carried out, and particularly because of the scarcity of reliable basic statistics, the degree of error is likely to be heightened by a too detailed analysis. Accordingly it would normally be adequate, as the International Seminar recommended, to limit the high-level manpower targets to broad magnitudes only. But the need for Regional breakdowns was emphasized by the National Manpower Board. Although it is theoretically possible to do this, however, the results are likely to be highly misleading. This is because, although the country is one economic unit, the rate of growth differs sufficiently widely between the Regions, with important consequences for the degree of utilization of various categories of manpower, and the likely trend in their future demand. In particular, it would be clearly unrealistic to assume that the four per cent growth rate of the whole economy applied equally to all areas and all Regions. Very comprehensive studies over a number of years are required to throw light on this problem, and it is intended to undertake these as appropriate, jointly with the Regional Ministries.

Another reason why it has not been possible to analyse manpower targets by Regions was the inadequacy of the information relating to the homes of origin of persons enrolled in secondary schools, technical colleges, the Universities and other training institutions. Accordingly although it is theoretically possible to devise means (bearing in mind the full implications of the greater margin of error that will be involved) of breaking down the manpower requirements by Regions in the public sector, the budget, as such, would not be complete until full personal details of persons in educational and training institutions in Nigeria and overseas, are available. It is hoped that this may be possible in the next year or two, with the development of the Register of Students.

Nevertheless, as indicated in Tables 18-21, national manpower targets and additional requirements have been broken down by occupational categories. This has been done by distributing the total national requirements over the occupations in proportion to the employers' forecasts about additional requirements, subject to some adjustments in a few cases where such forecasts were patently doubtful. This method implies that the relativity of demand ratios in the employers' forecasts by occupations is maintained. It is perhaps necessary to draw attention here to the very great increase anticipated in the Junior Managerial and Administrative grades in Table 19, from about 9,500 in 1963 to nearly 31,000 in 1968. It is possible that this merely reflects the great shortage now being experienced in finding suitable persons for these grades. The qualifications required of those concerned, however, varies a great deal depending upon the industry and type of work.

High-Level Manpower-in-Training

TABLES 16-17 summarise the estimated out-turn of persons sponsored for training for high-level positions up to 1968 under existing training schemes and plans. The persons covered are those likely to graduate from educational and training institutions in Nigeria, and those undergoing training under the various scholarships schemes of the Governments, as well as those sponsored by private employers, whether in Nigeria or overseas.

There appears to be, in some cases, a certain amount of double counting—for example, in respect of Government scholars studying within Nigeria¹. On the other hand, persons undergoing training on their own account, outside Nigeria, were not included in the estimates of out-turn, due to unavailability of relevant statistics.² It is accordingly probable that some, at least, of the over-estimation referred to, has been counterbalanced. The deficiencies in the estimates of future out-turn need not therefore be over-emphasized; and it is considered that the estimates adequately serve their primary purpose which is to indicate the relative emphasis now put in the training of various categories of manpower.

The following is a summary of the estimated out-turn of manpower in-training.

ESTIMATED OUT-TURN OF HIGH-LEVEL MANPOWER IN TRAINING, 1963-68 BY TYPES OF SPONSORING AUTHORITY (EXCLUDING TEACHING AND RESEARCH STAFF)

<i>Sponsoring Authority</i>						<i>Senior Category</i>	<i>Intermediate Category</i>
<i>Public Authorities:</i>							
Federal	..	..	..	..	..	2,320	4,302
North	..	..	..	..	..	654	4,212
East	..	..	..	..	..	860	1,557
West	..	..	..	..	..	1,668	2,249
Total Public Authorities						5,502	12,320
<i>Private Employers:</i>							
Federal	..	..	..	..	..	959	1,245
North	..	..	..	..	..	224	370
East	..	..	..	..	..	374	849
West	..	..	..	..	..	343	688
Total Private Employers						1,900	3,152
GRAND TOTAL						7,402	15,472

¹ The Register of Students now being compiled will enable this form of double counting to be avoided in future.

² It is hoped that the Register of Students when in full operation will cover all categories of trainees.

Teaching and Research Staff Requirements

THE future needs for teaching staff were calculated on the basis of current programmes of expansion, the future high-level manpower needs in other fields, the requirements for expansion in the educational and training institutions necessary to meet those needs, and assumed teacher/student ratios. These are indicated in Table 23.

The current plans of the Universities are based on a projected total enrolment of 10,000 by 1968. At a uniform rate of expansion, the university student population should be about 12,500 in 1970. University teaching staff requirements were calculated on these student population targets. It was observed that with a total student population of 3,761 in 1963 the teaching staff was 601 giving a teacher/student ratio of 1 : 6. But the 1963 UNESCO Conference on the Development of Higher Education in Africa recommended that for Universities, the aim should be a teacher/student ratio of 1 : 15.¹ On the other hand, as indicated in Table 22 which is based on their own returns, the Universities estimate that they will need teaching staff to the strength of 1,537 during 1967-8. If that target is attained it would still give a teacher/student ratio of a little over 1 : 6. It was decided to use the two ratios 1 : 6 and 1 : 15 to determine the Upper and Lower targets respectively.

In Technical Institutes, the student population and the teaching staff in 1963 were respectively 2,603 and ninety-five giving a prevailing teacher/student ratio of 1 : 27. But the UNESCO Conference to which reference has been made recommended a teacher/student ratio of 1 : 20 at this level of education. The estimated student population in the Technical Institutes and Colleges on the basis of Sessional Paper No. 3 of 1961 would be about 10,000 by 1970 in order to permit an out-turn of about 5,000 technicians per annum. As indicated in Chapter VII, however, an annual out-turn from the Technical Institutes of about 6,600 per annum (or an enrolment of 13,200) is required to meet the 1970 targets for Intermediate Manpower. Using these enrolment figures of 10,000 and 13,200 by 1970, the Lower and Upper targets for teaching requirements were estimated respectively on a teacher/student ratio of 1 : 20.

The requirements for Secondary School Teachers were calculated on the basis of a teacher/student ratio 1 : 30 (as against current average ratio of 1 : 20) and projected enrolment figures of 291,000 in 1968 and 329,000 by 1970. The Upper and Lower Targets were based on the degree of graduate teacher utilization in the schools. In 1963 the proportion of graduate teachers was 22.5 per cent. A minimum and maximum attainment approximating to 33½ per cent and fifty per cent have been used in the forecast.

The student enrolment in Teacher Training Colleges in 1963 was 12,849 with a total of 2,009 Teachers, giving a teacher/student ratio of approximately 1 : 6. As in the Universities an optimum teacher/student ratio of 1 : 15 is envisaged. The two ratios were therefore used to estimate the Upper and Lower Targets of teacher requirements on a student population which is expected to rise from 12,849 in 1963 to 16,900 in 1968 and 22,600 in 1970. The student enrolment is based on the out-turn required to meet the additional teacher requirements in primary schools. In 1963 the proportion of graduate teachers in the Teacher Training Colleges was 23.5 per cent; the future targets allow for a build up of up to fifty per cent by 1968 or 1970.

The student population of Trade Centres is expected to rise from its level of 10,400 in 1963

¹ *The Development of Higher Education in Africa* (UNESCO, 1963) P. 71, Recommendation 18.

to about 18,500 in 1968 or 22,000 in 1970. The teacher/student ratio in 1963 was about 1 : 29, very few of the teachers being of graduate status. A teacher/student ratio of 1 : 30 has been used for calculating future teacher targets. Upper and Lower targets of about fifty per cent and 33½ per cent graduates are allowed for.

In 1963 only 168 of a total of 415 persons employed in Research Institutions were of graduate status. In estimating targets for the future, provision has been made to allow a gradual build-up of research in areas at present completely neglected and for growth in existing institutions. In respect of the former areas, no basis for forecasting was available and only informed judgment has been applied. Table 25 indicates the details.

As in other categories of manpower, in calculating additional requirements for teachers and research staff, an allowance has been made for a wastage at the rate of three per cent per annum on the 1963 employment levels. Table 24 analyses the additional teaching and research staff targets based on the above calculations. Table 26 shows a further breakdown of these needs for Secondary Schools and Teacher Training Colleges against the estimated student enrolments. The corresponding analysis for Primary Schools is contained in Table 27. The following Table summarises the additional requirements.

ADDITIONAL REQUIREMENTS FOR TEACHING AND RESEARCH STAFF
1963-70

A. SENIOR CATEGORY (GRADUATES)

Institution	Additional Staff Requirements			
	1963-1968		1963-1970	
	Lower	Upper	Lower	Upper
Universities	150	1,150	350	1,600
Technical Institutes	400	500	500	700
Research	500	600	600	700
Teacher Training	200	1,000	400	1,500
Secondary Schools	1,400	3,000	1,950	3,750
Trade Centres	400	600	500	700
All Institutions	3,050	6,850	4,300	8,950

B. INTERMEDIATE CATEGORY (NON-GRADUATES)

Institution	Additional Staff Requirements			
	1963-1968		1963-1970	
	Lower	Upper	Lower	Upper
Secondary Schools	-1,500*	100	- 450*	1,400
Teacher Training	- 750*	100	- 450*	700
Research	700	700	1,000	1,000
Trade Centres	300	500	450	700
Primary Schools	28,200	28,200	47,000	47,000
All Institutions	26,950	29,600	47,550	50,800

Note.—(*)These figures taken together with the corresponding figures in the Senior Category show that in Secondary Schools and Teacher Training Colleges, the staffing problem is not so much in the numbers of teachers (which are more than adequate to sustain the proposed levels of student enrolment); the problem is in increasing the number of graduate teachers in substitution for non-graduate teachers.

The above Table indicates that if the higher target of fifty per cent graduates in secondary schools is achieved by 1968, about 1,500 non-graduate teachers at present employed in these institutions will have to be retrenched or retrained. If only a $33\frac{1}{3}$ per cent target is attained, an additional 100 non-graduate teachers will be required. The corresponding figures for the Teacher Training Colleges are, as indicated, 750 and 100. The non-graduate teachers, in case the higher graduate proportion is achieved, could however be drafted to other institutions, for example, Primary Schools.

Appraisal

THE manpower survey provides valuable information on the character, utilization and disposition of Nigerian high-level manpower as at the beginning of 1963. A series of such studies will be vital for relating changes in manpower characteristics and utilization to various changes in the national economic structure. An essential purpose of the 1963 survey, however, was to provide a basis for planning and for the training of the various categories of high-level manpower which are shown to be essential for the health and development of the nation's economy. Accordingly, effort has been made to enable a comparison to be drawn between estimated manpower needs and projected out-turn in respect of the various categories. Tables 20-21 summarise the position.

Senior Category

An important consideration in making the comparisons, however, is that statistics relating to out-turn are not sufficiently comprehensive—especially as regards persons undergoing training on their own account outside Nigeria. As indicated in Chapter V, however, some of the deficiency is probably not very serious in view of the possible overestimation in certain categories. The extent to which the deficiency is overcome is shown, for example, in Table 20 which shows a comparison between the out-turn of trainees in the senior category who are sponsored by the Governments and private employers, and the projected out-turn of high-level manpower from Nigerian Universities—the figures being respectively 7,228 and 7,183 (a mere difference of 45). In order to minimise this deficiency still further in respect of the occupational categories, the higher figure of out-turn has been used in calculating the expected shortfalls (or excess).

The essential value of Table 20 is to indicate the areas, by occupation, upon which emphasis should be placed in developing training programmes and in awarding scholarships. These show, for example, that, using the lower targets as a guide, Nigeria could apparently produce 100 Civil Engineers in excess of demand by 1968. The fields in which it appears that such excess could materialize, as indicated in Table 16, are as follows:

<i>Occupation</i>	<i>Possible Excess Out-turn 1963-68</i>
Civil Engineering	95
Engineers (Other—excluding Electrical Engineering) . .	14
Lawyers and Jurists	94
Accountants and Auditors	498

This interpretation of the Tables, however, requires caution. To take the case of Civil Engineers for example: the estimated levels of out-turn do not make provision for replacement for other Engineers promoted into the managerial grades, or for withdrawals, dropouts or failures among the trainees; *i.e.*, the returns presumed that everyone sent for training will qualify, whereas, in fact, the rate of dropouts or failures could, in this field, be between ten per cent and twenty per cent. In any case there appears to be tremendous scope for Engineers developing independent services as consultants, etc. On the other hand, even if the excess of ninety-five

materialized they are not likely to find difficulty in finding employment bearing in mind, the higher target; at the very worst, therefore, the excess would go to replace the same number of expatriates in their field. The same applies to the other professions mentioned except in respect of lawyers and jurists. In their case the survey was concerned only with those not employed on their own account. The excess shown in Table 16, therefore, shows the number that would be surplus to employers' establishments and who, therefore, would join the ranks of the private practitioner.

Similarly Table 20, superficially interpreted, may appear to indicate that it would be unwise to expand engineering facilities in Nigerian Universities. This, however, would be misleading in view of the apparently great numbers of Engineers studying abroad, as reflected in that Table. The correct interpretation may well be that the tendency to train first degree engineers abroad should now be reviewed so as to enable the engineering faculties in Nigerian Universities to develop by absorbing the students who would otherwise go overseas, and in order to be able to meet the future engineering requirements of the nation which are obviously great.

Against this background, the areas of greatest shortfalls and in which greater emphasis should be placed are obviously in the grades of Managerial and Administrative staff, Agriculturists and Veterinarians, Electrical Engineers, Architects and Town Planners and Chemists and Pharmacists. It needs to be mentioned again, however, in respect of the Managerial and Administrative grades that the qualifications required vary a great deal from industry to industry and from one enterprise to another. In most cases they are promoted into managerial grades from the other occupations,¹ the major exception being in the Civil Service where Honours graduates from Universities are usually appointed into Administrative positions.

An important consideration is how far Nigerian institutions will be capable to meet the national manpower targets as indicated in this report. As already indicated, the Universities aim at a total enrolment of 10,000 by 1968 or about 12,500 by 1970. This will provide an out-turn potential of about 3,000 and 4,000 per annum in 1968 and 1970 respectively. On the other hand, the lower and upper additional requirement targets of senior category personnel, graduate teachers and research staff are as follows :

ADDITIONAL HIGH-LEVEL MANPOWER NEEDS:
SENIOR CATEGORY (GRADUATES)
1963-1970

	1968 Target		1970 Target	
	Lower	Upper	Lower	Upper
Graduate Teachers	2,550	6,250	3,700	8,250
Research Staff.	500	600	600	700
Other Senior Category	12,400	18,000	16,300	21,950
TOTAL	15,450	24,850	20,600	30,900

¹ The National Manpower Board intends to undertake special studies soon in regard to special grades of personnel and the Senior Managerial and Administrative grades will receive prior attention.

As already suggested, if the aim of the policy be that Nigerian training institutions should be able to attain at least the lower targets, any out-turn in excess of that would, all things being equal, serve at least for the replacement of expatriates. Using the lower targets of 15,450 and 20,600, therefore, it will be seen that the annual out-turn of senior category personnel required will, on the average, be of the order of between 3,100 and 4,100 per annum. It is apparent, therefore, that the Nigerian Universities on current plans which aim at a student population of 10,000 by 1968, will be able to meet these requirements. To aim at the upper targets, an out-turn of between 5,100 and 6,200 will be required. The extent of the difference between the output from local universities and these higher targets may indicate the need for continued training overseas and the extent of the need for employment of expatriates.

Intermediate Staff

Table 17 indicates that the number of persons sponsored for training under the various Government scholarship and training programmes and by private employers, and who are likely to qualify for employment during the period 1963-8, totalled 15,472. The out-turn as shown in Table 21, amounts to 15,146. The corresponding additional needs (lower target) for the period up to 1968 amounts to 42,150 leaving a deficiency of approximately 27,000. Thus out-turn from all sources is currently at a rate of about 3,000 per annum as against an estimated average need of about 8,400 per annum.

The total enrolment in all Nigerian Technical Institutes and Colleges of Technology in 1963 was as follows:

ENROLMENT IN NIGERIAN TECHNICAL INSTITUTES, 1963

<i>Region</i>								<i>Junior Courses</i>	<i>Senior Courses</i>	<i>Total</i>
Federal	..	..	..	..	..	..	..	939	759	1,698
North	..	..	..	..	..	..	..	214	113	327
East	..	..	..	..	..	..	..	470	322	792
West	..	..	..	..	..	..	..	—	200	200
TOTAL	..	..	..	..	..	..	..	1,623	1,394	3,017

The 'senior' courses provide qualifications equivalent to those required by persons in the Intermediate Category. The above Table indicates, therefore, that the Technical Institutes and Colleges of Technology were in 1963 turning out less than 700 intermediate category manpower as compared with the estimated national needs of 8,400 per annum. The current out-turn also compares with the target of 5,000 per annum which was accepted in Sessional Paper No. 3 of 1961. Considering that the estimated targets in this Report are in fact minimal, the situation as regards technical training and the need for the rapid development of the Technical Institutes, can be seen as clearly the most critical problem of manpower development in Nigeria. Referring to Table 21, certain grades have their own special schools or other avenues of training outside the Technical Institutes. These are Nurses and Midwives, Medical Technicians, Journalists, Library Assistants, Secretary-Typists and Personal Secretaries, Agricultural and Forest Assistants, and Statistical Assistants. When allowance is made for these occupations, the balance

which should be catered for, normally through the Technical Institutes amounts to 33,450, giving an average annual out-turn requirement of approximately 6,600: as against the current out-turn of about 700 per annum.

Reference to Table 21 indicates that the most critical areas are as follows:

Occupation	1968		(a) as % of (b)
	Employ- ment	Shortfall (b)	
	Target (a)		
Junior Managerial and Administrative	30,650	18,900	61.7
Engineering Technicians	11,000	1,600	14.5
Agricultural Assistants and Extension Workers ..	5,250	1,450	27.6
Forest Assistants	2,350	1,200	51.1
Cashiers, Book-keepers and Store-keepers	2,650	950	35.8

Once more it is pertinent to note that the junior managerial and administrative staff are normally persons promoted from other occupations. The shortfall in this grade therefore reflects to some extent the additional provision that will need to be made in the training programmes in the other grades. Against this shortfall of nearly 19,000, the expected excess in the out-turn of foremen and supervisors would seem to be unrealistic, since this grade provides a fair proportion of those promoted into the junior managerial and administrative grades. The probable explanation for the apparent excess is that employers did not, in their returns, allow for promotions from this category. Similarly, the expected surplus of seventy-four in the out-turn of Secretary-Typists is unlikely to materialize, after due allowance has been made for dropouts due to failures, etc., among those in training, and wastage due to marriage, etc., of those employed.

Accordingly, the main danger of a potential oversupply appears to be only in the grade of Accounting Assistants. To the extent that persons in these occupations are adaptable to employment in other fields, *e.g.*, as cashiers and book-keepers, the danger will be minimised. Generally, however, the figures indicate that in programmes of training, less emphasis should probably, for now, be placed in this grade.

CHAPTER VIII

Conclusion

THIS Report is no more than a presentation of the factual manpower situation as it existed in 1963 and a forecast of future needs for high-level manpower in the period up to 1970. There may be doubt as to the wisdom of confining the targets to such a relatively short period, seeing that the generation of high-level manpower takes up to fifteen years from primary school to University, and bearing in mind that, for effective planning, there must be integration between all levels of education and training. As already indicated, however, the paucity of fundamental statistics is such that it would be somewhat unrealistic to attempt a longer term forecast at the present time. In any case, whatever may be the deficiencies of the current targets would be likely to be much less serious in the short period covered, than if a long-term forecast were attempted.

In the meantime, the National Manpower Board has embarked upon more detailed sectoral and other studies of the economy which will enable long-term forecasts to be made in future concurrently with the inception of the next Development Plan. The publication, in due course, of the details of the 1963 census statistics will also be valuable in this respect. Accordingly another comprehensive manpower survey will be undertaken in 1966 or 1967, in time to ensure a proper and fuller integration of manpower planning with the second National Development Plan.

It needs perhaps to be emphasized that this report by itself is not a policy document. It is intended to provide some guide lines in the formulation of policy or orientation of practice in the fields of manpower training and utilization. Accordingly, much of its utility will lie in the extent to which its guide lines are accepted and acted upon by all concerned—particularly the Governments, the Universities and other educational and training institutions, as well as by private industry.

Up till now, manpower and education policy in Nigeria has been influenced by the estimated needs forecast by the Ashby Commission, as modified by the Governments, for example, in the Federal Government Sessional Paper No. 3 of 1961. It will accordingly be instructive to compare the Ashby Commission targets, as far as this is possible, with the actual situation in 1963 on the one hand, and, on the other, with the forecasts of the National Manpower Board. The following table indicates the position:

COMPARATIVE ESTIMATES OF NIGERIA'S HIGH-LEVEL MANPOWER NEEDS,
1963-1970

Category	Ashby Commis- sion 1970 Target	1963 Actual	Manpower Board Targets		
			Full Em- ploy- ment 1968 Target	Revised Minimum	
				Targets	
			1968	1970	
Senior Managerial, Administrative and Professional	28,875	17,890*	48,264	25,250	28,250
Intermediate	37,275	48,767*	129,260	83,400	95,600
Graduate Teachers	7,000	3,571	} 134,215	5,900	7,150
Non-Graduate Qualified Teachers	18,000	25,680		} 120,000	
Other Teachers	—	78,727†				133,300

Note.—* Equivalent to total demand; i.e., allowing for non-response (10%) and vacancies.

† Includes Grade III and other non-qualified Teachers.

The above Table indicates that the Ashby targets for 1970 in respect of Intermediate staff and Non-graduate qualified teachers had already been superseded in 1963. On the other hand, the revised minimum targets of the National Manpower Board for 1970 in respect of the Senior and Professional staff and of Graduate Teachers are strikingly close to those of the Ashby Commission.

The measure and direction of the effort required to meet the revised targets have been indicated in the two preceding Chapters. Considering the modesty of the estimates, it is clear that their attainment must be seen as vital to sustain a minimum of economic growth. While the forecast period of five to seven years is relatively short in the life of a nation, the period up to 1968 in particular, because of the Development Plan, poses a challenge of indescribable magnitude in the context of Nigeria's economic future. In that future, the effective development, disposition and utilization of the nation's manpower resources, will be a vital indicator of, if not the vital key to, national greatness.

TABLE 1
UTILIZATION OF HIGH-LEVEL MANPOWER BY TYPE OF EMPLOYER
(EXCLUDING TEACHING AND RESEARCH STAFF)

Employer	High-Level Manpower			Total all Employees	Percentage of total High-Level Manpower to total Employers
	Male	Female	Total		
1. GOVERNMENT:					
Federal	10,984	854	11,838	51,353	23.1
North	4,406*	36*	4,442	12,042	36.1
East	2,779	721	3,500	21,580	16.2
West	6,294	1,327	7,621	27,490	27.7
TOTAL	24,463	2,938	27,401	112,465	24.4
2. LOCAL GOVERNMENT:					
Federal	1,580	330	1,910	4,870	39.2
North	6,529	89	6,618	28,555	23.2
East	613	318	931	19,006	4.9
West	595	138	733	20,390	3.6
TOTAL	9,317	875	10,192	72,821	14.0
3. PUBLIC BOARDS:					
Federal	3,227	92	3,319	45,922	7.2
North	51	1	52	343	15.2
East	310	20	330	16,288	2.0
West	624	19	643	4,978	12.9
TOTAL	4,212	132	4,344	67,531	6.4
4. PRIVATE ESTABLISHMENTS:					
Federal	5,770	461	6,231	66,839	9.3
North	2,533	124	2,657	45,842	5.8
East	3,296	924	4,220	27,412	15.4
West	2,656	192	2,848	23,960	11.9
TOTAL	14,255	1,701	15,956	164,053	9.7
TOTAL ALL EMPLOYERS	52,247	5,646	57,893	416,870	13.9

* Breakdown by sex available only in respect of a new establishments.

TABLE 2

TEACHING AND RESEARCH STAFF: EMPLOYMENT BY TYPE OF INSTITUTION

Type of Institution	High-Level Manpower *			Total—All Employers
	Male	Female	Total High-Level Manpower	
1. UNIVERSITIES	424	39	463	463
2. RESEARCH INSTITUTIONS:				
Federal	18	—	18	39
North	89	—	89	119
East	—	—	—	—
West	305	3	308	424
TOTAL..	412	3	415	582
3. TECHNICAL INSTITUTES AND TRADE CENTRES:				
Federal	74	5	79	79
North	209	3	212	212
East	93	4	97	97
West	57	—	57	57
TOTAL..	433	12	445	445
4. TEACHER TRAINING COLLEGES:				
Federal	58	13	71	71
North	319	108	427	430
East	554	193	747	766
West	599	165	764	765
TOTAL..	1,530	479	2,009	2,032
5. SECONDARY MODERN, SECONDARY SCHOOLS AND SIXTH FORMS:				
Federal	414	200	614	615
North	378	102	480	484
East	1,690	380	2,070	2,089
West	5,374	1,151	6,525	6,591
TOTAL..	7,856	1,833	9,689	9,779
6. PRIMARY SCHOOLS:				
Federal	475	510	985	3,010
North	2,524	357	2,881	11,587
East	6,775	1,324	8,099	44,589
West	3,257	483	3,740	40,149
TOTAL..	13,031	2,674	15,705	99,335
7. OTHER TRAINING INSTITUTIONS:				
Federal	121	24	145	244
North	149	9	158	189
East	91	44	135	142
West	49	37	86	86
TOTAL..	410	114	524	661
GRAND TOTAL	24,096	5,154	29,250	113,297

Note.—* *Senior Category:* (Teaching and Research)—This includes all persons who are normally required to hold a university degree and/or a high professional teaching or research qualification such as Diploma in Education or equivalent.

† *Intermediate Category:* (Teaching and Research)—This includes persons with Nigerian Certificate of Education; University of London Institute of Education or equivalent; grades I and II teachers; Higher School Certificate or equivalent; West African School Certificate or equivalent; instructors and special teachers.

TABLE 3
EMPLOYMENT OF HIGH-LEVEL MANPOWER BY CATEGORY AND TYPE OF
EMPLOYER

(EXCLUDING TEACHING AND RESEARCH STAFF)

Type of Employer	Category				All Categories		
	Senior Category		Intermediate Category				
	Male	Female	Male	Female	Male	Female	Total
GOVERNMENT:							
Federal	1,816	74	9,168	780	10,984	854	11,838
North	1,138	34	3,268	2	4,406	36	4,442
East	878	24	1,901	697	2,779	721	3,500
West	1,745	96	4,549	1,231	6,294	1,327	7,621
TOTAL	5,577	228	18,886	2,710	24,463	2,938	27,401
LOCAL GOVERNMENT:							
Federal	371	69	1,209	261	1,580	330	1,910
North	6	—	6,523	89	6,529	89	6,618
East	167	—	446	318	613	318	931
West	246	1	349	137	595	138	733
TOTAL	790	70	8,527	805	9,317	875	10,192
PUBLIC BOARDS:							
Federal	857	25	2,370	67	3,227	92	3,319
North	28	—	23	1	51	1	52
East	96	4	214	16	310	20	330
West	135	4	489	15	624	19	643
TOTAL	1,116	33	3,096	99	4,212	132	4,344
PRIVATE ESTABLISHMENTS:							
Federal	2,465	61	3,305	400	5,770	461	6,231
North	998	16	1,535	108	2,533	124	2,657
East	1,226	245	2,070	679	3,296	824	4,220
West	891	14	1,765	178	2,656	192	2,848
TOTAL	5,580	336	8,675	1,365	14,255	1,701	15,956
TOTAL ALL EMPLOYERS	13,063	667	39,184	4,979	52,247	5,646	57,893

TABLE 4
TEACHING AND RESEARCH STAFF: EMPLOYMENT POSITION BY CATEGORY
AND TYPE OF EMPLOYER

Type of Institution	Category				Total All Categories		
	Senior Category (Graduate)		Intermediate Category		Male	Female	Total Male and Female
	Male	Female	Male	Female			
1. UNIVERSITIES	424	39	—	—	424	39	463
2. RESEARCH INSTITUTIONS:							
Federal	7	—	11	—	18	—	18
North	38	—	51	—	89	—	89
East	—	—	—	—	—	—	—
West	120	3	185	—	305	3	308
TOTAL	165	3	247	—	412	3	415
3. TECHNICAL INSTITUTES AND TRADE CENTRES:							
Federal	17	2	57	3	74	5	79
North	32	1	177	2	209	3	212
East	28	4	67	—	93	4	97
West	—	—	57	—	57	—	57
TOTAL	77	7	357	5	433	12	445
4. TEACHER TRAINING COLLEGES:							
Federal	22	1	36	12	58	13	71
North	109	43	210	65	319	108	427
East	123	51	431	142	554	193	747
West	97	28	502	137	599	165	764
TOTAL	351	123	1,179	356	1,530	479	2,009
5. SECONDARY SCHOOLS AND SIXTH FORMS:							
Federal	132	88	282	112	414	200	614
North	245	77	133	25	378	102	480
East	648	188	1,042	192	1,690	380	2,070
West	609	198	4,765	953	5,374	1,151	6,525
TOTAL	1,634	551	6,222	1,282	7,856	1,833	9,689
6. ELEMENTARY SCHOOLS:							
Federal	—	—	475	510	475	510	985
North	—	—	2,524	357	2,524	357	2,881
East	—	—	6,775	1,324	6,775	1,324	8,099
West	—	—	3,257	483	3,257	483	3,740
TOTAL	—	—	13,031	2,674	13,031	2,674	15,705
7. OTHER TRAINING INSTITUTIONS:							
Federal	51	3	70	21	121	24	145
North	41	3	108	6	149	9	158
East	52	19	39	25	91	44	135
West	23	5	26	32	49	37	86
TOTAL	167	30	243	84	410	114	524
GRAND TOTAL	2,818	753	21,282	4,398	24,096	5,154	29,250

TABLE 5
HIGH-LEVEL MANPOWER EMPLOYMENT BY REGION AND INDUSTRY
(EXCLUDING TEACHING AND RESEARCH STAFF)

Region and Category	Agriculture, Forestry, Hunting and Fishing	Mining and Quarrying	Manufacture and Processing	Construction	Electricity, Gas, Water and Sanitary Services	Commerce	Transport/Storage & Communication	Services	Education and Research Institutes †	Total
FEDERAL TERRITORY										
Senior Category	3	17	374	310	163	1,311	699	2,791	70	5,738
Intermediate Category	23	10	642	980	481	1,582	1,445	12,178	219	17,560
TOTAL	26	27	1,016	1,290	644	2,893	2,144	14,969	289	23,298
NORTHERN REGION										
Senior Category	339	175	226	135	14	442	77	742	70	2,220
Intermediate Category	1,065	248	344	175	15	710	321	8,442	229	11,549
TOTAL	1,404	423	570	310	29	1,152	398	9,184	259	13,769
EASTERN REGION										
Senior Category	137	386	252	240	—	456	118	1,021	30	2,640
Intermediate Category	796	366	554	394	—	750	129	3,317	35	6,341
TOTAL	933	752	806	634	—	1,206	247	4,338	65	8,981
WESTERN REGION										
Senior Category	88	6	362	103	—	293	66	2,052	162	3,132
Intermediate Category	391	1	628	360	1	479	159	6,184	510	8,713
TOTAL	479	7	990	463	1	772	225	8,236	672	11,845
TOTAL ALL CATEGORIES	2,842	1,209	3,382	2,697	674	6,023	3,014	36,727	1,325	57,893

Note: * The Electricity Corporation of Nigeria submitted a consolidated return for the whole Federation; there was therefore no regional breakdown.

† Includes persons engaged in administration or other functions, but excludes those actually engaged in teaching and research.

TABLE 6

EMPLOYMENT OF HIGH-LEVEL MANPOWER BY OCCUPATION:
SENIOR CATEGORY, PUBLIC AUTHORITIES
(EXCLUDING TEACHING AND RESEARCH STAFF)

Occupation	Federal			Northern Region			Eastern Region			Western Region			Total all Regions		
	Nig.	Xpnt.	V.	Nig.	Xpnt.	V.	Nig.	Xpnt.	V.	Nig.	Xpnt.	V.	Nig.	Xpnt.	V.
Senior Managerial and Administrative Staff	1,511	355	471	399	148	104	398	55	63	1,326	64	391	3,634	622	1,029
Architects and Town Planners	23	24	23	1	14	11	8	8	2	11	5	7	43	51	43
ENGINEERS:															
Civil	68	52	106	7	98	44	26	31	7	29	23	31	130	204	188
Electrical	58	26	43	—	5	—	5	6	—	5	4	5	68	41	48
Mechanical	23	14	17	2	11	6	8	6	—	11	3	2	44	34	26
Mining	15	8	—	—	—	—	—	—	—	—	—	—	15	8	—
Other	77	59	65	2	33	31	18	9	9	15	10	12	112	111	117
Surveyors (Land and Quantity)	25	12	36	—	24	10	13	7	2	2	8	5	58	51	53
Chemists and Pharmacists	92	6	42	3	33	1	63	3	4	50	8	33	238	10	113
Veterinarians	—	—	—	—	14	24	17	2	4	3	2	65	325	89	142
Agriculturalists	—	—	—	—	23	71	40	78	30	104	25	27	391	218	113
Doctors	200	67	30	9	96	40	78	30	16	113	1	4	25	8	10
Dentists	8	—	2	1	7	4	3	5	5	62	2	262	262	39	22
Lawyers and Jurists	70	8	4	46	24	13	84	5	1	30	4	8	77	1	17
Journalists (Senior)	29	1	5	9	3	3	9	—	8	44	4	8	455	126	170
Accountants and Auditors	210	58	101	21	47	26	180	17	35	23	2	8	52	16	23
Librarians and Archivists	16	12	6	4	3	2	9	2	7	7	—	5	17	4	5
Economists*	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Statisticians	15	2	12	—	3	3	10	1	1	7	—	7	24	6	20
Interpreters/Translators	—	—	—	2	—	—	—	—	—	—	—	—	7	—	5
Geologists	7	18	—	—	—	—	—	—	—	—	—	—	2	2	—
Occupations not elsewhere classified	36	7	17	1	18	2	2	3	1	55	13	5	94	41	25
GRAND TOTAL	2,483	729	980	579	627	396	974	195	191	2,052	175	627	6,088	1,726	2,194

Note: Nig. Nigerians Employed.
Xpnt. Expatriates Employed.
V. Vacancies.
* Specialist Economists only. Most economists come under the Senior Managerial and Administrative Staff grades.

TABLE 7

EMPLOYMENT OF HIGH-LEVEL MANPOWER BY OCCUPATION:
INTERMEDIATE CATEGORY, PUBLIC AUTHORITIES
(EXCLUDING TEACHING AND RESEARCH STAFF)

Occupation	Federal			Northern Region			Eastern Region			Western Region			Total all Regions		
	Nig.	Xpt.	V.	Nig.	Xpt.	V.	Nig.	Xpt.	V.	Nig.	Xpt.	V.	Nig.	Xpt.	V.
Junior Managerial and Administrative Staff ..	3,001	39	419	3,202	74	442	383	9	57	737	1	77	7,323	123	995
Nurses and Midwives ..	687	21	64	1,069	19	111	1,309	6	59	1,719	4	215	4,784	50	449
Surveying Assistants ..	321	9	88	212	2	68	94	1	23	154	—	27	781	12	206
Medical Technicians ..	50	23	9	60	1	20	28	1	6	108	—	35	246	25	70
Engineering Technicians and Assistants ..	4,361	138	382	548	18	165	177	47	19	682	54	216	5,768	257	782
Laboratory Technicians and Assistants ..	133	27	24	42	4	58	50	—	7	41	—	12	266	31	101
Artists ..	1	—	—	4	—	—	3	—	—	292	1	17	300	1	19
Journalists (Junior) ..	25	1	19	9	1	4	39	—	1	17	—	3	100	2	27
Actors and Musicians ..	—	—	—	—	—	—	—	—	—	127	—	—	127	—	—
Doughmen ..	264	1	50	63	—	45	64	—	9	26	—	2	417	1	106
Radio and Telegraph Operators ..	409	6	77	—	—	—	—	—	—	—	—	—	409	6	77
Precision Instrument Makers and Repairers ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Accounting and Auditing Assistants ..	614	4	74	402	—	113	175	—	16	116	—	3	1,307	4	106
Library Assistants ..	18	—	4	33	—	5	23	—	21	6	—	—	80	—	30
Cashiers, Book-keepers and Store-keepers ..	176	9	17	55	—	34	14	—	—	186	—	27	431	9	8
Secretary-Typists/Personal Secretaries ..	237	37	96	18	10	17	37	3	18	62	1	16	354	51	147
Salesmen and Insurance Workers ..	—	—	2	9	—	—	—	—	—	1	—	—	10	—	2
Agricultural Assistants ..	31	—	4	1,590	42	139	584	1	150	605	—	36	2,810	43	329
Extension Workers ..	—	—	—	433	—	—	33	—	2	98	6	24	564	6	26
Forest Assistants ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Foremen and Supervisors ..	2,439	45	151	831	2	43	432	3	44	1,358	—	43	5,080	50	281
Statistical Assistants ..	38	—	8	—	—	1	2	—	1	24	—	—	64	—	10
House-keepers and Catering Officers ..	6	1	1	—	—	—	7	1	—	9	—	4	22	2	5
Occupation not elsewhere classified ..	683	—	181	1,151	2	25	45	1	6	325	—	37	2,204	3	249
TOTAL ALL OCCUPATIONS	13,494	361	1,670	9,731	175	1,192	3,519	73	439	6,703	67	794	33,447	676	4,095

Note: Nig. Nigerians Employed
Xpt. Expatriates Employed
V. Vacancies.

TABLE 8

EMPLOYMENT OF HIGH-LEVEL MANPOWER BY REGION AND OCCUPATION:
SENIOR CATEGORY, PRIVATE ESTABLISHMENTS
(EXCLUDING TEACHING AND RESEARCH STAFF)

Occupation	Federal			Northern Region			Eastern Region			Western Region			Total all Regions		
	Nig.	Xpt.	V.	Nig.	Xpt.	V.	Nig.	Xpt.	V.	Nig.	Xpt.	V.	Nig.	Xpt.	V.
	Senior Managerial and Administrative Staff	704	970	57	180	396	28	411	412	69	338	21	1,590	2,116	175
Architects and Town Planners	..	5	..	..	..	..	19	32	8	15	1	32	79	14
ENGINEERS:	..	17	..	4	15	5	5	17	2	2	1	6	82	7	
Civil	..	41	2	..	17	..	14	50	8	26	2	62	185	28	
Mechanical	..	48	7	8	8	11	1	1	4	..	..	1	..	5
Chemical	2	..	..	..	..	..	..	..	..	..
Metallurgical	
Mining	
Other	13	34	4	5	5	..	..	..	13	30	4	
Surveyors (Land and Quantity)	..	140	9	1	11	2	7	55	4	15	7	59	238	22	
Chemists and Pharmacists	..	23	1	6	14	..	14	42	5	10	3	32	82	6	
Physicists	..	12	3	2	2	2	25	8	6	7	5	46	23	16	
Agriculturists	..	2	..	..	..	..	..	3	..	..	..	..	..	..
Doctors	..	1	..	4	12	..	..	..	..	1	..	6	14	1
Dentists	..	2	3	..	8	3	6	36	10	10	2	7	56	18	
Lawyers and Jurists	..	11	..	1	2	..	..	2	..	..	..	..	7	3
Journalists (Senior)	..	6	..	1	1	..	3	1	..	..	..	20	14	3
Accountants and Auditors	..	16	..	..	..	..	..	..	..	..	..	..	7	1
Librarians and Archivists	..	206	211	74	80	4	161	57	12	68	4	509	386	25	
Economists	
Statisticians	..	1	..	..	..	..	..	..	..	..	..	..	1	..
Geologists	..	3	..	1	5	..	4	47	..	..	..	1	55	..
Occupations not elsewhere classified	..	8	8	29	34	5	5	24	2	2	..	60	66	15	
TOTAL ALL OCCUPATIONS	1,034	1,492	99	324	690	67	678	793	130	425	44	2,461	3,455	340	

Note: Nig. Nigerians Employed
Xpt. Expatriates Employed
V. Vacancies

TABLE 9
EMPLOYMENT OF HIGH-LEVEL MANPOWER BY REGION AND OCCUPATION:
INTERMEDIATE CATEGORY, PRIVATE ESTABLISHMENTS
(EXCLUDING TEACHING AND RESEARCH STAFF)

Occupation	Federal			Northern Region			Eastern Region			Western Region			Total all Regions		
	Nig.	Xpt.	V.	Nig.	Xpt.	V.	Nig.	Xpt.	V.	Nig.	Xpt.	V.	Nig.	Xpt.	V.
Junior Managerial and Administrative Staff	375	70	38	101	32	10	229	44	17	272	41	10	977	187	75
Nurses and Midwives	11	4	—	32	21	6	573	78	74	114	23	7	710	126	87
Surveying Assistants	1	—	—	8	2	—	4	—	1	3	—	—	16	2	1
Medical Technicians	5	1	—	6	4	3	7	5	2	3	—	—	21	10	5
Engineering Technicians and Assistants	417	48	13	89	74	20	204	12	5	127	62	6	837	196	44
Laboratory Technicians and Assistants	27	—	—	3	3	1	99	3	7	32	2	1	141	8	9
Artists	38	2	—	2	—	—	14	1	—	131	2	—	172	4	—
Journalists (Junior)	57	1	—	8	—	—	18	1	—	15	—	2	94	2	2
Actors and Musicians	—	—	—	—	—	—	18	—	—	—	—	—	18	—	—
Draughtsmen	37	2	—	4	—	—	33	6	6	5	—	—	81	8	6
Radio and Telegraph Operators	3	2	—	—	—	—	46	—	5	—	—	—	49	2	5
Accounting and Auditing Assistants	515	41	5	178	9	7	185	14	6	157	7	—	1,035	71	18
Library Assistants	1	—	—	—	—	—	1	—	—	—	—	—	1	—	—
Cashiers and Book-Keepers	445	18	—	268	14	3	188	2	7	188	3	4	1,089	37	14
Secretary-Typists/Personal Secretaries	245	96	1	30	22	5	48	29	12	61	14	4	384	161	22
Agricultural Assistants and Extension Workers	—	1	—	—	—	—	44	—	5	—	—	—	44	1	5
Salesmen and Insurance Workers	303	16	4	274	2	2	70	1	2	205	3	2	852	22	10
Foremen and Supervisors	711	157	21	285	121	46	507	102	55	390	91	19	1,893	471	141
Statistical Assistants	—	—	—	2	—	—	—	—	—	—	—	—	2	—	—
House-keepers and Catering Officers	4	—	—	2	—	—	10	—	4	—	—	—	16	—	4
Occupations not elsewhere classified	39	12	1	31	16	8	126	44	52	12	—	—	208	72	61
TOTAL ALL OCCUPATIONS	3,234	471	83	1,323	320	111	2,408	341	260	1,695	248	55	8,660	1,380	509

Note: Nig. Nigerians Employed
Xpt. Expatriates Employed
V. Vacancies

TABLE 10
UNIVERSITY TEACHING AND RESEARCH STAFF: EMPLOYMENT BY
FACULTY AND INSTITUTION

Faculty	University of Lagos			University of Ibadan			University of Ife			University of Nigeria			Abmadu Bello University			Total		
	Nig.	Xpt.	V.	Nig.	Xpt.	V.	Nig.	Xpt.	V.	Nig.	Xpt.	V.	Nig.	Xpt.	V.	Nig.	Xpt.	V.
	Science	2*	1*	—	17	39	6	9	14	24	15	25	9	2	14	—	45	93	39
Medicine	12	15	12	6	34	24	—	—	—	—	—	—	—	—	—	21	49	36
Arts	1	3	—	10	36	14	5	15	5	9	12	2	9	31	14	34	97	35
Agriculture and Veterinary Science	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Law	2	3	—	2	9	6	7	1	1	—	—	—	3	32	3	12	42	9
Economics, Commerce and Social Studies	—	—	—	—	—	—	3	1	1	—	—	—	1	8	—	6	12	1
Education and Administration	3	2	—	15†	27†	13†	3	3	4	25	46	12	—	4	—	46	82	29
Engineering and Architecture	—	—	—	1	1	—	—	—	—	—	—	—	1	7	—	2	8	—
ALL FACULTIES	20	24	12	54	146	63	27	34	34	61	97	33	24	114	21	186	415	163

Note: Nig. Nigerians Employed
Xpt. Expatriates Employed
V. Vacancies
* Research Staff Only
† Includes Staff of Institutes of Child Health, Social and Economics Research and Extra-Mural Studies.

TABLE 11

DISTRIBUTION OF RESEARCH STAFF BY FIELD OF ACTIVITY AND LOCATION
(EXCLUDING RESEARCH WORKERS IN UNIVERSITIES)

Category and Field of Activity	Federal Territory			Northern Region			Western Region			Total		
	Nig.	Xpnt.	V.	Nig.	Xpnt.	V.	Nig.	Xpnt.	V.	Nig.	Xpnt.	V.
SENIOR CATEGORY:												
Medical	—	—	—	1	2	2	—	33	—	1	2	2
Agricultural	—	—	—	9	10	4	—	—	1	33	33	13
Veterinary	—	—	—	—	—	—	—	—	3	9	10	5
Geological	—	—	—	—	2	1	14	17	9	—	19	10
Forestry	—	—	—	—	1	1	1	2	5	1	3	9
Chemistry	—	—	—	—	1	1	2	1	1	2	4	4
Engineering	4	3	2	—	1	1	—	9	4	4	9	4
Zoology	—	—	—	12	—	—	3	7	3	15	7	3
Botany	—	—	—	—	—	—	—	—	—	—	—	—
Others not elsewhere classified	—	—	—	—	—	—	—	—	—	—	—	—
TOTAL SENIOR CATEGORY	4	3	2	22	16	9	54	69	40	80	88	51
INTERMEDIATE CATEGORY:												
Agricultural	—	—	—	3	—	—	11	—	—	11	—	—
Veterinary	—	—	—	—	—	—	34	—	3	3	—	3
Forestry	4	2	3	9	—	—	—	—	—	13	—	3
Zoology	5	2	3	38	1	10	140	—	8	183	3	21
Others not elsewhere classified	—	—	—	—	—	—	—	—	—	—	—	—
TOTAL INTERMEDIATE CATEGORY	9	2	6	50	1	10	185	—	11	244	3	27
GRAND TOTAL	15	5	8	72	17	19	239	69	51	324	91	78

Note: Nig. Nigerians Employed
Xpnt. Expatriates Employed
V. Vacancies

TABLE 12
EMPLOYMENT OF RESEARCH STAFF BY SPONSORING AUTHORITY
AND FIELD OF ACTIVITY

(EXCLUDING RESEARCH WORKERS IN UNIVERSITIES)

Category and Field of Activity	Federal Government			Western Government			Total		
	Nig.	Xpt.	V.	Nig.	Xpt.	V.	Nig.	Xpt.	V.
1. SENIOR CATEGORY:									
Medical	1	2	2	—	—	—	1	2	2
Agricultural	31	23	7	2	10	6	33	33	13
Veterinary	9	10	4	—	—	1	9	10	5
Geological	—	—	—	—	—	3	—	—	3
Forestry	14	19	10	—	—	—	14	19	10
Chemistry	—	2	3	1	1	3	1	3	6
Engineering	2	1	1	—	—	—	2	1	1
Zoology	4	4	3	—	—	1	4	4	4
Botany	1	9	3	—	—	1	1	9	4
Others not elsewhere classified ..	15	7	2	—	—	1	15	7	3
TOTAL SENIOR CATEGORY ..	77	77	35	3	11	16	80	88	51
2. INTERMEDIATE CATEGORY:									
Agricultural	11	—	—	—	—	—	11	—	—
Veterinary	3	—	—	—	—	—	3	—	—
Forestry	34	—	3	—	—	—	34	—	3
Zoology	13	—	3	—	—	—	13	—	3
Others not elsewhere classified ..	183	3	21	—	—	—	183	3	21
TOTAL INTERMEDIATE CATEGORY	244	3	27	—	—	—	244	3	27
GRAND TOTAL	321	80	62	3	11	16	324	91	78

Note: Nig. Nigerians Employed
Xpt. Expatriates Employed
V. Vacancies

TABLE 13

 RETURNS OF HIGH-LEVEL MANPOWER REQUIREMENTS BY CATEGORY AND INDUSTRY, 1963-68*
 (EXCLUDING TEACHING AND RESEARCH STAFF)

Category	Agriculture, Forestry, Hunting and Fishing	Mining and Quarrying	Manufacturing and Processing	Construction	Electricity, Gas, Water and Sanitary Services	Commerce	Transport, Storage and Communication	Services	Education and Research †	Total
SENIOR										
1963 (Actual)	567	584	1,214	788	177	2,502	960	6,592	332	13,716
1964	959	919	1,668	962	219	2,041	1,041	8,263	451	16,496
1965	1,070	969	1,694	1,063	238	2,137	1,032	8,835	488	17,026
1966	1,184	1,019	1,782	1,141	259	2,216	1,054	8,870	552	18,077
1967	1,282	1,055	1,776	1,164	276	2,287	1,079	9,478	583	18,980
1968	1,392	1,093	1,832	1,202	269	2,327	1,089	10,903	630	20,737
Increase 1963-1968	825	509	618	414	92	(Decrease) -175	129	4,311	298	7,021
INTERMEDIATE										
1963 (Actual)	2,275	625	2,168	1,909	497	3,521	2,054	20,967	993	44,009
1964	3,144	608	2,106	1,769	645	2,787	2,336	36,877	1,606	49,878
1965	3,414	633	2,270	1,952	740	2,794	2,126	39,326	1,868	55,123
1966	3,695	639	2,421	1,978	831	3,029	2,210	43,016	2,073	59,892
1967	3,919	650	2,520	2,066	923	3,226	2,301	46,480	2,234	67,319
1968	4,133	655	2,649	2,217	1,476	3,042	2,371	49,963	1,823	68,329
Increase 1963-1968	1,858	30	481	308	979	(Decrease) -479	317	19,996	830	24,320

Note: * Based on expectation of employers. Where no forecast was made by a particular employer the employment level was regarded as unchanged for the forecast period.

† Includes persons engaged in administration and other functions, but excludes those actually engaged in teaching and research.

TABLE 14

RETURNS OF HIGH-LEVEL MANPOWER REQUIREMENTS BY OCCUPATION
AND TYPE OF EMPLOYER 1963-§ | SENIOR CATEGORY
(EXCLUDING TEACHING AND RESEARCH STAFF)

Occupation	Public Authorities										Private Establishments	Total All Employers		Estimated Additional Requirements 1963-8 §	
	Federal					West						Total Public Authorities	•		†
	•	†	*	†	•	•	†	*	†	•					
Senior Managerial and Administrative Staff	1,866	714	453	60	1,390	551	4,236	1,766	3,706	1,167	7,962	2,933	4,127		
Architects and Town Planners	47	67	16	24	16	21	94	130	12	4	106	134	150		
ENGINEERS:															
Civil	120	184	57	62	52	15	334	156	111	48	445	204	271		
Electrical	84	176	5	11	9	4	109	176	88	35	197	211	241		
Mechanical	37	36	13	7	14	3	78	47	247	53	325	100	149		
Chemical	—	—	—	—	—	—	—	—	—	—	—	—	—		
Metallurgical	—	—	—	—	—	—	—	—	—	—	—	—	—		
Mining	—	—	—	—	—	—	—	—	—	—	—	—	—		
Other	25	—	—	—	—	—	—	—	2	2	4	5	5		
Surveyor (Land and Quantity)	136	94	27	22	25	47	223	175	52	16	75	16	27		
Chemists and Pharmacists	37	44	29	9	20	38	19	36	297	91	520	266	344		
Physicists	98	24	34	196	66	6	248	290	114	—	219	104	137		
Veterinarians	—	—	—	—	—	—	—	—	69	28	317	318	366		
Agriculturists	—	—	38	51	4	5	—	—	5	17	17	18	18		
Doctors	—	—	94	86	264	400	414	750	20	1	47	59	60		
Dentists	267	62	105	396	108	94	129	609	705	51	434	801	866		
Lawyers and Jurists	8	—	8	3	14	11	33	22	2	19	35	41	46		
Accountants (Senior)	78	5	70	27	89	36	64	69	21	7	322	76	124		
Accountants and Auditors	30	106	9	9	17	30	1	125	22	90	100	215	230		
Librarians and Archivists	268	198	68	20	197	38	48	581	199	895	1,476	227	—		
Economists	28	38	4	6	11	13	7	68	117	1	68	69	185		
Statisticians	17	21	3	1	4	3	6	21	22	1	—	—	6		
Interpreters/Translators	18	2	4	—	—	11	50	42	1	1	31	43	48		
Geologists	25	—	—	—	—	—	22	2	—	—	2	71	71		
Occupations not elsewhere classified	43	86	19	7	5	—	22	180	126	60	46	85	33		
GRAND TOTAL	3,212	1,873	1,206	1,154	1,169	655	2,227	1,478	5,916	1,861	13,730	7,021	9,073		

Note: • Actual Employment, 1963

† Additional Employment, 1963-§ as given by Employers.

‡ Based on occupations of Employers. Where no forecast was made by a particular Employer, the employment level was regarded unchanged for the forecast period.

§ Equivalent to additional requirements plus 15 per cent on 1963 employment levels for wage.

TABLE 15

RETURNS OF HIGH-LEVEL MANPOWER REQUIREMENTS BY OCCUPATION AND
TYPE OF EMPLOYER, 1963-68† INTERMEDIATE CATEGORY
(EXCLUDING TEACHING AND RESEARCH STAFF)

Occupation	Public Authorities										Total All Employers	Estima- ted addi- tional Require- ments 1963-68 \$			
	Federal		North		East		West		Total Public Authorities				Private Establishments		
	*	†	*	†	*	†	*	†	*	†			*	†	
Junior Managerial and Administrative Staff	3,040	1,025	3,276	11,606	392	1,126	738	243	7,446	14,000	1,164	133	8,610	14,133	15,424
Nurses and Midwives	708	494	1,088	205	1,315	1,259	1,723	221	4,834	2,179	856	164	5,690	2,343	3,196
Surveying Assistants	330	24	214	11	95	130	154	100	793	265	18	4	811	261	383
Medical Technicians	73	17	61	59	29	49	108	70	271	195	31	21	302	216	261
Engineering Technicians and Assistants	4,499	1,325	566	316	224	300	736	743	6,025	2,884	1,033	131	7,058	2,753	3,812
Laboratory Technicians and Assistants	160	143	46	42	50	154	41	7	297	332	149	14	446	346	413
Artists	1	—	4	—	3	6	293	3	301	9	176	67	477	76	113
Journalists (Junior)	26	25	10	3	39	40	27	2	102	70	96	8	198	78	108
Actors and Musicians	265	97	63	38	64	48	26	19	127	127	18	10	145	117	98
Draughtsmen	415	246	—	—	—	—	—	—	418	202	89	17	507	219	293
Radio and Telegraph Operators	—	—	—	—	—	—	—	—	415	246	51	42	466	204	273
Precision Instrument Makers and Repairers	2	—	—	—	—	—	—	—	—	2	4	—	4	30	29
Accounting and Audit Assistants	618	90	402	58	175	92	116	—	1,311	240	1,106	366	2,417	126	237
Library Assistants	18	7	33	10	23	53	146	—	80	216	1	102	81	318	330
Cashiers, Book-keepers and Store-keepers	185	262	55	170	14	93	186	75	440	600	1,126	146	1,566	746	981
Secretary Typists/Personal Secretaries	274	124	28	48	40	30	63	27	405	229	545	32	950	197	330
Salesmen and Insurance Workers	—	—	0	—	—	—	—	—	10	9	45	793	55	802	810
Agricultural Assistants Extension Workers	31	—	1,632	1,133	585	38	605	1,057	2,853	2,197	874	619	3,727	1,578	2,131
Forest Assistants	—	—	433	—	33	4	101	72	370	59	—	—	1,080	570	1,139
Foremen and Supervisors	2,484	1,297	833	238	455	89	1,358	45	5,130	-1,015	2,364	-1,180	7,494	2,195	-1,074
Statistical Assistants	38	26	5	—	2	2	20	46	24	84	2	6	66	90	100
House-keepers and Catering Officers	7	—	—	23	8	7	2	—	24	28	16	9	40	37	43
Occupation not elsewhere classified	683	105	1,153	50	46	67	325	216	2,207	438	276	814	2,483	1,252	1,624
TOTAL	13,855	2,887	9,906	14,015	3,592	3,579	6,770	2,861	34,123	23,342	10,040	978	44,163	24,320	30,944

Note: * Actual Employment 1963.

† Additional Requirement 1963-8 as given by Employers.

‡ & § See footnotes on Table 14.

TABLE 16
 OUT-TURN OF HIGH-LEVEL MANPOWER BY SPONSORING AUTHORITY AND OCCUPATION: 1964-68
 SENIOR CATEGORY *

Occupation	Public Authorities						Private				Total Public & Private		
	Federal		East		West		North		East			West	
	Federal	North	East	West	West	Total	Federal	North	East	West		Total	
Senior Managerial and Administrative Staff	1,021	251	237	1,107	2,616	679	132	182	137	1,130	3,746		
Architects and Town Planners	43	3	40	10	96	3	—	1	—	4	100		
ENGINEERS:													
Civil	97	11	46	15	169	6	4	10	4	24	193		
Electrical	55	6	11	11	83	13	2	7	9	31	114		
Mechanical	68	38	24	22	152	33	28	21	19	101	253		
Chemical	12	1	—	—	13	3	—	—	—	3	16		
Metallurgical	10	—	—	—	10	—	—	—	—	—	10		
Mining	7	25	—	—	32	—	—	—	—	—	32		
Other	175	27	24	24	250	51	25	15	9	85	335		
Surveyors (Land and Quantity)	60	8	21	7	96	3	3	1	—	4	100		
Chemist and Pharmacists	27	3	31	19	80	8	1	20	7	35	115		
Physicists	—	—	—	—	—	—	—	—	—	—	—		
Veterinarians	12	10	—	5	30	—	—	—	—	—	30		
Agriculturists	20	15	165	80	280	8	—	36	1	45	325		
Doctors	64	41	81	91	277	—	—	—	—	—	278		
Dentists	7	1	—	5	13	3	3	—	—	6	19		
Lawyers and Jurists	7	1	1	6	25	5	—	—	—	5	30		
Journalists (Senior)	23	12	—	—	23	—	—	—	—	—	23		
Accountants and Auditors	238	14	76	30	358	118	—	53	22	140	498		
Librarians and Archivists	4	2	22	32	60	—	7	1	—	8	68		
Economists	16	21	13	3	53	—	—	—	—	—	53		
Statisticians	22	—	—	—	23	—	—	—	—	—	23		
Interpreters/Translators	—	—	—	—	—	—	—	—	—	—	—		
Geologists	6	5	2	—	13	6	1	2	—	2	20		
Occupation not elsewhere classified	230	160	62	181	633	23	8	25	134	190	823		
TOTAL ALL OCCUPATIONS	2,223†	654	860	1,648†	5,385	959	224	374	343	1,900	7,285		

Note:

* Figures include those undergoing internal, external training either in Nigeria or overseas and are expected to be newly employed or promoted into the Senior Category grades and (in the Public Sector) Government Scholars who are expected to complete their courses during the years concerned.

† These totals exclude 97 Federal and 20 Western Nigeria Scholars respectively with unspecified dates of graduation.

TABLE 17

OUT-TURN OF HIGH-LEVEL MANPOWER BY OCCUPATION AND SPONSORING AUTHORITY 1963-68
INTERMEDIATE CATEGORY

Occupation	Public Authorities						Private				Total Public & Private
	Federal		North		East		West		Total		
	Federal	North	East	West	Total	Federal	North	East	West	Total	
Junior Managerial and Administrative Staff ..	441	2,703	63	137	3,344	258	23	62	34	377	3,721
Nurses and Midwives ..	70	62	649	1,087	1,868	2	347	330	480	859	2,727
Surveying Assistants ..	80	12	21	14	127	—	—	6	—	6	133
Medical Technicians ..	43	2	4	6	55	—	2	4	2	8	63
Engineering Technicians and Assistants ..	1,630	201	163	579	2,573	71	41	67	44	223	2,796
Laboratory Technicians and Assistants ..	184	1	101	30	316	6	1	18	6	31	347
Artists (Private and Commercial) ..	25	1	—	—	24	24	1	—	—	25	51
Journalists (Junior) ..	14	10	9	8	46	4	4	9	—	17	24
Draughtsmen ..	13	16	—	—	15	—	—	—	—	—	63
Radio and Telegraph Operators ..	15	5	26	6	155	104	4	25	6	130	13
Accounting and Audit Assistants ..	118	—	—	—	32	—	—	—	—	32	294
Library Assistants ..	112	10	19	28	169	32	10	19	43	63	75
Cashiers, Book-keepers and Store-keepers ..	192	4	18	53	113	86	4	23	26	123	230
Secretary-Typists/Personal Secretaries ..	86	848	131	72	1,051	46	202	17	—	139	389
Salesmen and Insurance Workers ..	—	23	20	88	149	—	—	229	—	63	252
Agricultural Assistants and Extension Workers ..	18	236	230	26	1,156	224	—	8	—	431	1,114
Forest Assistants ..	664	9	24	36	131	—	—	—	—	232	1,388
Foremen and Supervisors ..	62	10	8	79	18	—	—	—	—	1	18
Statistical Assistants ..	—	58	16	—	688	279	31	15	47	372	1,060
Home-Keepers and Catering Officers ..	535	—	—	—	—	—	—	—	—	—	—
Occupations not elsewhere classified ..	—	—	—	—	—	—	—	—	—	—	—
TOTAL ALL OCCUPATIONS ..	4,302	4,212	1,557	2,249	12,320	1,245	370	849	688	3,152	15,472

Note: Figures include those undergoing internal or external training either in Nigeria or Overseas who are expected to be newly employed or promoted into the Intermediate Category grades and (in the Public Sector) Government Scholars who are expected to complete their courses during the years concerned.

TABLE 18
ESTIMATED HIGH-LEVEL MANPOWER TARGETS 1968-1970
SENIOR CATEGORY
(EXCLUDING TEACHING AND RESEARCH STAFF)

<i>Occupation</i>	<i>1963 Estimated Employment*</i>	<i>1968 Employment Target</i>	<i>1970 Employment Target</i>
Senior Managerial and Administrative Staff	8,750	12,400	13,400
Architects and Town Planners	100	300	400
ENGINEERS:			
Civil	500	750	850
Electrical	200	550	650
Others	1,000	1,500	1,650
Surveyors	250	400	400
Chemists and Pharmacists	350	850	1,000
Physicists	10	50	50
Geologists	100	550	700
Veterinarians	50	150	150
Agriculturists	500	1,750	2,150
Doctors†	750	1,400	1,650
Dentists‡	50	100	150
Lawyers and Jurists‡	350	450	450
Journalists	100	450	550
Accountants and Auditors	1,600	1,400	1,300
Librarians and Archivists	100	400	450
Economists and Statisticians	50	150	200
Interpreters/Translators	10	50	100
Occupations not elsewhere classified	300	1,600	2,000
ALL OCCUPATIONS	15,120	25,250	28,250

Note: * Actual employment plus 10 per cent allowance for non-response.

† The employment targets for 1968 are based on additional requirements as given by employers and the employment targets for 1970 have been estimated by projecting the trend between 1963 and 1968. Only employed persons (excluding private practitioners) are considered in these figures.

‡ Excluding the self-employed.

TABLE 19
ESTIMATED HIGH-LEVEL MANPOWER TARGETS 1968-1970
INTERMEDIATE CATEGORY
(EXCLUDING TEACHING AND RESEARCH STAFF)

<i>Occupation</i>	<i>1963 Estimated Employment*</i>	<i>1968 Employment Target</i>	<i>1970 Employment Target</i>
Junior Managerial and Administrative Staff	9,450	30,650	38,100
Nurses and Midwives†	6,250	8,600	9,550
Medical Technicians†	350	600	700
Surveying Assistants	900	1,200	1,250
Engineering Technicians and Assistants	7,750	11,000	12,100
Laboratory Technicians and Assistants	500	950	1,150
Journalists (Junior)	200	300	350
Draughtsmen	550	850	900
Radio and Telegraph Operators	500	750	850
Accounting and Audit Assistants	2,650	2,250	2,100
Library Assistants	100	600	750
Cashiers, Book-Keepers and Store-Keepers	1,700	2,650	3,000
Secretary-Typists/Personal Secretaries	1,050	1,200	1,250
Agricultural Assistants and Extension Workers	3,200	5,250	5,950
Forests Assistants	650	2,350	2,950
Foremen and Supervisors	8,250	7,000	6,500
Statistical Assistants	100	200	250
Occupations not elsewhere classified	4,450	7,000	7,900
ALL OCCUPATIONS	48,600	83,400	95,600

Note: * Actual employment plus 10 per cent allowance for non-response.

† The employment targets for 1968 are based on additional requirements as given by employers and the employment targets for 1970 have been estimated by projecting the trend between 1963 and 1968. Only employed persons (excluding private practitioners) are considered in these figures.

TABLE 20

HIGH-LEVEL MANPOWER ADDITIONAL NEEDS BY TYPE OF OCCUPATION 1963-70
 SENIOR CATEGORY—ALL NIGERIA
 (EXCLUDING TEACHING AND RESEARCH STAFF)

Occupation	Additional Needs						Out-turn 1963-68 *	Out-turn from Nigerian Universities 1963-68 †	Shortfall or Excess (-) 1963-68	
	1968		1970		Lower	Upper			Lower	Upper
	Lower	Upper	Lower	Upper						
Senior Managerial and Administrative Staff	3,746	3,484	1,200	4,200
Architects and Town Planners	100	84	100	200
ENGINEERS:										
Civil	193	440	100	200
Electrical	300	300	300	400
Others	114	16	300	700
Surveyors	671	264	—	700
Chemists and Pharmacists	400	75	100	200
Physicists	115	115	300	350
Geologists	50	1	302	250§
Veterinarians	20	75	400	500
Agriculturists	30	—	50	100
Doctors	323	778	550	650
Dentists	278	—	450	700
Lawyers and Jurists	19	—	50	50
Journalists	30	222	100	—
Accountants and Auditors	76	81	250	250
Librarians and Archivists	498	—	450	50
Economists and Statisticians †	68	102	200	250
Interpreters/Translators	76	—	50	50
Occupations not elsewhere classified	2	—	50	50
GRAND TOTAL	823	993	350	450
	7,285	7,183	3,500	9,100

Note: * Out-turn 1963-68 includes scholars and students sponsored by the Governments and Private establishments; but does not include private students in Nigerian Universities and overseas.

† This plus all Nigerians studying abroad (if known) will give complete out-turn figures in this category.

‡ Provision is for specialist economists only. The general economists are included in the category of Senior Managerial and Administrative Staff.

§ This is not an absolute excess. It indicates the number available to take up appointment in teaching, research, etc. in this field.

TABLE 21

HIGH-LEVEL MANPOWER ADDITIONAL NEEDS BY TYPE OF OCCUPATION 1963-70
INTERMEDIATE CATEGORY—ALL NIGERIA *

Occupation	Additional Needs						Shortfall or Excess 1963-68	
	1968		1970		Out-turn † 1963-68		Lower	Upper
	Lower	Upper	Lower	Upper	Lower	Upper		
Junior Managerial and Administrative Staff	22,600	22,950	30,650	30,950	3,721	18,900	19,250	
Nurses and Midwives	3,300	3,500	4,600	4,800	2,727	550	750	
Medical Technicians	450	450	400	450	63	250	300	
Surveying Assistants	4,400	4,900	550	600	133	300	300	
Engineering and Technical Assistants	550	6,000	750	6,550	2,796	1,600	2,100	
Laboratory Technicians and Assistants	150	150	200	200	347	200	250	
Journalists	400	350	450	150	24	150	150	
Draughtsmen	350	350	450	500	63	350	300	
Radio and Telephone Operators	—	100	100	100	15	350	350	
Accounting and Audit Assistants	500	500	650	700	294	-300	-200	
Library Assistants	1,200	1,250	1,650	1,650	75	450	450	
Cashiers, Book-keepers and Storekeepers	300	350	400	400	230	950	1,000	
Secretary-Typists and Personal Secretaries	2,550	2,550	3,400	3,450	389	-100	150	
Agricultural Assistant and Extension Workers	1,800	1,800	2,480	2,500	1,114	1,450	1,450	
Forest Assistants	—	550	150	200	580	1,200	1,200	
Foremen and Supervisors	100	100	150	200	1,388	-1,400	-880	
Statistical Assistants	3,200	3,350	4,400	4,500	132	2,150	2,300	
Occupations not elsewhere classified	—	—	—	—	—	—	—	
GRAND TOTAL	42,150	44,400	57,150	59,450	15,146	27,000	29,250	

Note: * Excludes Teaching and Research Staff.

† See Footnote * Table 20.

TABLE 22
 RETURNS OF FUTURE REQUIREMENTS FOR UNIVERSITIES, 1962-63-1967-68
 TEACHING AND RESEARCH STAFF

Faculty	1962-63 Actual plus Vacancies		1963-64		1964-65		1965-66		1966-67		1967-68		Increase (†)	Additional requirements (S)
	1962-63	1963-64	1964-65	1965-66	1966-67	1967-68	1968-69	1969-70	1970-71	1971-72	1972-73	1973-74		
SCIENCE:														
Physics...	17	21	24	29	32	37	20	22					20	22
Botany...	12	17	23	22	26	32	20	22					20	22
Chemistry...	21	27	32	27	31	48	27	30					33	35
Mathematics...	12	26	31	38	40	45	33	35					15	18
Biology and Zoology	16	18	24	24	28	31	28	18					1	2
Geology	6	6	6	6	6	7	2	2					1	2
Unclassified	49	75	86	86	86	110	61	68					61	68
TOTAL...	133	190	226	232	247	310	177	197					177	197
MEDICINE:														
Anaesthetic	15	10	15	17	18	21	6	8					6	8
Anatomy	6	10	12	14	14	17	11	12					11	12
Bacteriology	5	7	7	8	8	10	5	5					5	6
Biochemistry	4	5	6	6	6	7	3	4					3	4
Chemical Pathology	9	13	20	28	31	38	29	30					29	30
Medicine	22	41	53	61	67	75	53	56					53	56
Psychological Medicine	—	—	—	—	—	—	—	—					—	—
Pharmacy	—	—	—	—	—	—	—	—					—	—
Dentistry	—	—	—	—	—	—	—	—					—	—
Unclassified	54	74	113	155	170	201	147	155					147	155
TOTAL	115	160	226	289	314	369	254	271					254	271

TABLE 22—Continued

Faculty	1962-63 Actual plus Vacancies		1963-64		1964-65		1965-66		1966-67		1967-68		Increase (†) (‡)	Additional requirements (§)
	(*)	(†)	(*)	(†)	(*)	(†)	(*)	(†)	(*)	(†)	(*)	(†)		
Arts:														
Arabic and Islamic Studies	10	—	12	—	15	—	16	—	16	—	16	—	6	8
Classics	10	9	9	—	10	2	11	—	12	—	13	—	3	5
English	14	19	19	3	24	—	26	—	28	—	32	—	18	20
Geography	10	14	14	—	16	2	16	—	16	—	18	—	8	10
History	17	23	23	1	27	4	29	7	31	—	36	—	19	2
Languages	13	13	13	—	15	1	17	—	19	—	22	—	9	11
Religious Studies	10	8	8	—	9	—	10	—	10	—	10	—	—	2
African Studies	12	14	14	—	14	—	14	—	14	—	14	—	2	4
Unclassified	64	36	36	—	57	—	59	—	67	—	71	—	7	17
TOTAL	160	148	148	4	187	9	198	11	213	—	232	—	72	79
Agriculture and Veterinary Science	60	71	71	—	78	—	79	—	81	—	86	—	26	35
Law	19	18	18	—	31	—	31	—	31	—	40	—	21	214
Economics and Social Studies and Administration	83	126	126	2	138	1	144	2	150	—	164	—	81	94
Education	37	47	47	1	54	1	57	1	64	—	73	—	36	42
Engineering and Architecture	61	84	84	—	104	—	158	5	149	—	167	—	106	115
Disciplines not elsewhere classified	51	87	87	—	88	—	88	—	90	—	96	—	45	63
GRAND TOTAL	719	931	931	13	1,132	19	1,276	31	1,339	—	1,537	—	818	1,110

Note: (*) Estimated total number of staff required.

(†) Estimated number of staff in training whether in Nigeria or Overseas, who are expected to be newly employed or promoted in the teaching post concerned during the year.

(‡) Based on the expectations of the Universities.

(§) Equivalent to net increase plus 15% on 1963 employment levels for wastage due to retirements, deaths, etc.

TABLE 23
ESTIMATED TEACHING AND RESEARCH STAFF TARGETS 1963-70

Institution	Student Population			Staff 1963 Actual						Estimated Staff						
	1963 Actual	1968 Estimate	1970 Estimate	1968 Target			1970 Target			1968 Target			1970 Target			
				Lecser			Upper			Lecser			Upper			
	C	D	Total	C	D	Total	C	D	Total	C	D	Total	C	D	Total	
Universities	3,761	10,000	12,500	601	—	601	650	—	650	1,650	850	—	850	2,100	—	2,100
Research Institutions	—	—	—	168	247	415	700	1,000	1,700	700	900	1,350	2,250	900	1,350	2,250
Technical Institutions	2,603	7,900*	10,000*	98	—	98	400	—	400	500	500	—	500	650	—	650
Teacher Training Colleges	12,849	16,000†	13,200	474	1,535	2,009	550	1,100	1,400	1,400	2,800	750	1,500	1,900	1,000	3,800
Trade Centers	10,400	18,500	22,000	—	357	357	400	600	1,000	600	850	700	1,200	700	1,000	1,700
Secondary Schools	195,459	291,000	329,000	2,185	7,504	9,689	3,200	4,850	8,050	4,850	6,500	11,350	3,650	5,500	9,150	12,800
Primary Schools	2,834,010	3,943,000	4,386,000	—	99,335	99,335	—	113,000	113,000	—	113,000	113,000	—	—	125,000	125,000
ALL INSTITUTIONS, ..	3,059,082	4,297,300**	4,795,300**	3,823	108,978	112,501	5,900	120,000	125,900	9,700	122,750	132,450	71,150	133,300	140,450	148,300

Note: C Indicates Graduates

D Indicates Non-Graduates

* Estimates based on existing Government target of annual out-turn of 5,000 by 1970

† Estimates based on Manpower Board's target of annual out-turn of 6,000 by 1970

** Based on the higher estimate for Technical Institutions.

TABLE 24
 ADDITIONAL NEEDS FOR TEACHING AND RESEARCH STAFF
 BY CATEGORY 1963-1970

Category	Additional Needs			
	1968		1970	
	Lower	Upper	Lower	Upper
SENIOR CATEGORY (GRADUATES):				
Universities	150	1,150	350	1,600
Technical Institutes	400	500	500	700
Secondary Schools	1,400	3,000	1,950	3,750
Teacher Training Colleges	200	1,000	400	1,500
Research	500	600	600	700
Trade Centres	400	600	500	700
TOTAL	3,050	6,850	4,300	8,950
INTERMEDIATE CATEGORY (NON-GRADUATES):				
Secondary Schools and Sixth Forms	-1,500	100	- 450	1,400
Teacher Training Colleges	750	100	450	700
Research	700	700	1,000	1,000
Trade Centres	300	500	450	700
Primary Schools	28,200	28,200	47,000	47,000
TOTAL	26,950	29,600	47,550	50,800

TABLE 25
 ESTIMATED FUTURE NEEDS FOR RESEARCH STAFF IN SELECTED
 DISCIPLINES SENIOR CATEGORY *
 (EXCLUDING UNIVERSITY STAFF)

Discipline	Recorded Demand 1963†	Estimated Needs 1968	Net Increase	Estimated Additional Needs ‡
Medicine	5	30	25	26
Agriculture	79	150	71	83
Veterinary	24	100	76	80
Geology	3§	30	27	27
Forestry	43	100	57	63
Chemistry (including Industrial Chemistry)	10	50	40	42
Physics	—	20	20	20
Engineering (Civil, Chemical, Foundation Engineering, etc.)	4	20	16	17
Archaeology	—	10	10	10
Ceramics and Glass	—	20	20	20
Hydrology	—	10	10	10
Zoology	12	30	18	20
Botany	14	30	16	18
Other Biological Sciences (including Marine Biology)	—	10	10	10
Telecommunications	—	30	30	30
Tropical Architecture and Town Planning	—	20	20	20
Ethnography	—	10	10	10
Textiles	—	20	20	20
TOTAL	194	690	496	526

Note: * Normally at Post Graduate levels.
 † Equivalent to actual number employed, plus vacancies.
 ‡ Equivalent to Net Increase, plus 15 per cent on 1963 employment levels, for wastage due to deaths, retirements, etc.
 § All vacancies, none in post in 1963.

TABLE 26
ESTIMATED FUTURE NEEDS FOR TEACHING STAFF BY REGION, 1963-1968
SECONDARY SCHOOLS AND SIXTH FORMS AND TEACHER
TRAINING COLLEGES

<i>Student Enrolment</i>			<i>Teaching Staff</i>			
<i>Region and Type of Institution</i>	<i>Enrolment 1963 Actual</i>	<i>Estimated Enrolment 1968</i>	<i>Teaching Staff 1963 Actual</i>	<i>Estimated Teaching Staff Required, 1968 †</i>	<i>Net Increase</i>	<i>Estimated Additional Needs ‡ (Lower Targets)</i>
SECONDARY SCHOOLS AND SIXTH FORMS:						
Federal	10,058	11,427*	614	381	-233	-141
North	7,955	28,177*	480	939	459	530
East	32,712	74,465*	2,070	2,482	412	721
West	144,734	176,685*	6,525	5,890	-635	344
TOTAL	195,459	290,754	9,689	9,692	3	1,454
TEACHER TRAINING COLLEGES (§)						
Federal	322	1,035	71	69	- 2	9
North	1,362	6,432	427	429	+ 2	66
East	5,602	4,218	747	281	-466	-354
West	5,563	5,238	764	349	-415	-300
TOTAL	12,849	16,923	2,009	1,128	-881	-579

Notes: * Based on estimates in the National Six-Year Development Plan. The enrolment figures for the West include Secondary Modern Schools.
 † Based on estimated total enrolment for 1968 using 1:30 and 1:15 Teacher-student ratios for Secondary Schools and Teacher Training Colleges, respectively.
 ‡ See note † Table 25
 § The present staff strength in each Region (except the North) is more than that required for the estimated student enrolment for 1968, on the basis of the UNESCO Teacher/Student ratio of 1:15.

TABLE 27
ESTIMATED FUTURE NEEDS FOR TEACHING STAFF BY REGION 1963-68
PRIMARY SCHOOLS

<i>Region</i>	<i>Enrolment 1963 (Actual)</i>	<i>Estimated Enrolment 1968</i>	<i>Teaching Staff 1963 (Actual)</i>	<i>Estimated Teaching Staff 1968 *</i>	<i>Net Increase</i>	<i>Estimated Additional Needs † (Lower Tar- get)</i>
Federal	98,511	150,000	3,010	4,285	1,275	1,726
North	359,934	720,000	11,587	20,570	8,983	10,721
East	1,266,566	1,572,550	44,589	44,930	341	7,029
West	1,108,999	1,500,000	40,149	42,850	2,701	8,733
TOTAL	2,834,010	3,942,550	99,335	112,635	13,300	28,209

Note: * Based on estimated total enrolment for 1968 using 1:35 Teacher/Student ratio.
 † See Note † Table 25.

ANNEXURE 1

NATIONAL MANPOWER BOARD: HIGH-LEVEL MANPOWER SURVEY 1963

SUPPLY OF HIGH-LEVEL MANPOWER

EXPLANATORY NOTES

Please read the following notes carefully before completing the attached forms.

OBJECTIVE OF SURVEY

The Federal and Regional Governments have recently launched the gigantic National Development Plan. It has already become evident that one of the most difficult problems in implementing it will be the shortage of qualified personnel to carry out the various schemes. Private employers, on their part, are also having serious difficulties in finding adequately trained Nigerians for employment in positions which are essential for the progress of their own enterprises. The Governments have accordingly undertaken to assist as much as possible through university expansion, scholarship schemes, etc., to meet these manpower requirements of both the private employers and public authorities.

2. The high-level manpower survey is intended as a means of determining the requirements of both the private employers and public authorities for persons with special qualifications. The information now required will form the basis for the award of Government scholarships and for the establishments and expansion of various training institutions in the country.

CONFIDENTIALITY OF INFORMATION SUPPLIED

3. Any information given by employers will be treated as *strictly confidential*. Particulars regarding individual employers, establishments, or firms will *not* be divulged, published or made known to any person, in such a way as to make it possible to identify the establishments or firms concerned. The result of this survey will be published in consolidated form.

4. In this survey detailed information will be required only in respect of high-level manpower; *i.e.* persons who, if they are to perform their duties efficiently, are *normally* required to have university, professional, technical or craft training. For the purpose of this survey high-level manpower *may be divided broadly into three categories:*

- (a) *SENIOR CATEGORY:* This includes all persons who are normally required to hold a university degree, high technical or professional qualification, for example, Manager, Accountant, Administrative Officer, Engineer, Auditor, Research Officer, etc. It is appreciated that persons can be promoted into these posts on the basis of experience even if they do not possess the normal academic or training qualifications.
- (b) *INTERMEDIATE CATEGORY:* Persons in the intermediate category should normally be required to have had at least one to two years specialized training after attaining the West African School Certificate or its equivalent. *The emphasis here is on the special qualification and additional to the secondary school certificate.* Examples are, Engineering Assistant, Executive Officer, Secretary Typist. *Foremen and Supervisors* who have been promoted from the lower craft grades will also fall into this category.

- (c) *OTHER CATEGORIES*: Those with West African School Certificate or its equivalent with technical bias and those with less than School Certificate but have undergone a full apprenticeship or craftsman training whether in a Training Institution or Industry, e.g. Mechanic, Electrician, Fitter, Stenographer.

THE QUESTIONNAIRES

5. Various forms have been drawn up for the information required. *MPB. Form 3* which is attached herewith is designed to obtain information on the students or trainees who by education and training are likely to qualify to assume duties falling within the definition of high-level manpower category.

The form is divided into two parts as follows:

Part I.—This is intended to provide information on *actual enrolment and on enrolment capacity during the present academic year and on the output during the previous academic year.*

Part II.—Is intended to provide information on *future enrolment and estimated output* from 1963-7.

HOW TO FILL THE FORM

Part I

Current Enrolment and output

6. *Column 1.*—Leave blank.
- Column 2.*—List the different types of courses given in alphabetical order. Universities should list courses within each faculty or department.
- Column 3.*—Give the minimum qualification normally required before a student can enrol for each course.
- Column 4.*—Give the duration of each course.
- Column 5.*—Give maximum number of students that can be accepted for each course.
- Column 6.*—Give the number of *male students* that actually registered for each course.
- Column 7.*—Give the total number of *female students* that actually registered for each course.
- Column 8.*—Give the total number of *male students* in their final year in each course.
- Column 9.*—Give the total number of *female students* in their final year in each course.
- Column 10.*—Give the total number of *male students* in their final year who passed in each course last academic year.
- Column 11.*—Give the total number of *female students* in their final year who passed in each course last academic year.
- Column 12.*—Give the total number of *male students* in their final year who failed in each course last academic year.
- Column 13.*—Give the total number of *female students* in their final year who failed in each course last academic year.
- Column 14.*—List type of qualification or Certificate, Degree or Diploma awarded for each course.
- Column 15.*—Give the name of the body or organisation that awarded Certificate, Degree or Diploma in each course.

Part II

Projected enrolment (E) and Estimated output (O)

7. *Column 1.*—Leave blank.

Column 2.—Give list of courses as in part I plus any additional courses which will be organised during the period 1964–8.

Column 3.—Give minimum qualification normally required for entry into each course.

Column 4.—Give normal duration of each course.

Column 5–9.—These columns are each divided into two parts as follows:

Sub-Column E.—Give estimated maximum number of students that can be enrolled in each course.

Sub-Column O.—Give estimated total number of persons *likely to qualify* during the academic year (*i.e. persons in the final year* of their course).

CONFIDENTIAL

NATIONAL MANPOWER BOARD
SUPPLY OF HIGH-LEVEL MANPOWER

Universities, Secondary Schools,*
Teacher Training Courses, Technical Institutes
and other Training Centres.

MPB. FORM 3

Date

Name of Institution

Address

Phone No.



PART I

CURRENT ENROLMENT AND OUTPUT (1962/63)

(A) ENROLMENT (CURRENT ACADEMIC YEAR)				(B) OUTPUT OF FINALISTS (LAST ACADEMIC YEAR)									
Type of Course	Minimum qualification for entry	Length of Course	Enrolment capacity	Actual total enrolment		Total number in final year		OUTPUT		Type of qualification or certificate awarded	Body Awarding qualification or certificate		
				Male	Female	Male	Female	Number passed	Number failed				
1													
2	3	4	5	6	7	8	9	10	11	12	13	14	15

(A) Current Academic Year, began on

196

(B) Last Academic Year, ended on

196

* Secondary Schools are required to give information on enrolments and output in Sixth Forms (i.e. Post School Certificate) Classes only, where they exist.

**NATIONAL MANPOWER BOARD: HIGH-LEVEL MANPOWER SURVEY 1963
EDUCATIONAL AND TRAINING INSTITUTIONS:
TEACHING STAFF REQUIREMENTS**

EXPLANATORY NOTES

Please read the following notes carefully before completing the attached forms.

OBJECTIVE OF SURVEY

The Federal and Regional Governments have recently launched the gigantic National Development Plan. It has already become evident that one of the most difficult problems in implementing it will be the shortage of qualified personnel to carry out various schemes. Private employers, Educational and Research Institutions on their part, are also having serious difficulties in finding adequately trained Nigerians for employment in positions which are essential for the progress of their own enterprises and work. The Governments have accordingly undertaken to assist as much as possible through university expansion, scholarship schemes, etc., to meet these manpower requirements of both the private employers, public authorities, educational and research institutions.

2. The high-level manpower survey is intended as a means of determining the requirements of both the private employers and public authorities for persons with special qualifications. The information now required will form the basis for the award of Government scholarships and for the establishment and expansion of various training institutions in the country.

CONFIDENTIALITY OF INFORMATION SUPPLIED

3. Any information given will be treated as *strictly confidential*. Particulars regarding individual establishments, firms or institutions will *not* be divulged, published or made known to any person, in such a way as to make it possible to identify the institution, establishments, or firms concerned. The result of this survey will be published in consolidated form.

HIGH-LEVEL MANPOWER—DEFINITION

4. In this survey detailed information will be required only in respect of *high-level manpower*; i.e. persons, who if they are to perform their duties efficiently, are normally required to have university, professional, technical or craft training. For the purpose of this survey high-level manpower may be divided broadly into three Categories:

(a) **SENIOR CATEGORY**: This includes all persons who are normally required to hold a university degree, high technical or professional qualification: for example, Graduate Teachers and Lecturers, Research Officers, etc.

(b) **INTERMEDIATE CATEGORY**: Persons in the intermediate category should normally be required to have had at least one to two years specialized training after attaining the West African School Certificate or its equivalent. The emphasis here is on the special qualification and not the completion of secondary education. Examples are, Teachers Grade 1, Laboratory Technologists in Research Institutions, Teachers with Intermediate degree or its equivalent.

- (c) *OTHER CATEGORIES*: which should be included in these returns include persons who have undergone a full training to qualify as junior research assistants or Teacher Grade II or III.

SCOPE OF THE SURVEY

5. This survey is intended to cover all establishments employing ten or more persons research organizations and institutions of learning—Universities, Teacher and Agricultural Training Colleges, Forestry Schools, Technical Institutes and other Training Centres whose requirements of teachers, research staff and other personnel, fall within the definition of high-level manpower as given above.

THE QUESTIONNAIRES

6. Various forms have been drawn up for the information required. MPB. Form 3 (T), which is attached herewith is designed to obtain information on the *total number and type of Teaching and Research Staff requirements* which fall within the definition of high-level manpower and the estimated future requirements. The form is divided into two parts as follows:

Part I.—This is intended to give the number of persons employed in various teaching and research posts (*e.g.*, Professors, Lecturers, Assistant Lecturers, etc.) as well as the minimum qualification required for appointment into each post.

Note: Information on staff who are not teachers or research staff, even if employed in an Educational or Research Institution (*e.g.*, Accountant, Cashier, etc.) should be supplied on MPB. Form 4 which is supplied separately).

Part II.—is intended to provide information on the estimated total number of Teaching or Research Staff to be engaged by you at the beginning of each year.

HOW TO FILL THE FORMS

7. All teaching and research posts in the 'Senior Category' should be given before those of the 'Intermediate' and 'Other Categories'.

Part I

Current Staffing Position

Column 1.—Leave blank.

Column 2.—List all facilities, courses or departments in your Institution in alphabetical order.

Column 3.—Give all teaching or research posts by grade, by subject or field of specialization, as appropriate.

Column 4.—Give the *minimum qualification required before a person can be appointed to the teaching or research post concerned.*

Column 5.—Give the total number of *Male Nigerians* presently employed in each post.

Column 6.—Give the total number of *Female Nigerians* presently employed in each post.

Column 7.—Give the total number of *Male Expatriates* presently employed in each post.

Column 8.—Give the total number of *Female Expatriates* presently employed in each post.

Column 9.—Give the total number of current vacancies in each teaching post.

Part II

Estimated future Staff requirements (A) and Output (O)

8. *Column 1.*—List all faculties, courses or departments in your Institution in *alphabetical order*.

Column 2.—Give all teaching research posts in each faculty or department.

Column 3.—Give *minimum qualification required for filling such posts*.

Columns 4–8.—Each of these columns is divided into two parts A and B:

Sub-Column A: Give the *total number of persons that will be required in each post at the beginning of each year*.

Sub-Column B: Give the *total number of persons that are undergoing training in Nigeria or overseas and are expected to be newly employed or promoted into the post concerned during each year*. Do not include persons training under the general scholarship schemes of Government. Information about them will be obtained separately.

CONFIDENTIAL

MPB. FORM 3 (T)

NATIONAL MANPOWER BOARD
DEMAND FOR HIGH-LEVEL MANPOWER

NAME OF UNIVERSITY/INSTITUTION/SCHOOL _____

ADDRESS _____

TELEPHONE _____

PART 1

CURRENT STAFFING POSITION

Date _____

		TEACHING AND RESEARCH POSTS		STAFFING POSITION AS AT PRESENT				
		Type of Post	Minimum qualification required	Number of Nigerians employed		Number of Expatriates employed		Number of Current Vacancies
Faculty, Department or Course				Male	Female	Male	Female	
1	2	3	4	5	6	7	8	9

**NATIONAL MANPOWER BOARD: HIGH-LEVEL MANPOWER SURVEY 1963
DEMAND FOR HIGH-LEVEL MANPOWER****EXPLANATORY NOTES**

Please read the following notes carefully before completing the attached forms.

OBJECTIVE OF SURVEY

The Federal and Regional Governments have recently launched the gigantic National Development Plan. It has already become evident that one of the most difficult problems in implementing it will be the shortage of qualified personnel to carry out the various schemes. Private employers, on their part, are also having serious difficulties in finding adequately trained Nigerians for employment in positions which are essential for the progress of their own enterprises. The Governments have accordingly undertaken to assist as much as possible through university expansions, scholarship schemes, etc., to meet these manpower requirements of both the private employers and public authorities.

2. The high-level manpower survey is intended as a means of determining the requirements of both the private employers and public authorities for persons with special qualifications. The information now required will form the basis for the award of Government scholarships and for the establishment and expansion of various training institutions in the country.

CONFIDENTIALITY OF INFORMATION SUPPLIED

3. Any information given by employers will be treated as *strictly confidential*. Particulars regarding individual employers, establishments, or firms will *not* be divulged, published or made known to any person, in such a way as to make it possible to identify the establishments or firms concerned. The result of this survey will be published in consolidated form.

ACCURACY OF DATA SUPPLIED

4. The information required concerns both the staff actually employed at a given date (beginning of January, 1963) as well as an estimate of the staff which will be required as at the beginning of January every year for the next five years. It is realised that manpower estimation is difficult, but you are expected to do all you can to provide as reliable figures as possible. All that is required, therefore, is that in respect of future requirements, you should give a reasonable estimate of what you consider that your volume of employment will be, bearing in mind your programmes of expansion or contraction in the light of market trends.

HIGH-LEVEL MANPOWER—DEFINITION

5. In this survey detailed information will be required only in respect of high-level manpower *i.e.* persons who, if they are to perform their duties efficiently, are normally required to have university, professional, technical or craft training. For the purpose of this survey high-level manpower may be divided broadly into three categories:

- (a) **SENIOR CATEGORY:** This includes all persons who are normally required to hold a university degree, high technical or professional qualification, for example, Manager, Accountant, Administrative Officer, Engineer, Auditor, Research Officer, etc. It is appreciated that persons can be promoted into these posts on the basis of experience even if they do not possess the normal academic or training qualifications. Persons holding Teaching and Research positions in Educational, Training or Research Institutions should not be included in this return. Particulars about them should be submitted on MPB. Form 3 (T).
- (b) **INTERMEDIATE CATEGORY:** Persons in the intermediate category should normally be required to have had at least one to two years specialized training after attaining the West African School Certificate or its equivalent. *The emphasis here is on the special qualification* and additional to the secondary school certificate. Examples are, Engineering Assistant, Executive Officer, Secretary-Typist. *Foremen and Supervisors* who have been promoted from the lower craft grades will also fall into this category.
- (c) **OTHER CATEGORIES:** Those with West African School Certificate or its equivalent with technical bias and those with less than School Certificate but have undergone a full apprenticeship or craftsman training whether in a Training Institution or Industry, e.g., Mechanic, Electrician, Fitter, Stenographer.

SCOPE OF SURVEY

6. This survey is intended to cover all *establishments or firms employing ten or more persons*. For this purpose, an establishment is an organisational and geographical unit, such as an office, workshop, hospital, plantation, retail store, shop, factory, garage or school, which is engaged in one main activity such as administration, repairs, medical services, agriculture, retail trade, manufacturing textiles, services, vehicles, or education. For this purpose, a small part of such a unit engaged in an activity ancillary to the main one, such as the office of a workshop or the laundry of a hospital should not be treated as separate establishment. *Each establishment must have all relevant particulars about its employees.*

7. In the case of multi-establishments (*i.e.* establishments which are branches of a Department, Corporation, firm or organisation) and whose employment policies and staff matters are centrally or Regionally controlled, the headquarters (or Regional) office should provide the information required in respect of all its establishments and branches in consolidated form, but the total number of such *establishments and branches covered in such a single return should be stated*. Part III of the attached questionnaire is intended for this purpose.

8. Establishments or branches which have received these questionnaires but whose particulars are being supplied by a separate headquarters (or Regional) office should fill in the attached *Form MPB. XM* and return it properly folded (*no stamp is required as the form is officially franked*).

THE QUESTIONNAIRES

9. Various forms have been drawn up for the information required. *MPB. Form 4*, which is attached herewith is designed to obtain information on the *total number of high-level manpower employed by occupational types or grades*; and the estimated future high-level manpower requirements. It is *divided into three parts* as follows:

Part I—This is intended to give the number of persons actually employed in the various occupational grades (e.g., Managers, Engineers, Accountants) as at beginning of January, 1963, as well as the minimum qualification normally required for appointment into each occupational grade.

Part II—is intended to provide information of the total number of high-level manpower to be employed by you as at the beginning of January each year, again by occupational grades.

Part III—should give a summary of the establishments covered in Part I and particulars of the total staff employed.

HOW TO FILL THE FORMS

General

10. All occupational types or grades in the 'Senior Category' should be given before those in the 'Intermediate' and 'Other Categories'.

11. A copy each of the more common titles of occupational grades by alphabetical order and by industries is attached for your information. The lists are not exhaustive. They are merely a guide and if you use a title for any of your jobs which is not included in the lists, do not hesitate to show it in the Forms.

Part I

Number Employed as at beginning of January, 1963

IMPORTANT NOTE:

12. *A separate form (Part I only) is to be filled for each Region and for the Federal Territory.*

Column 1.—Leave blank.

Column 2.—Occupational types or grades should be given by field of specialization; for example, it will not be sufficient to group all Engineers together, which should therefore be broken up into specialized grades such as Civil Engineers, Mechanical Engineers, Hydrological Engineers, etc.

Column 3.—Give minimum qualification normally required before a person can be appointed to the type of work or occupation, e.g., an Engineer must have a University degree or Diploma in Civil or Mechanical engineering as the case may be.

Column 4.—Give the number of Nigerian male persons employed in each grade as at beginning of January, 1963.

Column 5.—Give the number of Nigerian female persons employed in each grade as at beginning of January, 1963.

Column 6.—Give the number of Expatriate male persons employed in each grade as at beginning of January, 1963.

Column 7.—Give the number of Expatriate female persons employed in each grade as at beginning of January, 1963.

Column 8.—Give the number of existing vacancies as at beginning of January, 1963.

(Note: Where none is employed put a dash (—)).

Part II

Estimated Future High-Level Manpower Needs, 1964–8 as at beginning of January each year.

13. *Column 1.*—Leave blank.

Column 2.—Give Occupation by type or grade or field of specialization. (See note under Part I, Column 2 paragraph 12 above).

Column 3.—Give the *minimum qualification normally required* before a person can be appointed to the type of work or occupation, e.g., an Engineer must have a University degree or Diploma in Civil or Mechanical Engineering as the case may be; and a Manager should *possess* a University degree in Commerce, or Engineering etc., depending on the nature of work.

Column 4.—8.—Each column is divided into two parts A and B. In *sub-column A*, give *total number of persons* that will be required in each Occupation or grade *as at beginning of January each year*.

In sub-column B, give *total number of persons* undergoing internal or external training, whether in Nigeria or overseas and are *expected to be newly employed or promoted into the grade concerned during the year*; Those given scholarships within the general scholarship awards of Government should not be included; information on Government scholars is being supplied separately.

Part III

Summary Schedule of Establishment Covered in Part I

14. *Column 2.*—Give total number of establishments covered in this return, by Regional location.

Column 3.—*In sub-column A*, give total number of persons employed by Region (*i.e.* those included in Part I of the Form). *In sub-column B*, give total number of employees in all your establishments covered in this return; *i.e.* all employees including the high-level manpower grades in Part I as well as general labourers, ordinary clerks, etc., *not* included in Part I.

NATIONAL MANPOWER BOARD
CURRENT DEMAND FOR HIGH-LEVEL MANPOWER

CONFIDENTIAL

MPB. FORM 4

READ CAREFULLY THE ACCOMPANYING
NOTES BEFORE FILLING THIS FORM

DATE _____

INDUSTRY _____

NAME OF ESTABLISHMENT/COMPANY _____

ADDRESS (POSTAL) _____

ADDRESS (LOCATION) _____

TELEPHONE NO. _____

TYPE OF ACTIVITY _____



PART I
NUMBER OF HIGH-LEVEL MANPOWER EMPLOYED AT BEGINNING OF JANUARY, 1963

REGION * _____

	Type of Occupation †	Minimum Qualification Required	(A) Number of Nigerians Employed		(B) Number of Expatriates Employed		(C) Existing Vacancies
			Male	Female	Male	Female	
1	2	3	4	5	6	7	8

Footnote: * In this Part I, separate forms should be filled for persons employed in each Region (North, West, East, or Federal Territory).
† List occupational categories in order of seniority (see accompanying notes).

PART II
ESTIMATED FUTURE HIGH-LEVEL MANPOWER NEEDS
 1964-1968

1	OCCUPATION		1964		1965		1966		1967		1968	
	Type of Occupation 2	Min. Qualification Required 3	4		5		6		7		8	
			A	B	A	B	A	B	A	B	A	B

Note: A = Estimated Total Number of Staff to be employed in each grade as at beginning of January each year.

B = Estimated Number of persons who are undergoing training whether in Nigeria or overseas and are expected to be newly employed or promoted into the grade concerned during the year. In the case of Government Establishments those given scholarships within the general scholarship awards of Government should not be included; information on Government scholars is being obtained separately.

PART III
SUMMARY SCHEDULE OF ESTABLISHMENTS
COVERED IN PART I

1 <i>Zone</i>	2 <i>Total Number of Establishments covered</i>	3 TOTAL EMPLOYED	
		<i>High-Level</i> *	<i>Total Employment as at beginning of Jan., 1963</i> †
1. FEDERAL TERRITORY			
2. NORTH			
3. EAST			
4. WEST			
TOTAL			

* The grand total for this column should correspond to the total of employed High-Level Manpower in Part I.

† Total Employment as at beginning of January, 1963. (i.e. all employees in your establishment, including the high-level manpower grades as well as general labourers, ordinary clerks, etc., not included in Part I).

