

THE POLICY OF NATIONAL DIRECTORATE OF EMPLOYMENT: FOCUS ON THE AGRICULTURAL AND ENTREPRENEURSHIP DEVELOPMENT SCHEME

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ABSTRACT

The study aimed at assessing the distribution of the Rural Agricultural Development Training Scheme (RADTS) of the Nigerian National Directorate of Employment based on gender across the states of the federation between 2011 and 2014. In pursuit of the objective of the study, data will be collected from a secondary source and the annual report of the directorate will be consulted. The paper posits that the directorate has a well-focused Rural Agricultural Development Training Scheme but with a lot of gender disparity. It further reveals that 30 states out of 36 states and FCT enjoy a steady male dominance over the females in the distribution of the scheme of the directorate. It recommended that the technique used in the distribution of the scheme by the directorate be reviewed in order to correct the existing lopsidedness.

KEYWORDS

National Directorate of Employment; Agriculture; Entrepreneur; and Training Scheme

1. INTRODUCTION

The present challenge in the global economy system requires new creative and innovative strategies to stimulate and sustain growth in the national economies of any nation especially in Africa, which has led to a rethink in the usual dependence on Oil as a mainstay of their economy and call for entrepreneurship seen as a one model that is deemed critical to the formulation and implementation a better revitalization of the African economy strategies, which is vital to the development of an economy by way of wealth creation and poverty reduction (1; 2). Studies have shown that rural development is more than ever before linked to entrepreneurship and institutions mainly concern on promoting rural development which sees entrepreneurship as a key area in the strategic development intervention that could accelerate the rural development process in Africa and especially Nigeria as a country (3).

The developmental agencies and institutions cannot overlook the enormous potential inherent in the promotion of rural enterprises especially in the area of employment creation in the ever-growing unemployment rate in the world. Rural enterprises remains a key strategy to preventing rural unrest, and improving income through farming activities, and the woman sees it as an employment possibility near their homes which provides them with an independent ownership of means of production and a reduced need for social support (3).

This paper focus on the National Directorate Employment an agency of the government established in 1989 with a focus on designing and implementing programmes to combat mass unemployment, and articulate policies aimed at developing work programme with labor-intensive potential through her various programmes (4). The study assesses the rural development training scheme of the Directorate with the aim of ascertaining the distribution of the scheme across the 36 states and FCT, with emphasis on the gender distribution aspect of the scheme. The paper relied on secondary data, sourced from the National Directorate of Employment with a focus on the distribution of the Rural Agricultural Development Training Scheme of the National Directorate of Employment 2011-2014 based on gender disparity. The paper is divided into five sections, the introduction, conceptual definitions; distribution of rural employment/development training scheme; discussion of finding; conclusion and recommendation.

2. THEORETICAL DISCOURSE:

Entrepreneurship: It is the process of using private ideas to transform a good business concept into a new venture or to grow and diversity an existing venture with high growth potential (5). Entrepreneurship is a process of accepting important responsibility, pursuing key opportunities, providing the needs and demands, through innovation and commercial business (6). It could be creating opportunities and equally innovative, and the success of an entrepreneur rest on the ability to identify needs, create value and exploit innovations (2). Hence, input factors in an innovative and skillful manner use to generate quality values to the customer with the hope that this quality value will exceed the initial cost of the input factors, hence generating superior returns that result in the creation of wealth (7). Entrepreneurship is a continuous process of innovation and creativity aimed at providing needed value change in the society. It is a process and a static phenomenon; it has to do with change and is also commonly associated with choice-related issues (8).

The work of (9), outlines the following characteristics of entrepreneurship (10) thus:

- An entrepreneur has an enthusiastic vision with a driving force in an enterprise
- The entrepreneur's mission and vision are often supported by an interlocked collected of specific ideas rarely available to the marketplace
- The blueprint to realizing the vision is clear, but comprehensive details may be incomplete, flexible, and evolving of time
- However, with continued persistence and determination, the entrepreneur develops strategies to change the vision into reality

Entrepreneurial Development: Entrepreneurial development is the process of enhancing entrepreneurial skills and knowledge through viable structured training and institution building programmes and the hallmark of entrepreneurship development is the ability to expand viable venture into a more resourceful economic potential (11). The whole essence of entrepreneurial development is to acquire the necessary skills that enable a potential entrepreneur to function in the form of:

- Attaining current result based on previous decisions/actions and planning for the future based on current circumstance;
- Maintaining and developing the organized capacity which makes achievement possible;

- Co-coordinating the specialist functions that should enable a firm to perform the technical task in marketing, personnel, research and development, manufacturing, finance, and control, especially in the face of changing technology and dynamic industry trend (11)

Entrepreneurship could increase economy drive and the prospect of social development of a country (12). Shane and Venkataraman (2000:218) defined entrepreneurship as ‘the scholarly examination of how, by whom and with what effects opportunities to create future goods and services are discovered, evaluated and exploited’. Shane and Venkataraman view of entrepreneurship mainly focus on the discovery of good and service and the eventual exploitation and evaluation of such service rental. While Berglund & Holmgren, (2013:18) defined entrepreneurship as “a dynamic and social process, where individuals, alone or in co-operation, identify opportunities and do something with them to reshape ideas to practical or aimed activities in social, cultural, or economic contexts” (14). These scholars see it as a social and dynamic process which is continuously evolving where individual or collection of people used their ideas to proving their socio-economy and cultural standard. Entrepreneurship main concern how the individuals or group of entrepreneurs act independently, creating new opportunities and ideas into the market for functional economic aim through logical and business-oriented decision (15). It is important to note that through this decision the entrepreneur create new business even in the face of uncertainty and risk with the target of achieving maximum profit and growth thus assembling resources and identifying opportunities makes good entrepreneur (16).Kumar et al (2015) sees entrepreneurial development involves the Stimulation of the entrepreneurial motivation and the Provision of support to the potential entrepreneurs as well as helping them to sustain and manage their enterprises (17).

SOCIOLOGICAL ENTREPRENEURSHIP THEORY:

The paper adopts the social entrepreneurship theory because it best suits the studies of the policy of National Directorate of Employment with a focus on the agricultural and entrepreneurship development scheme. The theory is traditionally focus on the society, in other words it concern with social context (18, 19). The social context that defined entrepreneurship are social network, which involves building bonds and social relationships that promotes trust, ruling out taking undue advantage over certain group of people; while the life course stage of social context involves prompt analysis of features of individual who have choose entrepreneurs as a way of increasing their standard of living; while the ethnic identification, involves how social background or up bring influence or determines a person’s entrepreneurship spirit; and the social context (population ecology) represent the role the environment plays in the overall survival of the entrepreneurship (18, 20). In the present case the decision of the National Directorate of Employment of Nigeria to train entrepreneurs on their agricultural and entrepreneurship development scheme has a significant impact or survival entrepreneurship skill in the country.

3. THE NATIONAL DIRECTORATE OF EMPLOYMENT AND THE RURAL EMPLOYMENT/DEVELOPMENT TRAINING SCHEME

The Rural Agricultural Development Training Scheme falls under the training for Rural Employment and Development of the National Directorate of Employment which was designed with the sole purpose of creating rural employment and enhanced through agricultural production (21). The scheme awaken the interest of the unemployed citizens in agriculture in order to create

and stem the rural-urban drift of the youths, the directorate designed a training program for the unemployed in the agricultural sector (22)

The Training for Rural Employment and Development interventions equip the citizenry with appropriate skills through training in agricultural production activities with the following specific objectives (21):

- To equip trainees with requisite skills in modern farming;
- To expose trainees to various opportunities that abound in investing in lucrative agricultural enterprises as a sustainable job option to seeking non-existent white collar jobs;
- To provide information on input acquisition and facilitate access to credit;
- To mobilize trainees into forming co-operative societies or groups to derive benefits from such group activities;
- To sensitize trainees on the benefits on the benefits of being innovative, and through mentorship mold them into Agric-preneurs (self-employment in agriculture and employers of labor).

The directorates under the Rural Employment Promotion Programme include the Rural Agricultural Development Training Scheme (RADTS); Rural Handicraft Training Scheme (RHTS) and Integrated Farming Training Scheme (IFTS). But the study focuses on the Rural Agricultural Development Training Scheme adopts an integrated farming demonstration and training approach with classwork activities to build capacity for community empowerment and rural development (21).

The training scheme has focus (4) major structures in the areas of agricultural production:

- Arable Crop Production;
- Livestock Production;
- Food Processing/Preservation and
- Agro serves including the use of agro-chemical farm mechanization (21)

The scheme is majorly designed for school leavers who are desirous of making a living from agriculture and agro-allied ventures and trained for a period of four (4) months, the training duration is three (3) months, one (1) month for tutorial and two (2) months on attachment programme. Upon completion of the one the month class works, the participants are attached to reputable agricultural farms for practical training (23).

4. DISTRIBUTION OF THE RURAL AGRICULTURAL DEVELOPMENT TRAINING SCHEME

Figure 1: Distribution of the Rural Agricultural Development Training Scheme Beneficiaries 2011

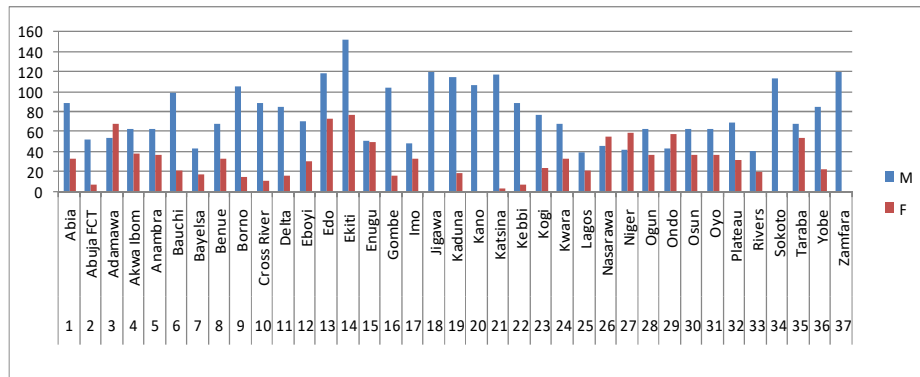
S/No	State	Number of Agric Skils	No. of Trainees		Total
			M	F	
1	Abia	12	88	32	120
2	Abuja FCT	6	52	7	59
3	Adamawa	10	53	67	120

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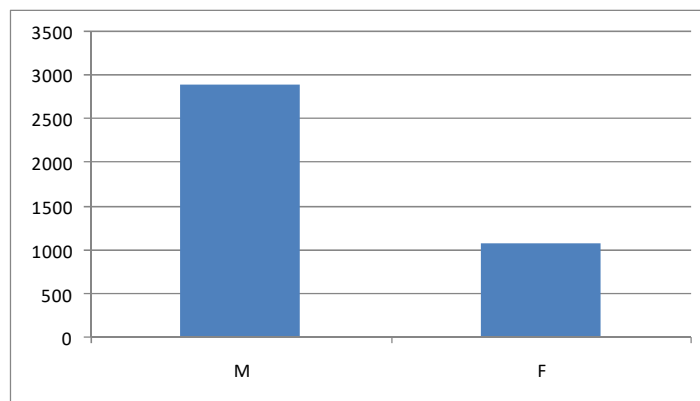
4	Akwa Ibom	5	62	38	100
5	Anambra	12	63	37	100
6	Bauchi	6	99	21	120
7	Bayelsa	12	43	17	60
8	Benue	8	67	33	100
9	Borno	1	106	14	120
10	Cross River	4	89	11	100
11	Delta	12	84	16	100
12	Ebonyi	5	70	30	100
13	Edo	9	118	73	191
14	Ekiti	12	152	77	229
15	Enugu	10	51	49	100
16	Gombe	1	104	16	120
17	Imo	5	48	32	80
18	Jigawa	10	120	0	120
19	Kaduna	9	114	18	132
20	Kano	12	107	0	107
21	Katsina	1	117	3	120
22	Kebbi	5	89	6	95
23	Kogi	5	77	23	100
24	Kwara	1	68	32	100
25	Lagos	5	39	21	60
26	Nasarawa	4	45	55	100
27	Niger	7	42	58	100
28	Ogun	12	63	37	100
29	Ondo	2	43	57	100
30	Osun	4	63	37	100
31	Oyo	7	63	37	100
32	Plateau	4	69	31	100
33	Rivers	4	40	20	60
34	Sokoto	1	113	0	113
35	Taraba	1	67	53	120
36	Yobe	2	85	22	107
37	Zamfara	1	120	0	120
	Total		2893	1080	

Source: National Directorate of Employment 2014 Annual Report

The distribution of Rural Agricultural Development Training Scheme (RADTS) in Figure 1, above shows, that in the year 2011 males across the 36 states of the federation and FCT benefited more than the female except for Adamawa, Ondo, Niger, and Nasarawa. Some States like Zamfara, Sokoto, and Kano no female benefited.



Bar Chart Presentation of Figure 1



Graph Presentation of Figure 1 based on gender disparity

The graph above show that the directorate trained 2,893 males and 1,080 females benefited respectively.

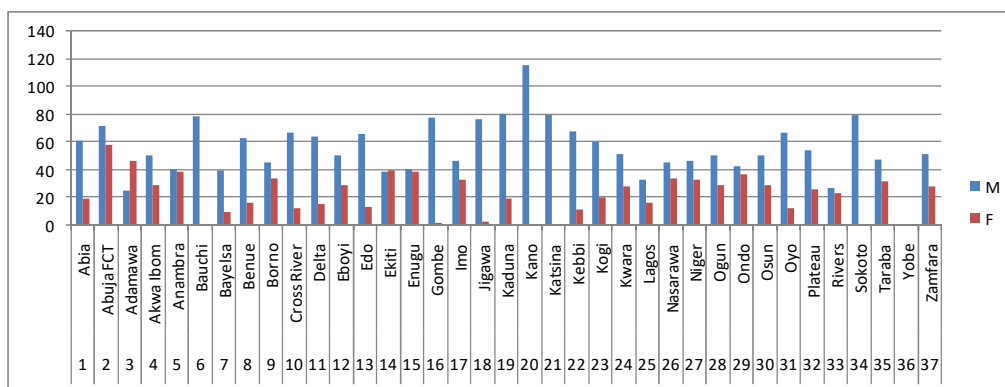
Figure 2: Distribution of the Rural Agricultural Development Training Scheme Beneficiaries 2012

S/No	State	Number of Agric Skills	No. of Trainees		Total
			M	F	
1	Abia	4	61	19	80
2	Abuja FCT	7	72	58	130
3	Adamawa	4	25	47	72
4	Akwai Ibom	7	51	29	80
5	Anambra	3	41	39	80
6	Bauchi	5	79	1	80
7	Bayelsa	8	40	10	50
8	Benue	7	63	17	80
9	Borno	6	46	34	80
10	Cross River	1	67	13	80
11	Delta	1	64	16	80
12	Eboyi	2	51	29	80
13	Edo	1	66	14	80
14	Ekiti	12	39	40	79

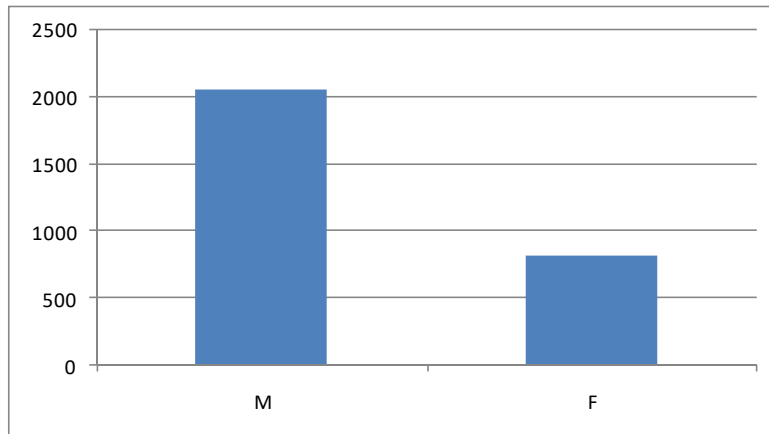
15	Enugu	12	41	39	80
16	Gombe	1	78	2	80
17	Imo	5	47	33	80
18	Jigawa	1	77	3	80
19	Kaduna	1	81	19	100
20	Kano	1	116	0	116
21	Katsina	3	80	0	80
22	Kebbi	8	68	12	80
23	Kogi	1	60	20	80
24	Kwara	1	52	28	80
25	Lagos	5	33	17	50
26	Nasarawa	3	46	34	80
27	Niger	3	47	33	80
28	Ogun	1	51	29	80
29	Ondo	12	43	37	80
30	Osun	4	51	29	80
31	Oyo	8	67	13	67
32	Plateau	2	54	26	80
33	Rivers	5	27	23	50
34	Sokoto	1	80	0	80
35	Taraba	1	48	32	80
36	Yobe	0	0	0	0
37	Zamfara	7	52	28	80
	Total		2064	823	2887

Source: National Directorate of Employment 2012 Annual Report

The Distribution of the Rural Agricultural Development Training Scheme Beneficiaries (RADTS) in Figure 2 above shows that in the year 2012 the males across the 36 states of the federation and FCT benefited more than the female except for Adamawa and Ekiti. And some states like Sokoto, Kastina, and Kano no female benefited at all. Yobe state benefited nothing (both male and female).



Bar Chart Graph representation for Figure 2



Graph Presentation of Figure 2 based on gender disparity

The graph above shows the gender disparity in the distribution of training by the directorate in 2,064 males and 823 females benefited respectively.

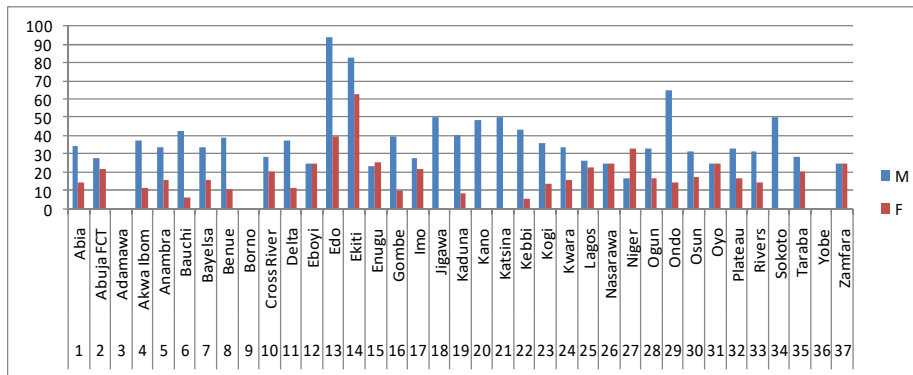
Figure 3: Distribution of the Rural Agricultural Development Training Scheme Beneficiaries 2013

S/No	State	Number of Agric Skils	No. of Trainees		Total
			M	F	
1	Abia	9	35	15	50
2	Abuja FCT	1	28	22	50
3	Adamawa	0	0	0	0
4	Akwa Ibom	1	38	12	50
5	Anambra	8	34	16	50
6	Bauchi	5	43	7	50
7	Bayelsa	5	34	16	50
8	Benue	1	39	11	50
9	Borno	0	0	0	0
10	Cross River	1	29	21	50
11	Delta	9	38	12	50
12	Eboyi	1	25	25	50
13	Edo	1	94	40	134
14	Ekiti	2	83	63	146
15	Enugu	7	24	26	50
16	Gombe	0	40	10	50
17	Imo	10	28	22	50
18	Jigawa	1	50	0	50
19	Kaduna	1	41	9	50
20	Kano	1	49	1	50
21	Katsina	6	50	0	50
22	Kebbi	3	44	6	50
23	Kogi	1	36	14	50
24	Kwara	1	34	16	50
25	Lagos	5	27	23	50

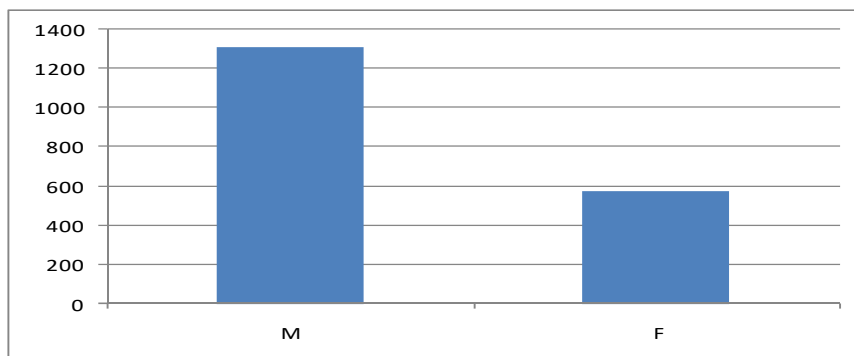
26	Nasarawa	1	25	25	50
27	Niger	0	17	33	50
28	Ogun	2	33	17	50
29	Ondo	1	65	15	80
30	Osun	1	32	18	50
31	Oyo	6	25	25	50
32	Plateau	1	33	17	50
33	Rivers	1	32	15	47
34	Sokoto	6	50	0	50
35	Taraba	1	29	21	50
36	Yobe	0	0	0	0
37	Zamfara	6	25	25	50
	Total		1309	578	1907

Source: National Directorate of Employment 2013 Annual Report

The distribution of the Rural Agricultural Development Training Scheme (RADTS) in Figure 3 above shows that in 2013 the males across the 36 states of the federation and FCT benefited more than the female except for Enugu. And some states like Jigawa, Katsina and Sokoto no female benefited nothing (both male and female).



Bar Chart Graph representation for Figure 3



Graph Presentation of Figure 3 based on gender disparity

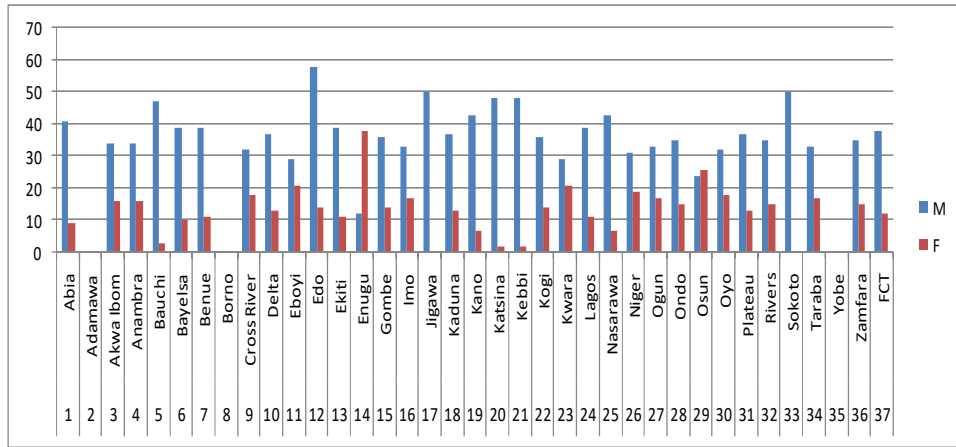
The graph above shows the gender disparity in the distribution of training by the directorate shows 1,309 males and 578 females benefited respectively.

Figure 4: Distribution of the Rural Agricultural Development Training Scheme Beneficiaries 2014

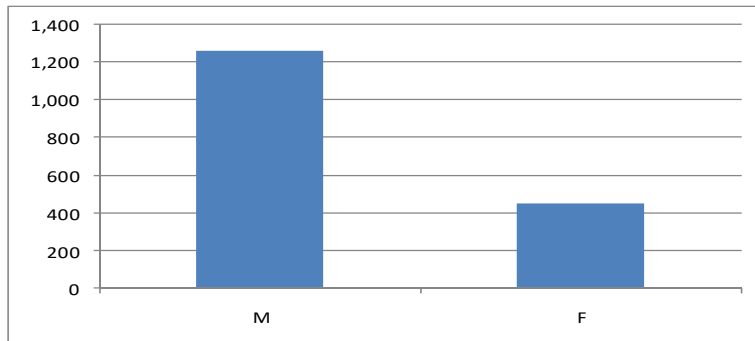
S/No	State	Sex		No of Participants Per State
		M	F	
1	Abia	41	9	50
2	Adamawa	0	0	0
3	Akwa Ibom	34	16	50
4	Anambra	34	16	50
5	Bauchi	47	3	50
6	Bayelsa	39	10	49
7	Benue	39	11	50
8	Borno	0	0	0
9	Cross River	32	18	50
10	Delta	37	13	50
11	Ebonyi	29	21	50
12	Edo	58	14	72
13	Ekiti	39	11	50
14	Enugu	12	38	50
15	Gombe	36	14	50
16	Imo	33	17	50
17	Jigawa	50	0	50
18	Kaduna	37	13	50
19	Kano	43	7	50
20	Katsina	48	2	50
21	Kebbi	48	2	50
22	Kogi	36	14	50
23	Kwara	29	21	50
24	Lagos	39	11	50
25	Nasarawa	43	7	50
26	Niger	31	19	50
27	Ogun	33	17	50
28	Ondo	35	15	50
29	Osun	24	26	50
30	Oyo	32	18	50
31	Plateau	37	13	50
32	Rivers	35	15	50
33	Sokoto	50	0	50
34	Taraba	33	17	50
35	Yobe	0	0	0
36	Zamfara	35	15	50
37	FCT	38	12	50
	Total	1,266	455	1721

Source: National Directorate of Employment 2014 Annual Report

The distribution of the Rural Agricultural Development Training Scheme (RADTS) in Figure 10, 11 and 12 above shows that in 2013 the males across the 36 states of the federation and FCT benefited more than the female except for Enugu and Osun. And some states like Adamawa, Borno, and Yobe benefited nothing (both male and female). And some states like Jigawa and Sokoto no female benefited.



Graph representation for Figure 4



Bar Chart Graph representation for Figure 4

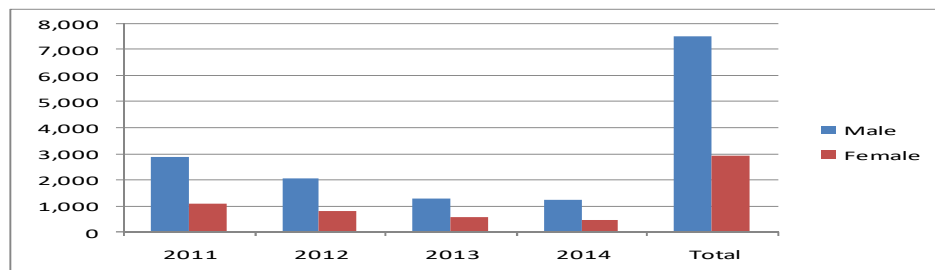
The graph above shows the gender disparity in the distribution of training by the directorate shows 1,266 males and 455 females benefited respectively.

Figure: 5

Year	Male	Female
2011	2,893	1,080
2012	2,064	823
2013	1,309	598
2014	1,266	455
Total	7,532	2,956

The distribution of Rural Agricultural Development Training Scheme (RADTS) in Figure 8 and 9 above for the period under review (2011-2014), shows that in 2011: 2,893 males benefited, while

1,080 females benefited. In 2012: 2,064 males benefited, while 823 females benefited. In 2013: 1,307 male benefited, while 455 benefited. In 2014: 1,266 males benefited, while 455 female benefited. In total 7,532 males benefited under the period under review, while 2, 956 female benefited.



Graph representation for Figure 5

5. DISCUSSION OF FINDINGS

The study reveals that distribution of Rural Agricultural Development Training Scheme (RADTS) participated by states are not evenly distributed among the male and female citizens. The study shows the dominance of males in the Rural Agricultural Development Training Scheme (RADTS) of the National Directorate of Employment. The distribution of scheme shows high variation among the males and females across the 36 states and federal capital territory (FCT). It reveals 30 states which include Abia, Akwa Ibom, Anambra, Bauchi, Bayelsa, Benue, Cross River, Delta, Ebonyi, Edo, Ekiti, Enugu, Gombe, Imo, Kaduna, Kano, Kebbi, Kogi, Kwara, Kogi, Lagos, Nasarawa, Ogun, Ondo, Oyo, Plateau. Rivers, Taraba and Zamfara, enjoys a steady male dominance over females in the scheme of the directorate.

The distribution of the training scheme further shows that 3 states of Borno, Adamawa, and Yobe in the period under review did not benefit any of the training scheme (both male and female) in the year 2013 and 2014, while in the 2012 only Yobe did not benefit from any of the training scheme (both male and female) amongst the 36 states and the federal capital territory. Observable from the study shows perhaps due to the security situation in the 36 states could be the cause of fact they enjoy near nothing in the period under review.

The study reveals that in the year 2011 only 4 states of Adamawa, Ondo, Niger, and Nasarawa has more females trained amongst the 36 states and FCT. And in 2013 only Enugu has more females trained. The study shows states like Jigawa and Sokoto has female trained in the year 2014, and in the year 2013 states like Jigawa, Katsina and Sokoto trained no female; in 2012 Sokoto, Katsina and Kano has no female and in 2011 Zamfara, Sokoto, and Kano has no female trained.

6. CONCLUSION AND RECOMMENDATIONS

The study has shown that inequality exists in the distribution of the Rural Agricultural Development Training Scheme of the National Directorate of Employment in Nigeria. As the males are more favored than the females in the distribution of the scheme of the directorate. The study reveals that the distribution of the agricultural scheme in different states is clearly unevenly. Hence, the good focus and lofty scheme of the directorate is lopsided. Based on the findings of this study, the following recommendations are preferred:

- More females should be given the chance to benefits from the scheme by reviewing the distribution method
- Equality and equity should be employed in the distribution of the scheme (distribution should be done 50/50 basis)
- States like Adamawa, Yobe and Borno should be given a special chance to fill the years of absence of the training scheme they lost due to insecurity in there are states
- Generally, the number of male and female to benefit from the scheme should be increased across the 36 states of the federation and Federal Capital Territory

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