Nigerian Institute of Social and Economic Research (NISER)

NIGERIA FORMAL-SECTOR LABOUR MARKET MONITOR

Quarterly Job Vacancy Analysis

April – June 2026 | Q2 2026

Data source: The Guardian · The Punch · The Nation — 660 recorded vacancies

Note: Every chart in this report shows the percentage (%) of the share of job ads employers asked for. It does not show the raw number of ads.

Note To Readers

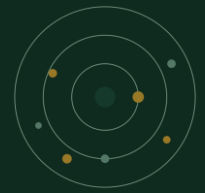
Unemployment is a serious problem in Nigeria. To help fix it, the Federal Ministry of Labour and Employment is building a National Labour Market Information System (NLMIS), a platform that shows information about employment statistics and employers information.

NISER supports this by publishing Job Vacancies Analysis (JVA) report every quarter and yearly. It shows where job openings are, so government, employers and job seekers can make better decisions.

Data Limitations

This report presents analyses of job adverts in three national newspapers (The Guardian, The Punch and The Nation). These newspapers reach readers across Nigeria, but they don’t capture every job opening in the country especially jobs posted online, and jobs in local/region specific newspapers.

NISER plans to increase the scope of data sources for the Job Vacancy Analysis (JVA) report. Thus, future reports will be more comprehensive and more representative of the national picture.



EXECUTIVE SUMMARY

The big picture

Between April and June 2026, Administrative/Support Service jobs (like Business Manager, Officer, Secretary) became the single biggest category of job ads , more than any other industry. Education came a close second. Oil and Gas and Construction each had one huge month (May and June respectively), but most of those ads came from just a few companies, not many different employers. Most job ads were still based in Lagos, and employers asked for higher qualifications than last quarter.

660

Total job adverts recorded, April–June 2026

17.3%

of the job ads were Administrative/Support Service jobs which is the single biggest category this quarter

45.2%

of job ads with a known location were based in Lagos alone

8

job ads named a North West town but were grouped under “Multiple States”.

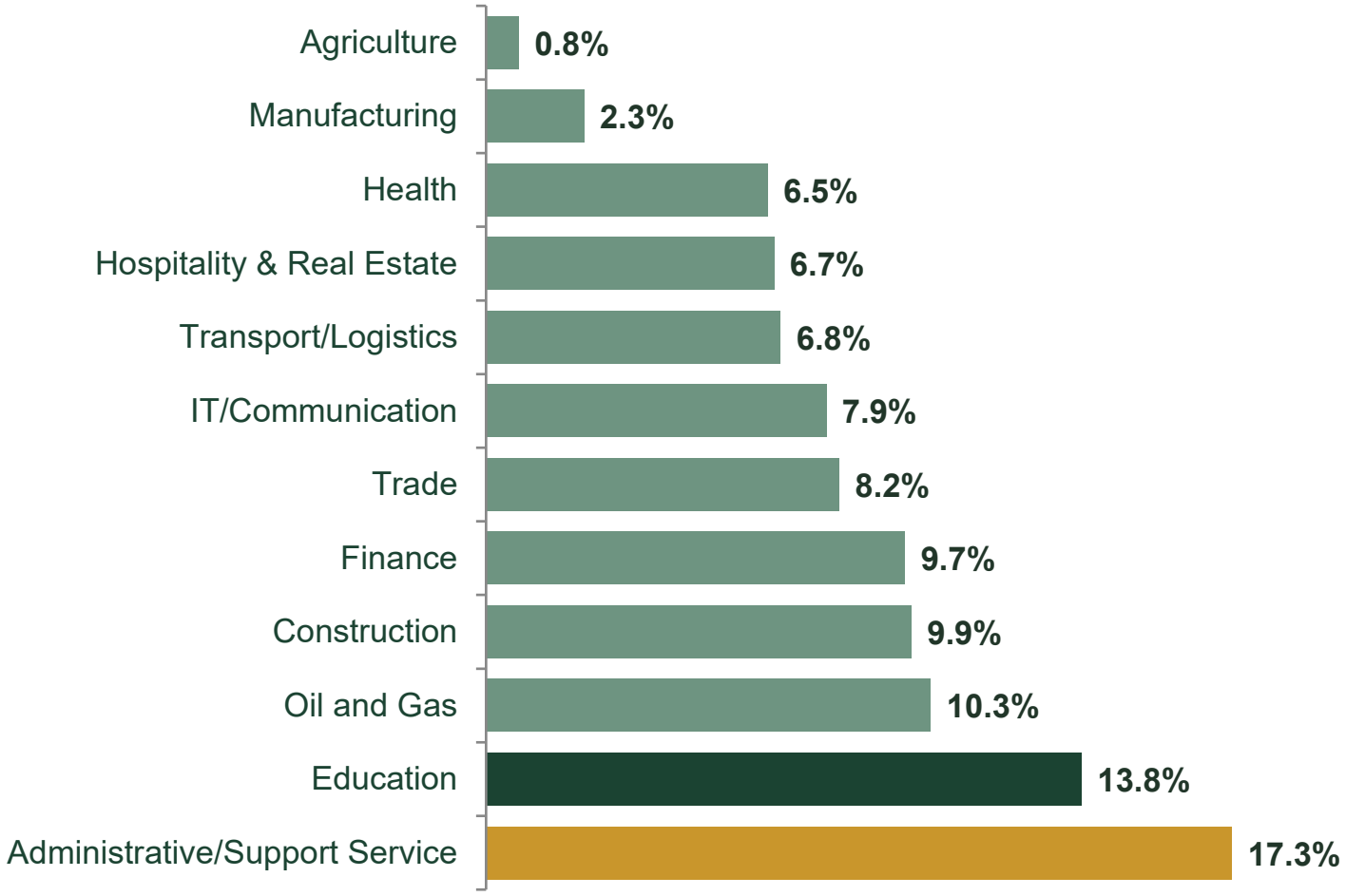
Oil and Gas ads jumped sharply: none in April, 56 in May, then 12 in June. Almost all of these ads (96%) came from just two drilling companies. Construction also jumped suddenly from 2 ads in May to 57 in June mostly from one company.

74% of job ads now ask for at least a Bachelor's degree, up from 51% last quarter. Only 6% of ads accept an OND or NCE certificate (a lower-level qualification), down from 28% last quarter.

Bottom line: Administrative/Support Service’s #1 spot comes from many different employers hiring, that’s a real and broad trend. But the big jumps in Oil and Gas and Construction come from just a few companies. They don’t mean the whole economy is picking up.

SECTION 1

Which industries had the most job ads?



660

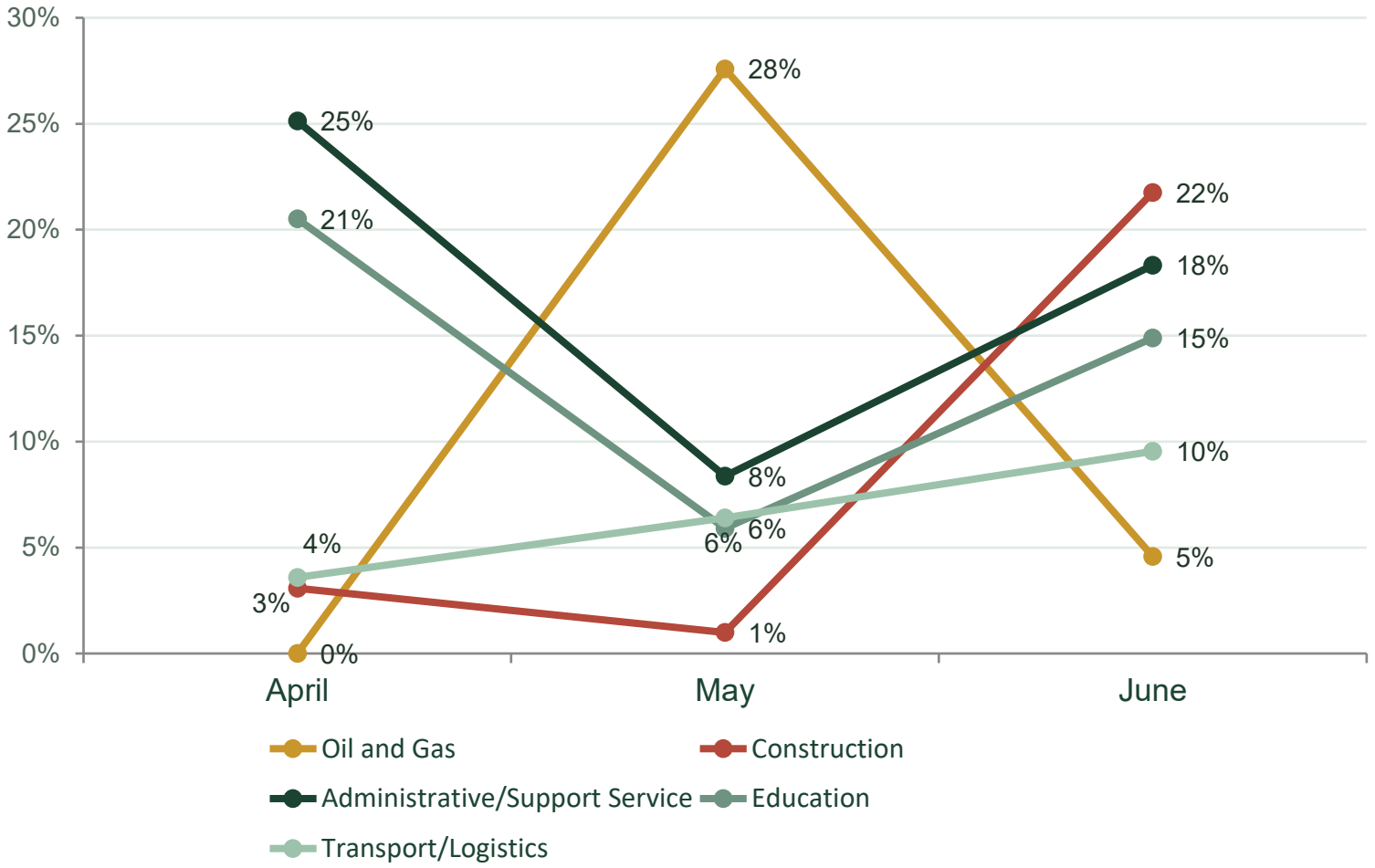
total job ads found, across 12 industries and 3 newspapers

- Administrative/Support Service had the most job ads this quarter (17.3%). Education was a close second (13.8%).
- Oil and Gas (10.3%) and Construction (9.9%) came next, just ahead of Finance (9.7%).
- Manufacturing had very few ads (2.3%), about the same as Agriculture (0.8%).

Note: each bar shows the share (%) of all 660 job ads that were in that industry. Oil and Gas, Manufacturing and Construction are each counted separately, not combined.

TREND WITHIN THE QUARTER

April → June: an uneven climb



Oil and Gas went from 0% of ads in April, to 28% in May, then dropped to 5% in June the biggest swing in the data. Construction moved the opposite way, 3% in April to 1% in May up to 22% in June.

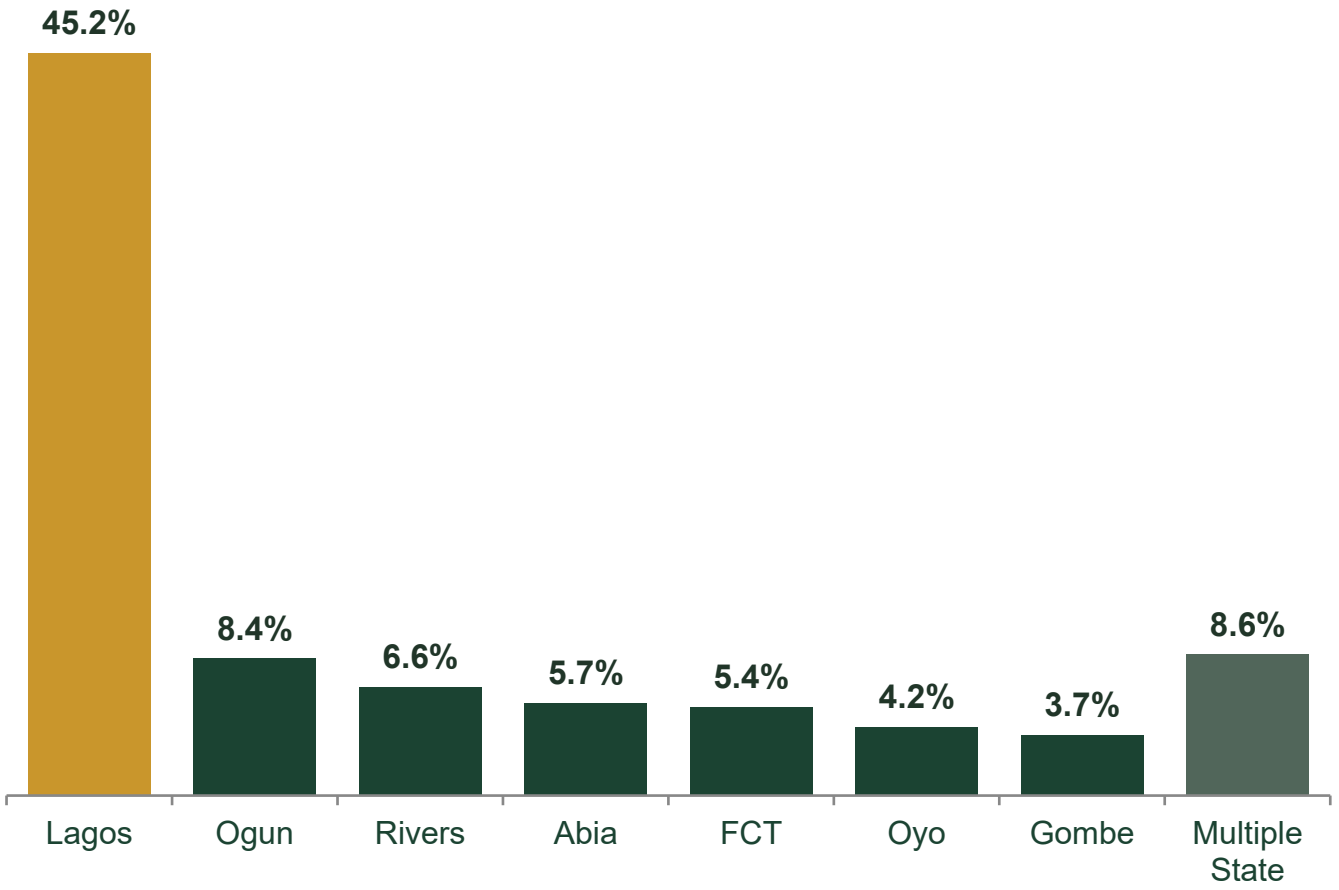
Administrative/Support and Education job ads dropped a little in May, then went back up in June. This is normal month-to-month change, not a real decline.

Transport/Logistics job ads grew every single month, worth watching next quarter.

Each line shows what share (%) of that month's job ads were in that sector. This lets you compare sectors within the same month.

SECTION 3

Job ads by state



Note: this chart shows, out of every 100 job ads that mentioned a state, how many were in each state. States are ranked highest to lowest. "Multiple State" (ads naming more than one state) is shown last, since it can't be pinned to a single state. Only 407 of the 660 total ads mentioned a state at all.

45.2%

of State specific are in Lagos alone

15

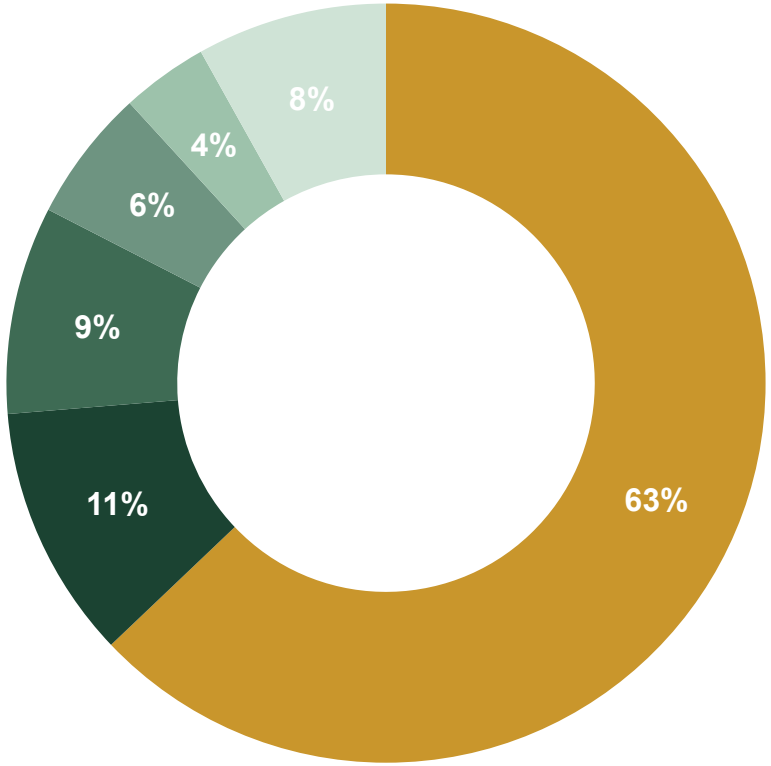
individual states (of 36 + Abuja) job postings were captured in the data, which are Lagos, Ogun, Rivers, Abia, FCT, Oyo, Gombe, Edo, Ondo, Plateau, Osun, Akwa Ibom, Ekiti, Kwara and Niger, however the remaining states were captured under multiple states.

61.7%

of all 660 job ads actually mentioned a state

SECTION 4

Six regions, one that dominates



South West
South-South
North Central
South East
North East
Multiple Region

62.9%

of job ads with a known location are in the South West, already Nigeria's top region, and now even bigger

8 postings

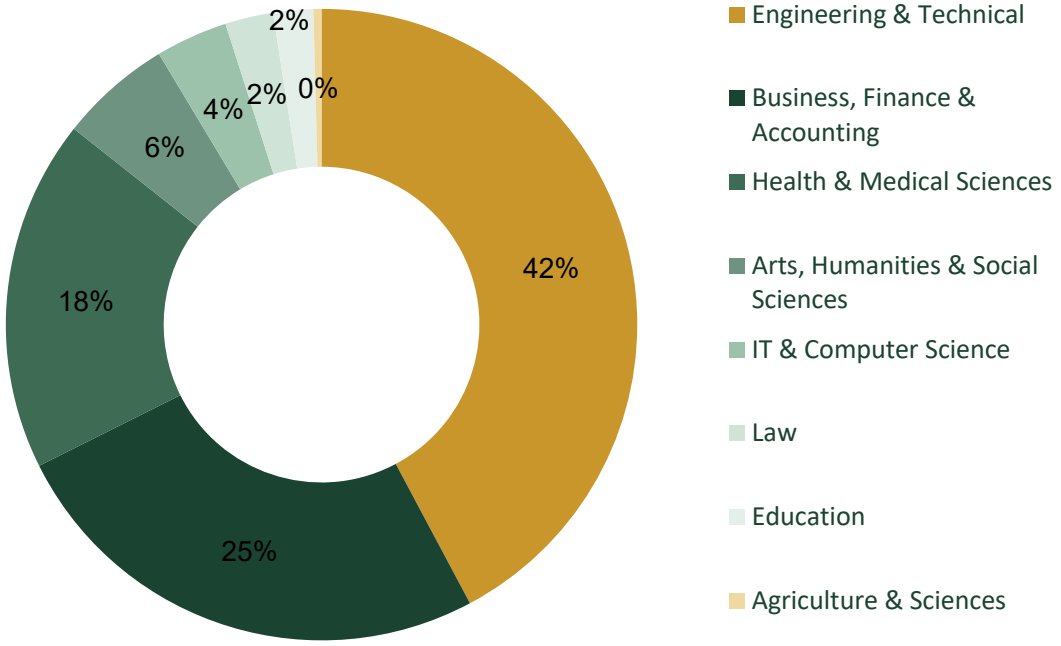
named a North West town, but were grouped under “Multiple Region”.

The North East has just 3.7% of job ads with a known location. North West hiring isn’t missing from the data either, it’s just grouped inside the “Multiple Region” because the postings doesn’t are grouped.

SECTIONS 5 & 6

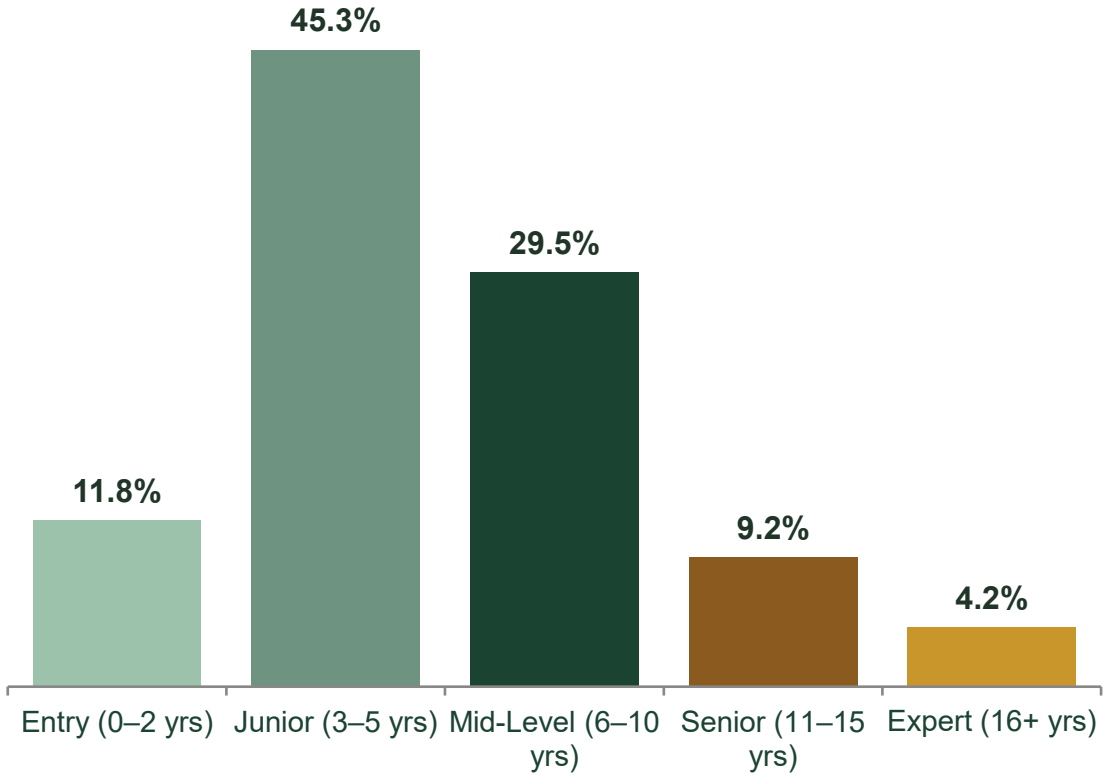
What employers ask candidates for

FIELD OF STUDY REQUIRED



Engineering & Technical is now the top field of study required (42.2%). Last quarter, Social Sciences/Business was #1 instead, at 57%. This quarter, Business, Finance & Accounting comes second (25.4%).

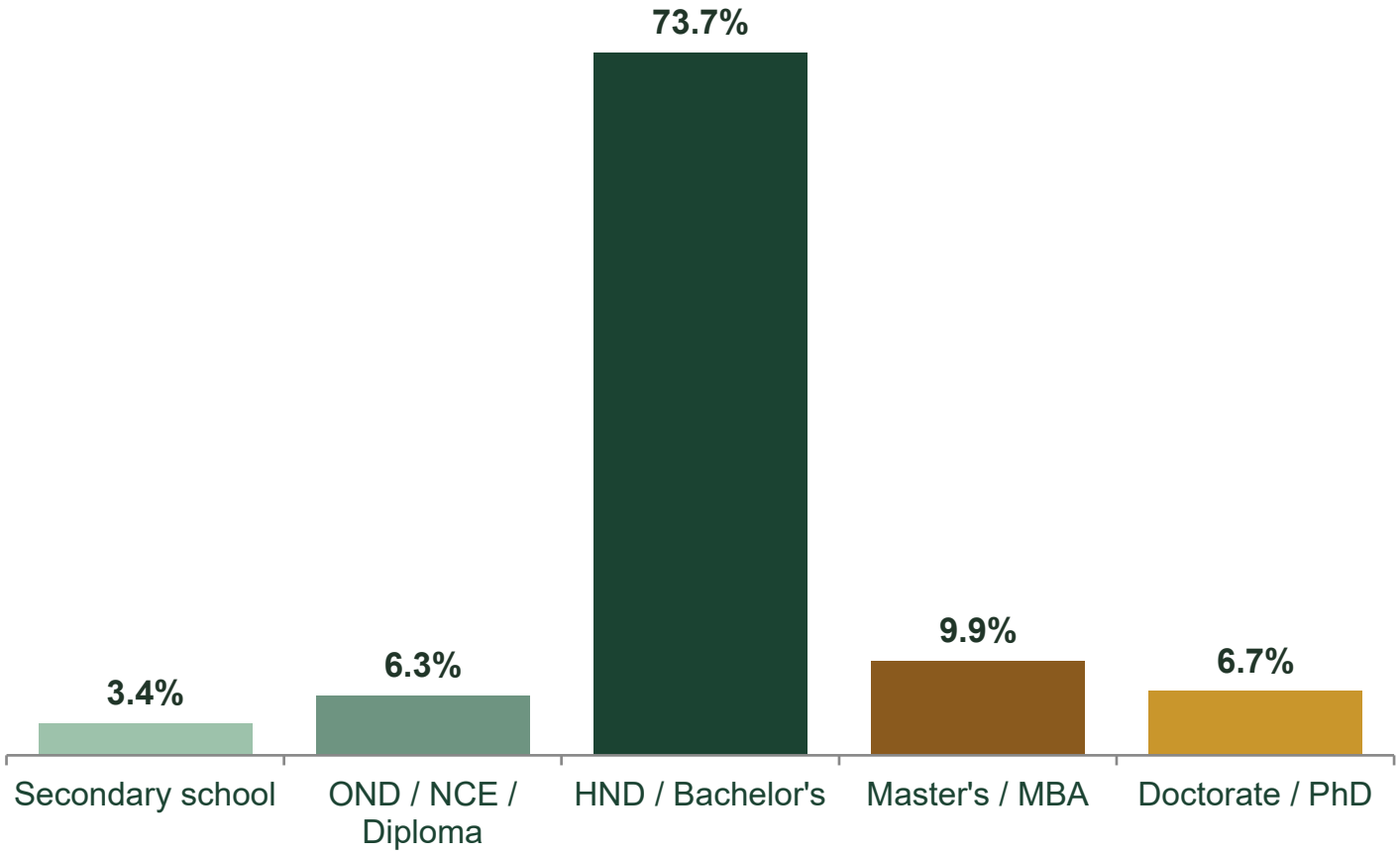
YEARS OF EXPERIENCE REQUIRED (lowest → highest)



3 to 10 years of experience (Junior + Mid-Level) is what most job ads ask for — 74.7% of all ads. Employers want experienced workers more than fresh graduates this quarter.

SECTION 7

Qualification level required (lowest → highest)



73.7%

of job ads ask for an HND or Bachelor's degree — by far the most common requirement

- Only 6.3% of ads accept an OND, NCE or Diploma (lower-level qualifications) — sharply down from 28.2% last quarter.
- Doctorate/PhD requirements (6.7%) are almost all in university lecturer and professor jobs.
- Jobs that only require a secondary school certificate are rare (3.4%). More and more, formal job ads expect at least a university degree.

Think of this like a ladder: Secondary school is the bottom rung, and a PhD is the top. Most job ads sit on the "HND/Bachelor's degree" rung.

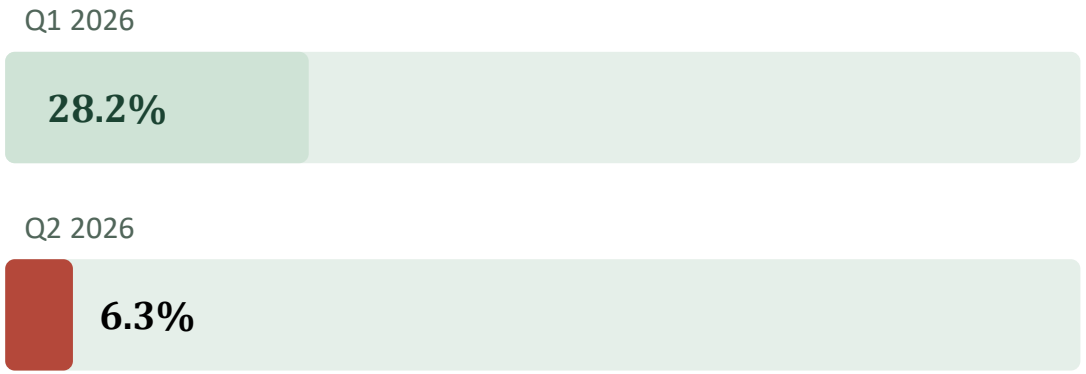
SECTION 7 (CONT.)

The qualification requirement is rising

HND / BACHELOR'S DEGREE REQUIREMENT



OND / NCE / DIPLOMA REQUIREMENT



WHAT THIS MEANS

- A Bachelor's degree is now required far more often (74% of ads, up from 51%), while OND/NCE-level jobs almost disappeared (6%, down from 28%).
- This matches the rise in Engineering & Technical hiring in sectors like Oil and Gas and Construction, these employers usually want a full degree, not a diploma.
- Good news if you have a degree but tougher for OND, NCE and diploma holders, who now have far fewer formal jobs open to them than three months ago.

SECTION 8

Policy recommendations (1 of 2)

Oil and Gas

The oil and gas regulator (NUPRC) should check whether May's sudden jump in ads from Geoplex Driliteq and Megashore was a one-time project, or a real, lasting increase in hiring. Also expand accredited technical training in wireline, slickline and coil-tubing skills, since these are in demand.

Construction

The Ministry of Works and Housing should check whether June’s sudden jump in ads was just one big contract, not a sign the whole construction industry is recovering. Also, next quarter, count oil-and-gas-related engineering jobs separately from regular building and construction jobs.

Administrative/Support Service

Create clear career paths and national standards for admin/support jobs. The same generic titles (Manager, Officer, Assistant) show up every quarter, with no clear way for someone to grow or get promoted.

Education

Keep dedicated government funding (TETFund) for hiring university and college staff flowing. Also check whether June’s rise in education job ads means schools are hiring more freely again, or if it’s just the usual school-year pattern.

Policy recommendations (2 of 2)

Finance

Finance job ads stayed steady this quarter (9.7% share), without the sharp jumps seen in Oil and Gas or Construction. Keep expanding access to professional accounting exams (ICAN/ANAN) across the country — demand for qualified accountants stays steady, which makes this sector a useful comparison point against the more unpredictable ones.

Manufacturing

Manufacturing job ads stayed small (2.3% of all ads) but steady each month, and most employers didn’t name their company. Track this separately from oil & gas growth, as a baseline for measuring real industrial growth. Also encourage manufacturing employers to name their company in future ads.

Regional imbalance

Only 3.7% of job ads with a known location are in the North East. Government and employers should do more to encourage formal hiring outside Lagos and the South West. North West hiring is in the data too, just not counted on its own — 8 of the 35 “Multiple Region” postings this quarter mention a North West town.

Credentials & training

As more employers ask for a Bachelor's degree (now 73.7%, up from 51.2%) and fewer accept an OND or NCE (now 6.3%, down from 28.2%), Nigeria should expand programmes that help diploma holders upgrade to a degree — so they aren't shut out of the job market.

CONCLUSION

What Q2 2026 tells us and what to watch next

The main story this quarter: Administrative/Support Service is now Nigeria's biggest hiring sector, and this growth is spread across many employers, this is a good sign. But underneath that, there's a shakier story: Oil and Gas and Construction both had sudden one-month spikes driven by just a few companies, mostly in Lagos, Rivers and a few other states.

Three patterns continue from last quarter, and they're getting stronger: (1) Jobs keep concentrating in Lagos and the South West. (2) Northern Nigeria's hiring, including in the North West, often gets grouped under "Multiple State" or "Multiple Region" instead of counted for a specific state or zone, 8 of the 35 such postings this quarter mention a North West town. (3) Employers keep asking for higher qualifications, leaving fewer jobs open to OND, NCE and diploma holders.

On a brighter note: Transport/Logistics job ads grew every single month (from 7, to 13, to 25), and no single company drove this growth. Finance also stayed steady all quarter. Both are healthier, more sustainable kinds of growth worth supporting.

Looking ahead to Q3 2026, the key question is: will Oil and Gas and Construction's sudden jumps continue, or were they a one-time blip caused by a few large companies? And will Administrative/Support Service stay Nigeria's #1 hiring sector?



Thank you

Q2 2026 Quarterly Job Vacancy Analysis — Nigeria Formal-Sector Labour Market Monitor

Next update: Q3 2026 (July–September)