

# **AFRICAN EMPLOYMENT TRENDS**

**APRIL 2007**

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## Foreword

At the African Union Extraordinary Summit on Employment and Poverty Alleviation in Africa (Ouagadougou, September 2004), the participating Heads of State and Government adopted a Declaration, a Plan of Action and a Follow-up Mechanism that placed employment and Decent Work at the centre of Africa's development. The Summit agreed that in order to be able to measure progress it was necessary to promote research, data collection and analysis of statistics on employment and poverty alleviation. From the responses received to a recent questionnaire on the follow-up to the Ouagadougou Summit it was quite clear that a lot remains to be done in terms of reliable data collection and measurement of employment and poverty.

The 39th Session of the Conference of African Ministers of Finance, Planning and Economic Development (Ouagadougou May, 2006), underscored once more the importance of the development and coordination of statistical activities in the region. It recommended that "ECA, in collaboration with ILO and African regional institutions, establish a regional employment forum of technical experts and policy facilitators to assist Member States in developing capacity and facilitate learning and sharing of country-specific experiences". This Regional Employment Forum, for which the ILO will host the secretariat, will soon become operational.

In this report, the first in a series that will be published every two years, the ILO attempts to provide an analysis of the current employment situation in Africa based on the limited labour market data available. The methodology used for the analysis is similar to the one used for other ILO publications such as the World Employment Report<sup>1</sup> and the Global Employment Trends Reports and Briefs.<sup>2</sup>

This report was produced by John E. Bregger, ILO consultant, under the guidance of Hans Hofmeijer, ILO Deputy Regional Director for Africa and Lawrence Johnson, Chief of the ILO Employment Trend Team at ILO headquarters. Numerous other ILO colleagues contributed to the report.

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Regional Director

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<sup>1</sup> World Employment Report 2004-05: *Employment, productivity and poverty reduction*, Geneva, ILO, 2005. Available at: <http://www.ilo.org/public/english/employment/strat/wer2004.htm>

<sup>2</sup> See, for example, ILO, *Global Employment Trends Brief*, January 2006 and ILO, *Global Employment Trends for Youth 2006*. Available at: <http://www.ilo.org/public/english/employment/strat/global.htm>

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# 1. Overview

Ask anyone anywhere in the world what Africa's number one problem is and the answer is most likely to be: extreme poverty. And this without the respondent having any hard data to refer to. While poverty and its causes and effects are at the heart of the discussion in this report, it looks particularly at the high proportion of people who work but do not earn enough to support either themselves or, more importantly, their families. These are people who have what may be called inadequate employment. There are also many people in Africa who have no work at all and are looking for any job they can find. But their numbers pale in comparison to those with inadequate employment. Since data on employment are so rarely collected that incidence of inadequate employment in individual countries may even be worse than what is known, based on inferences from those countries where some data are available and inferences drawn from econometric estimates by international organizations, particularly the ILO and the World Bank.

There are two principal chapters in this report. The first is entitled "The twin challenges of labour market inadequacies and poverty". It uses statistics to show that, whereas a high proportion of the African population is economically active, i.e. is part of the labour force, and a large number have jobs, not enough of these jobs represent decent work. This is why the chapter stresses inadequate employment. Much of the discussion centres on the very large proportion of the workforce in self-employment and contributing family work and the analogous extent that agriculture plays in the lives of Africans. In addition to this significant degree of inadequate employment, unemployment rates for many African countries are high.

The chapter ends where, perhaps, it should have begun, with a discussion of the poverty measures available. Labour market inadequacies breed and anticipate extreme poverty and extreme poverty anticipates labour market inadequacies. In other words, the two problems are inextricably linked. Policy measures to effectuate marked, positive changes, therefore, must attack both problems simultaneously. This is Africa's main challenge in the years ahead.

The second main chapter is entitled "Economic and social issues". It touches upon some of the other severe problems that Africa faces and that affect the labour market: the HIV/AIDS epidemic; child labour; and migration.

The chapter shows that, in most African countries, economic growth and productivity are insufficient to improve the labour market situation and reduce poverty. Therefore, greater economic growth and productivity would seem to be the economic prescription for these countries. How to achieve this is the challenge for economic policy makers both at the national and international levels. But to tackle poverty effectively policy makers will also need to deal with, among others, the economic, social and political aspects of the issues mentioned in the previous paragraph.

# 2. The twin challenges of labour market inadequacies and poverty

## Introduction

Any country wishing to reduce, if not resolve, the ravages of poverty, must find ways to provide decent and productive jobs for those affected. This is relevant whether an entire country, or merely a few of its citizens, is affected. Poverty reduction can often be facilitated by having access to regularly available data on employment and unemployment, as well as other labour market measures, including information on the demand for work.

Such data in itself, of course, cannot solve these problems. In other words, the mere existence of data for a country does not facilitate either economic development or decent and productive employment per se. However, with regular access to data, it is often possible for governments, the private sector and the international community to devise positive strategies to create decent, well-paid jobs, train people to fill them and, therefore, greatly improve the employment situation of the country, while also reducing the incidence of poverty. No data makes it harder, if not impossible, to target policies and may even offer excuses to do little or nothing.

Ethiopia, for example, is a country considered to be one of the poorest in the world. Yet, it has the potential to reduce its poverty, as do many other African countries. How? One example: it has a fledgling, flourishing leather industry with the ability to produce many products constantly in great demand in the developed world. Harnessing this potential, through governmental and private actions, could go a long way towards beginning the process of reducing poverty in Ethiopia. Regular access to good data could assist in this process.<sup>3</sup>

This chapter will cover as many aspects of the labour market for the African region and its two subregions – North Africa and sub-Saharan Africa – and as many countries as possible, given the availability or, in the case of Africa, paucity, of data. Therein lies a serious problem. There is a huge insufficiency of data for individual African countries, vis-à-vis data estimated at the regional level, to enable individual governments, non-governmental organizations (NGOs), and the international community to get a legitimate handle on the social and labour market conditions. Indeed, there are absolutely no labour market data for many countries, particularly of recent time (since the year 2000), and, what is just as troubling, only a handful

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<sup>3</sup> The leather sector is the second largest component of Ethiopia's export earnings after coffee; representing 18 per cent of total earnings. Export quantities and export earnings have increased by 10 per cent per annum and 30 per cent per annum respectively on average during the period 1992/93 to 1997/98. See <http://www.telecom.net.et/~epa/Sectors/leather.html>.



regularly collect, that is, once or more frequently within a year, any data, through labour force (household) surveys.

Before looking at specific statistics on labour force participation – defined according to international standards as the proportion of the working age population (usually 15 years and over) in the labour force, either employed (with work) or unemployed (not working and looking for work) – it is important to recognize that the concepts of labour force, employment, and unemployment are not always fully relevant or understood in the context of developing countries.

As will be seen, labour force participation rates are quite high in Africa, meaning that a high proportion of the population, 15 years and over, is economically active. And, whereas unemployment rates – the proportion of a country’s labour force that is unemployed – are also very often comparatively high, a far greater problem for Africa is the lack of decent and productive employment. Employment-to-population ratios are also generally high, meaning that a very large proportion of individual country populations have jobs but, in too many cases, there are insufficient decent and productive jobs. That is, a high proportion of the total employed are in subsistence agriculture or marginal retail trade activities, such as selling goods on the street. Whether in agriculture, or other endeavours, much of the employment is self-employment, typically family businesses that are more likely to be of a subsistence nature. In a broad sense, self-employment includes not only the “owner” of the business, but also contributing family members, who are typically unpaid. This means that in African countries, where there are high concentrations of self-employment and contributing family work, and employment in agriculture, international definitions of employment and unemployment may not tell us enough about true labour market conditions.

Let us now look directly at the available statistics for Africa.

### Labour force, employment and unemployment trends

The labour force. Annual estimates produced by the ILO<sup>4</sup> show an African labour force totalling 368.5 million persons in 2006, representing a participation rate of 68.6 per cent. The estimated labour force for the world was 3,090 million (a little over 3 billion), suggesting that Africa accounted for 11.4 per cent of the world’s economically active population. Africa’s participation rate exceeded the world’s by some 3.1 percentage points. The participation rate for sub-Saharan Africa is estimated to be even higher, at 74.2 per cent, whereas North Africa was fairly low at 50.9 per cent.

There is an extraordinarily wide range of labour market participation rates across African countries. The highest estimate, in 2006, was a rate of 90.9 per cent in Burundi, implying that hardly anyone of labour market age, male or female, was out of the labour force. Indeed, the age 15+ participation rate for women in Burundi was

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<sup>4</sup> Labour force estimates, as well as estimates on other labour market indicators, are produced using econometric modelling techniques to fill missing data gaps. The results are then aggregated to obtain regional as well as global estimates. For further information on the world and regional econometric models, readers can consult the technical background papers available on the following website: <http://www.ilo.org/public/english/employment/strat/wrest.htm>.

in excess of 90 per cent. The lowest estimated participation rate was 45 per cent, in Sudan. No other country had a rate above 90 per cent and, indeed, only 10 countries had percentages in the eighties – Angola, Burkina Faso, Guinea, Madagascar, Malawi, Mozambique, Niger, Rwanda, the United Rep. of Tanzania and Uganda. On the low side, only Sudan and Egypt had participation rates below 50 per cent – both countries are in the North African subregion. (All of these data are from table 2a in the statistical appendix to this report.)

Over the 10-year period, 1996-2006, Africa's economically active population was estimated to have increased by nearly 81.5 million; the labour force participation rate declined by 0.9 percentage points, not a very significant change. Taking into account that Africa's overall participation rate is high, an over-the-decade decrease should not be viewed as a negative event. A significant part of it occurred among women and youth (15-24 year-olds), and was believed to be due to young people staying in school longer and pursuing regular or specialized education. Labour force data for the world's regions are shown in table 2.1 below.

**Table 2.1. Total labour force and labour force participation rates (LFPR) in the world's regions, 1996 and 2006**

Region	Total labour force (in millions)		LFPR (%)	
	1996	2006	1996	2006
<b>World</b>	2644.2	3090.9	66.7	65.5
<b>Developed Economies and European Union</b>	449.3	483.2	60.6	60.5
<b>Central and Eastern Europe (non-EU) and Commonwealth of Independent States</b>	182.5	188.8	60.6	58.5
<b>East Asia</b>	752.9	825.5	78.0	74.2
<b>South East Asia and the Pacific</b>	228.4	285.2	70.1	70.7
<b>South Asia</b>	487.9	603.1	61.1	59.7
<b>Latin America and the Caribbean</b>	206.2	262.2	63.4	65.6
<b>Middle East and North Africa</b>	49.6	74.1	53.5	56.9
<b>Africa</b>	287.4	368.8	69.5	68.6
<b>North Africa</b>	50.0	66.4	49.9	50.9
<b>Sub-Saharan Africa</b>	237.3	302.4	75.7	74.2

Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.

As expected, the highest rates of labour participation occur among men in the primary ages, 25-54 year-olds. In all of Africa, this group averaged a participation rate of just over 96 per cent (in 2005). Women in these ages had a rate of 61 per cent; in other words, three out of five African women were active in the labour force. Youth (15-24 year-olds) had a participation rate in that year of 59.5 per cent, with young males much more likely than females to be economically active. As is true worldwide, participation drops off in the higher ages (above age 55), but nonetheless, about 40 per cent of those over the age of 65 were still in the labour force. As with the overall rates of participation, discussed above, there is quite a spread in participation, according to sex and age groups. These data are shown, for 2005, in appendix table 3.

Employment. Africa had an estimated 331 million people employed in 2006, and its employment-to-population (EP) ratio was 61.5 per cent (see table 2.2 below). An

estimated 57.2 per cent of the total employed was engaged in agricultural activities, easily the highest proportion in the world.

**Table 2.2. Total employment and employment-to-population ratios in Africa, 1996-2006**

	1996	2004	2005	2006	1996	2004	2005	2006
<b>Region</b>	<b>Total employment ('000s)</b>				<b>Total employment-to-population ratio (%)</b>			
<b>Africa</b>	258,590	315,064	323,131	330,990	62.5	61.5	61.6	61.5
<b>North Africa</b>	43,093	54,888	56,468	58,053	42.9	44.1	44.3	44.5
<b>Sub-Saharan Africa</b>	215,498	260,176	266,663	272,937	68.8	67.2	67.1	67.0
	<b>Female employment (,000s)</b>				<b>Female employment-to-population ratio (%)</b>			
<b>Africa</b>	103,420	124,654	127,732	130,804	49.3	48.2	48.2	48.2
<b>North Africa</b>	9,707	12,858	13,315	13,795	19.3	20.6	20.8	21.1
<b>Sub-Saharan Africa</b>	93,713	111,795	114,417	117,010	58.7	57.0	56.9	56.8
	<b>Male employment (,000s)</b>				<b>Male employment-to-population ratio (%)</b>			
<b>Africa</b>	155,170	190,410	195,399	200,186	76.1	75.2	75.2	75.1
<b>North Africa</b>	33,385	42,030	43,153	44,258	66.7	67.7	67.9	68.0
<b>Sub-Saharan Africa</b>	121,785	148,380	152,246	155,927	79.2	77.6	77.6	77.4

Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.

It is for EP ratios that data for Africa becomes sparse. These data are only available from 1990, for 29 African countries and, more seriously, only 13 have any data for years beginning in 2000. Just two countries – Mauritius and South Africa – had regular annual statistics over the past decade. (These data are shown in appendix tables 5a, b, and c. The numbers of employed, where available, are shown in tables 6a, b, and c.)

Focusing on the most recent years' data (since 2000), the United Republic of Tanzania had the highest proportion of its population employed (about 75.5 per cent, in 2001). With the exception of Chad's 66 per cent ratio, also in 2001, and Zimbabwe's a little over 62 per cent (2002), most other countries with available data had ratios below 50 per cent, the lowest recorded figure being Namibia's 37.4 per cent (in 2001).

For the entire period since 1990, the highest EP ratio was in Rwanda, nearly 82 per cent, in 1996. Ghana, at nearly 81 per cent in 1999, was close behind, and there were also ratios in the high sixties in Ethiopia and Kenya (1999). Guinea recorded a 70 per cent figure in its only year of reporting (1994). The lowest measured ratio, about 32 per cent, occurred in Lesotho (1997). (See appendix table 5a.)

Employment-to-population ratios for males and females appear in the statistical appendix, as tables 4b and 4c. If one examines these tables closely an interesting dichotomy appears in which some countries have EPs for both sexes that are comparatively close to one another; indeed, in Guinea, the female EP exceeded that for males by 4.5 percentage points. That was a few years ago – 1994 – and it would be interesting to know what the current figures are in that country. Male and female ratios were identical in Uganda, at 58.4 per cent (2003), and they were not very far apart in the United Rep. of Tanzania, at 77 per cent (males) versus 74 per cent (females) in 2001. In marked contrast, in the North African countries of Egypt and

Morocco, where it is not nearly as customary for women to work, there is a very large spread in EP ratios, with Egypt having a male-female differential of over 50 percentage points, in 2002.

Unemployment. There were an estimated 38 million unemployed persons in Africa in 2006. These are people who did no work at all in a “survey” week, either for pay or assisting in a family business to produce earnings or profits for that business and, most importantly, were actively seeking work. The estimated unemployment rate was 10.3 per cent. The estimated rate for North Africa was much higher – over 12.6 per cent – whereas the rate for sub-Saharan Africa was estimated at 9.7 per cent. See table 2.3, below, which presents unemployment and unemployment rate totals, plus data by sex.

**Table 2.3. Total unemployment and unemployment rates in Africa, 1996-2006**

Region	1996	2004	2005	2006	1996	2004	2005	2006
	<b>Total unemployment ('000s)</b>				<b>Total unemployment rate (%)</b>			
<b>Africa</b>	28,760	32,679	34,273	35,037	10.0	10.3	10.2	10.3
<b>North Africa</b>	6,951	7,597	7,946	7,879	13.9	12.7	12.6	12.6
<b>Sub-Saharan Africa</b>	21,809	25,083	26,326	27,158	9.2	9.7	9.7	9.8
	<b>Female unemployment ('000s)</b>				<b>Female unemployment rate (%)</b>			
<b>Africa</b>	11,586	13,277	13,765	14,190	10.1	10.6	10.5	10.6
<b>North Africa</b>	2,297	2,517	2,701	2,743	19.1	18.6	18.6	18.5
<b>Sub-Saharan Africa</b>	9,289	10,759	11,065	11,447	9.0	9.5	9.5	9.6
	<b>Male unemployment ('000s)</b>				<b>Male unemployment rate (%)</b>			
<b>Africa</b>	17,174	19,403	20,507	20,848	10.0	10.1	10.0	10.0
<b>North Africa</b>	4,654	5,079	5,246	5,136	12.2	10.7	10.6	10.6
<b>Sub-Saharan Africa</b>	12,520	14,323	15,261	15,712	9.3	9.9	9.8	9.9

Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.

How does one evaluate an unemployment rate in excess of 10 per cent? It is true that 10 per cent is a high figure, but it needs to be stressed, over and over again, that the unemployment rate for a continent, with such dire poverty, can be misleading. Firstly, unemployment rates do not reflect labour market discouragement, the phenomenon where people have no jobs and are not looking for them, in the logical (for them) belief that there is no work available. Although data on discouragement are not collected for many, if any, African countries, its incidence would undoubtedly be significant, if available.

Secondly, and more importantly, too much employment on the African continent is of a near-subsistence nature, with high proportions in agricultural activities and a significant number of people employed in their own businesses with “contributing family members”. These indications of too much inadequate employment strongly suggest that, if well-paid decent work *was* available to these workers, as well as potential workers, they would, of course, move to better paid jobs. Many people are technically employed, according to international measurement standards and are, therefore, not found to be looking for work.

Since 1990, a total of 32 African countries have collected unemployment rate data for one or more years. Comparatively few (17) have collected data for any year since

2000 and only five have been obtaining data on a regularly recurring basis, that is, for virtually all years over the past decade. These are Egypt, Morocco and Tunisia in North Africa and Mauritius and South Africa in sub-Saharan Africa. Since 2000, the highest measured unemployment rates (for the most current year available) were in Namibia (31 per cent in 2001), South Africa (27 per cent in 2004), Ethiopia (23 per cent in 2004), Algeria (20 per cent in 2004), and Botswana (nearly 19 per cent in 2001). Very low unemployment rates were found in Madagascar, the United Rep. of Tanzania, and Uganda. (See appendix table 7a. Note that the appendix 7 tables show all countries, not just those for which data were collected, sometime in the years beginning in 1990. This serves to illustrate the extent to which data are collected in individual countries, as well as the limitations in data collection for those that do have labour force surveys and/or population censuses.)

One of the most significant things that should be evident from this table – as well as from the two accompanying tables for men and women – is the extremely wide range of the incidence of unemployment across countries. Whereas these numbers cannot necessarily be trusted for accuracy, nonetheless, the lowest unemployment figures on the table are rates of less than 1 per cent in Burundi (in 1990), Chad (1993) and Rwanda (1996), and the highest was recorded in Djibouti – over 43 per cent (1991). Lesotho, with a rate of about 39 per cent, also showed a very high incidence of unemployment when it was last measured (in 1997).

Although not always the case, unemployment rates in African countries tend to be higher among women than men. (See appendix tables 7b and 7c.) The extreme in this regard was reported in Lesotho, where the women's rate of an extraordinarily high 47 per cent (1997) was more than 16 percentage points above the male rate of nearly 30 per cent. The gap was slightly less for Ethiopia, in 2004, the female rate being more than 15 percentage points above the male rate (31 versus nearly 16 per cent). There are other examples of the female rate being more than twice the male rate, such as in Mauritius in 2004.

It should be remembered that, when they occur, very low unemployment rates can be misleading. As will be seen in the following section, both the United Rep. of Tanzania and Uganda have extremely high proportions of their employed totals in self-employment and contributing family work. A further comment is in order: where unemployment rates are found to be exceedingly high, such as for Djibouti and Lesotho, it might be appropriate to examine the survey questionnaires, and other documents, to determine how the data were collected and, perhaps, the concepts used.

### The informal economy

Although national implementation of a universally agreed upon definition of the informal economy is still erratic there is general agreement that work in the informal economy means being outside the legal and regulatory frameworks, and is thus normally characterized by a high degree of vulnerability. Workers have little or no legal or social protection and are excluded from or have limited access to public infrastructure and benefits. Informal economy workers are rarely organized for effective representation and have little or no voice at the workplace or in the socio-political arena. Most informal economy workers are either in self-employment or

contributing family members.<sup>5</sup> This somewhat unspecific definition implies that the formal economy is “anything but”. Nonetheless, to the extent that there are statistics for a country, based on “status-in-employment” data, in which the employed are typically divided into three categories – wage and salaried workers, the self-employed, and contributing family members – information on the latter two, may represent a good “first cut”, that is, a proxy, for dividing the economy into formal and informal parts, therefore, providing a delineation between decent work and work that provides a limited livelihood to families.<sup>6</sup>

The ILO has, however, produced some overall estimates for employment shares in four status-in employment categories – wage and salaried workers, employers, own-account workers, and contributing family workers – and these data are presented for all of Africa, North Africa, and sub-Saharan Africa, by sex, in appendix table 10 for 1996 and 2006. The table shows that there was a diminution in own-account plus contributing family work – the two relevant “informal sector” groups – between 1996 and 2006 of some 3 percentage points, but the overall proportion of about 61 per cent is quite high, suggesting a very large informal sector in all of Africa. Sub-Saharan Africa’s percentage in 2006 of 68 was much higher than North Africa’s 37 per cent.

Tables 9b, c, and d in the appendix show the percentages of total employment that are in three status-in-employment categories for 23 countries.<sup>7</sup> (Table 9a shows total employment estimates, the base for these percentages.) It should be readily obvious that, for these countries, there are typically high proportions of the employment totals that are self-employed and contributing family members. Thus, in the United Republic of Tanzania, an incredibly high 93 per cent of the employed total in 2001 was found to be in these two groups. Proportions were quite high in Uganda (86 per cent), Zambia (79 per cent) and Morocco (61 per cent) in 2003, Cameroon (78 per cent) in 2001, and Kenya (63 per cent) in 1999.

The “flip side” of these percentages, of course, is the proportion of total employment that is in wage and salaried work. It would be inappropriate to suggest that, in the same way some self-employment is, undoubtedly, a part of the formal sector (if one could accurately delineate it), not all wage and salaried work belongs there. Nonetheless, these are useful dichotomies. (Wage and salaried workers’ proportions are in appendix table 9b.) Three countries had wage and salaried percentages of total employment of 80 per cent or higher – Botswana, Mauritius, and South Africa (in different years since 2000). Proportions were also fairly high (well over 50 per cent) in three North African countries – Algeria, Egypt, and Tunisia – and in Swaziland.

### Agricultural sector employment

Because not much data has been collected on employment in these three categories, one must draw inferences from that obtained: for 18 countries and, with the exception

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<sup>5</sup> See *Key Indicators of the Labour Market (KILM)*, 4<sup>th</sup> Edition, ILO, Geneva, 2005, Chapter 3, Employment in the Informal Economy (KILM Indicator 7), particularly box 7a.

<sup>6</sup> Yet another proxy for measuring the informal sector for a country are data on working poor shares (those on the US\$2 a day level); this will be covered in the final section of this chapter.

<sup>7</sup> In each case, the data are limited to a very few years and therefore are not as reflective of the actual current situations in the individual countries as would be desirable.

of Mauritius, Egypt and, more recently, South Africa, on a very sporadic basis in most of them.

Estimates produced by the ILO for 2006 show that about 57.2 per cent of total employment in Africa is in agriculture – see tables 11a and 11b (particularly the latter) in the statistical appendix. This compares with 38.7 per cent in the world. Industrialized nations will typically have less than 5 per cent. The percentage for sub-Saharan Africa was estimated at 63 per cent, a clear indication that the proportion for North Africa was much lower (30 per cent). The highest measured proportion of employment in agriculture was 82 per cent in the United Rep. of Tanzania (2001), and there were large proportions (over 50 per cent) in several other countries when data were last collected – Cameroon, Ghana, Lesotho, Madagascar, Uganda, and Zambia. The lowest percentages were in Nigeria, Mauritius, and South Africa.

From appendix table 11a, the percentages of women in total employment of each of the three sectors can be calculated. As can be seen, the proportion of women in agriculture in sub-Saharan Africa (SSA) was a high 44 per cent, compared with 42 per cent for the world. Women's percentage in the services sector was even higher in sub-Saharan Africa, at about 46 per cent, whereas the proportion in industry was only 27 per cent. These proportions demonstrate quite markedly the important role that women play in African employment. But, they also demonstrate that women are found in those sectors where the likelihood of informal employment is highest. The far below average share of women in all three sectors in North Africa clearly indicates their more limited chances to participate at all in labour markets.

Why is agriculture singled out in this way? Of course, it is an important segment of employment and provides sustenance, not only for people within each country – even if only for the individual families themselves, although to be counted, their production must be sold outside the household – but also, in many cases, for other countries as well, including non-African. The problem is that African workers in agriculture are rarely adequately paid or, alternatively, receive much in the way of profits, for their labour. This is particularly true for those in self-employment and contributing family work, undoubtedly the vast majority. These identified large proportions of agricultural work in the countries cited and, certainly for many other African countries, typically mean that too many people are not in decent, productive work. It is menial work, usually involving manual labour and little, if any, mechanization. By contrast, for countries in the industrialized world, very low proportions of total employment are in agriculture, while, at the same time, production of agricultural goods is high and, thus, productivity.

### Youth

Despite declining fertility rates in recent years, and the devastating effects of the HIV/AIDS epidemic (to be discussed in fuller detail in chapter 4), the population of Africa remains among the world's fastest growing and most youthful. In 2005, 62 per cent of the overall African population was below 25 years old.

Because young people – defined here as those between 15 and 24 year old – lack, in most instances, sufficient education and training, work experience, job-search know-how, and the skills that are in demand in the labour market, they suffer the most in

African labour markets, which are typified by an excess of jobseekers competing for comparatively few vacancies. As a consequence, the number of unemployed youth in all of Africa grew by almost 30 per cent between 1995 and 2005, and their unemployment rate was estimated to be a very high 19.5 per cent in 2005. African youth are, thus, three times more likely to be unemployed than their adult (25 years old and over) counterparts.

Although estimates of the youth unemployment rate in North Africa (29.5 per cent) in 2005 were considerably above that in sub-Saharan Africa (18 per cent), youth in the latter subregion accounted for a larger proportion of total unemployment – 6 out of every 10 unemployed, versus 5 out of every 10. In any case, both shares are much higher than the world's average for 2005 (just under 44 per cent), and they are indicative of serious demand-side deficiencies in Africa, both in terms of the inability of the African economies to create jobs at a pace sufficient to absorb labour market entrants and the apparent preference for adult workers over youth. Whereas young people do lack job skills and experience, they can often compensate for this with enhanced motivation and a potential for offering new ideas and insights. However, it must also be recognized that, for many countries, particularly those in North Africa, the supply of young workers may often outstrip the demand.

Youth unemployment rates have only been collected for 15 African countries – 12 sub-Saharan and three North African. The available data are presented in the Statistical Appendix, tables 12a, b, and c. They show a very broad range, from a high of 60 per cent in South Africa (2003) to a recent low of 16 per cent in Ghana (2000). Though not consistently the case, female rates for youth tended to be higher than the rates for young men.

Unemployment is by no means the only labour market challenge facing youth in Africa. As seen in the above discussions on the informal sector and agriculture, with prospects comparatively low in many African countries, these two interrelated areas are often the only choice available to youth seeking employment, and they must either take menial, low-paying jobs or leave the labour force altogether. In the latter case, they may well be discouraged workers. Recent numbers suggest that discouragement has been increasing among African youth, as the proportion of their population not in the labour force increased by some 2 percentage points over the decade from 1995 to 2005. Certainly, some (hopefully much) of this increased non-participation is due to youth staying in, or returning to, school, but undoubtedly some is due to discouragement.

The agricultural sector has, historically, been the largest employer of youth in Africa. The estimated percentage for sub-Saharan Africa in 2005 shows youth accounting for a massive 65 per cent of agricultural employment. The implications of such a high figure, involving low and precarious incomes and the development of little, if any, useful work experience for youth, do not bode well for overall economic development and growth in future years. In view of this negative situation for youth in agriculture, many are moving from rural areas into cities in search of work, where their lack of skills and experience puts them at a distinct disadvantage with youth already living in urban areas.



## Women and work in Africa

Despite rising urbanization, most African women work in rural areas. Women operate primarily in the food-subsistence sector and are, therefore, the principal providers of food security in rural communities. In urban areas, most women work in the informal sector, such as street-vending, cross-border trading, or marketing processed and semi-processed agricultural produce.

Throughout Africa, small percentages of women work in many different types of industries, including mining, services, local and international trading, and manufacturing. Of the small percentage of women working in the formal sector (roughly 2 to 5 per cent of the total), most of them work as teachers and nurses in the employ of governments. Others are employed in lower level clerical jobs. The emergence of Export Processing Zones (EPZs) during the last decade has improved women's access to short-term, slightly more lucrative, employment. Industrial fisheries, garment industries, and horticulture employ single, unskilled young women. However, these are precarious jobs with little possibility of promotion or the acquisition of marketable skills. Moreover these zones are often (partially) exempt from the application of national labour law.<sup>8</sup>

There are a number of factors that affect women's employment. The most significant are cultural biases, which are typically built into the laws of the society, resulting in educational and labour market discrimination. In many countries, girls enter the workforce approximately two years before boys.<sup>9</sup> This often corresponds to the number of years of elementary schooling that girls receive as opposed to boys. In rural areas, these girls return to the household to assist in household activities and constitute the women's (their mother's, in most cases) most reliable source of labour.

In urban areas, the girls are often put to work in the informal sector, such as performing unpaid work in the households of the extended family members. In Côte D'Ivoire, for instance, some 70 per cent of the children working in the informal economy are girls.<sup>10</sup> Studies in child trafficking reveal that the female child is among the youngest victims of trafficking and is often marketed for urban domestic and informal economic activities.<sup>11</sup>

Women's predominance in the informal economy and, conversely, their relative absence in the formal sector, is often attributed to their lower level of formal education. This is, in turn, attributed to persistent cultural bias against girls and women. However, a careful examination of the situation points to a more complex phenomenon.

Child trafficking aside, the shift from rural to urban employment is a gendered shift, consisting mostly of men leaving rural areas to work either in urban areas or to

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<sup>8</sup> See, for example: Ntwala Mwilima, 2004: *A study of Gender and Labour Market Liberalisation in Africa*, Labour Resource and Research Institute (LaRRI),.

<sup>9</sup> Hemmings-Gapihan, 1996: *"The Gender Dimension of Poverty in Côte d'Ivoire"* World Bank, Washington, D.C., citing Tzanatos,.

<sup>10</sup> Hemmings-Gapihan, 1996, op. cit.,.

<sup>11</sup> Viktoria Hildenwall, 2001: "Child Domestic Labour in the Ivory Coast: Law and Practice", Thesis submitted to the Faculty of Law, University of Lund.

migrate to other countries. Owing to the bias against women in the wage labour market, employment opportunities for unskilled women are much lower than they are for men.

Evidence of labour market discrimination has been demonstrated in the average remuneration per level of education. Men often earn from 30-50 per cent more than their female counterparts. It is also shown by the unemployment rate of educated women versus that of educated men. In Burkina Faso, for example, women university graduates' levels of unemployment were about 20 per cent higher than those of men. Moreover, studies in Morocco have shown that neither schools nor families discourage girls from taking specific courses or pursuing higher education. However, educated girls spend several months to a year more than their male counterparts in search of employment and, almost always, receive lower starting salaries.

It has been shown that, when resources are limited, labour market discrimination, affects the choices of parents who must invest in their children's education. Investing in boys' education often has a greater rate of return. It also affects choices available to all strata of women, but most specifically rural women, as we will now expostulate.

In spite of wide-ranging economic changes throughout the world and, particularly, in Africa, the majority of African women still work in the rural food-subsistence economy. However, their apparent perpetuity in rural sectors masks profound changes in the communal and household division of labour. The transformation in social relations of production has propelled rural communities into the market economy. Moreover, it has contributed to the feminization of poverty, by taking men out of the community production systems, allowing them to sell their labour and control cash (albeit modest amounts), while women have, for the most part, remained in the food-subsistence sectors, with very limited access to cash and a greater share of the obligation to produce food for their dependents.<sup>12</sup>

The African Union Extraordinary Summit on Employment and Poverty Alleviation in Africa (Ouagadougou, September, 2004) agreed that women's entrepreneurship should become a regional priority in the effort to reduce poverty. This focus on women's economic status shows that the participants recognized the extent to which women are vulnerable to poverty. In most African countries the subsistence food sector and the informal sector in which women predominate, have the highest incidences of poverty. Moreover, persistent labour market gender segmentation, as well as discrimination, reduces women's economic options.

### The working poor

It will be clear from the foregoing parts of this chapter that the overall labour market situation in Africa has historically been, and continues to be, inadequate. But, in addition to the quantitative side of the job challenge in Africa, far too much of the employment is not very productive. It is largely located in what is called the informal sector and, therefore, all, but a comparatively few, might be identified as *under-*

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<sup>12</sup> Hemmings-Gapihan, Grace Salome: "Women and Economy in Gourma, 1919-1978: A Study of Economic Change in Burkina Faso." Ph.D. dissertation, Yale Univ., 1985.

*employed*. When generally high incidences of unemployment, the incidence of under-employment, and probably a significant degree of labour market discouragement, are factored in altogether, the overall picture that emerges is one of extreme poverty in the African continent. The concluding section to this chapter, therefore, discusses poverty in Africa and, in particular, the working poor.

Data on the working poor are regularly estimated by the ILO, based on poverty data published by the World Bank. For several years now, the ILO has been producing estimates on the working poor on a global basis, that is, for the world as a whole and also for the major regions in the world. These estimates give the number of employed people living in families where each family member has less than one US\$1 a day and those living in families where each member has less than two US\$2 a day to live on.<sup>13</sup> The most current estimates for the African region (2006) show a total of 152.8 million working poor living on less than US\$1 a day, representing about 46.2 per cent of the total estimated employed in all of Africa. The proportion is much higher for sub-Saharan Africa – 55.4 per cent. As one would expect, the numbers and percentages are much higher for the US\$2 a day working poor. These figures are shown in table 2.4, for 1996 and 2006.

As evident in table 2.4, there has been some progress in reducing the working poor shares in Africa since 1996 on the US\$1 level, as reflected by these measures. But, looking at the US\$2 a day statistics, one sees that there was only limited improvement for sub-Saharan Africa over the decade. Most of the poverty reduction was confined to the six countries of North Africa. However, the actual *numbers* of working poor kept rising over time, though not quite as much as the increased population.

How does Africa compare with the rest of the world? The global estimates produced by the ILO and presented in table 2.5.1 show that the US\$1 a day working poor rate – the working poor as a percentage of total employment – for all of Africa is the highest in the world, at 46.2, followed by South Asia's percentage of 34.4. Sub-Saharan Africa has an even higher estimated working poverty rate – 55.4 per cent. The positions are reversed with the US\$2 a day working poor rates, with South Asia having the highest rate – at a whopping 87.2 per cent – and overall Africa's percentage is 78.6. The proportion for sub-Saharan Africa, however, is essentially the same as South Asia's, at 86.3 per cent. Percentages in the high 80s mean, of course, that virtually all of a region's working population is poor.

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<sup>13</sup> The ILO developed the concept of the working poor to cover those people who work but do not earn enough to lift themselves and their families above the US\$1 or 2 a day poverty line. There is a very high likelihood that people who constitute the working poor work in the informal economy (whereas the reverse is not necessarily the case – people who work in the informal economy are not necessarily working poor). For this reason, the estimate of working poor can be interpreted as a first approximation of people who work in the informal economy with very low earnings. It is important to note that, by definition, a person is counted as working poor only if that person is unable to lift himself or herself *and his or her family* above the poverty threshold. This means that somebody who earns only 50 cents a day would not be considered as working poor if somebody else in the family earns enough to make sure that each family member lives on more than US\$1 a day. Conversely, somebody might earn as much as, for example, US\$5 a day but with a family consisting of, say, 10 members (9 of them not working), each member would be living on less than US\$1 a day. Such a person would still be counted as working poor. Finally, including the whole family in the concept of working poverty ensures that a rich young person in the developing world who has just started working without remuneration in order to gain work experience is not considered to be working poor.

**Table 2.4. US\$1 a day and US\$2 a day working poor in Africa, 1996 and 2006**

	US\$1 a day working poverty		US\$2 a day working poverty	
	1996	2006	1996	2006
<b>Numbers of working poor (millions)</b>				
<b>Africa</b>	125.0	152.8	208.6	260.3
<b>North Africa</b>	1.5	1.5	22.3	24.8
<b>Sub-Saharan Africa</b>	123.5	151.3	186.3	235.5
<b>Working poverty rate*</b>				
<b>Africa</b>	48.3	46.2	80.7	78.6
<b>North Africa</b>	3.4	2.6	51.7	42.7
<b>Sub-Saharan Africa</b>	57.3	55.4	86.5	86.3

\*Per cent of total employed; Source: Working Poor Model, ILO 2006.

**Table 2.5.1. Global estimates of US\$1 a day and US\$2 a day working poor as shares of total employment within a region, 2006**

	Working poverty rate*	
	US\$1 a day	US\$2 a day
<b>World</b>	17.6	47.4
<b>Developed Economies and European Union</b>	0.0	0.0
<b>Central and Eastern Europe (non-EU) and Commonwealth of Independent States</b>	2.1	10.5
<b>East Asia</b>	12.1	44.2
<b>South East Asia and the Pacific</b>	11.1	56.9
<b>South Asia</b>	34.4	87.2
<b>Latin America and the Caribbean</b>	11.3	30.9
<b>Middle East</b>	3.0	27.6
<b>Africa</b>	46.2	78.6
<b>North Africa</b>	2.6	42.7
<b>Sub-Saharan Africa</b>	55.4	86.3

\*Per cent of total employed; Source: Working Poor Model, ILO 2006.

**Table 2.5.2 World shares of working poor (US\$1 a day and US\$2 a day), 2006**

	Working poor shares in total number of working poor in the world	
	US\$1 a day	US\$2 a day
<b>World</b>	507.0	1367.8
<b>Developed Economies and European Union</b>	0.0	0.0
<b>Central and Eastern Europe (non-EU) and Commonwealth of Independent States</b>	0.7	1.3
<b>East Asia</b>	18.7	25.4
<b>South East Asia and the Pacific</b>	5.8	11.1
<b>South Asia</b>	38.8	36.4
<b>Latin America and the Caribbean</b>	5.4	5.4
<b>Middle East</b>	0.4	1.3
<b>Africa</b>	30.1	19.0
<b>North Africa</b>	0.3	1.8
<b>Sub-Saharan Africa</b>	29.8	17.2

Source: Working Poor Model, ILO 2006.

As seen in table 2.5.2, the working poor on the US\$1 a day level in Africa account for 30 per cent of the world's working poor. Regarding the US\$2 a day level, the continent accounts for 19 per cent.

Working poor estimates have been calculated for 30 African countries, sometime during the years between 1993 and 2004. These are shown in table 2.6, below.

**Table 2.6. Working poor living on less than US\$1 and US\$2 a day, share in total employment, latest year available between 1993 and 2004**

	US\$1 a day	US\$2 a day
Tunisia	0.0	11.9
Morocco	0.9	23.5
Algeria	2.2	30.5
Egypt	4.9	71.7
Swaziland	13.9	41.2
Côte d'Ivoire	15.0	55.3
South Africa	18.0	59.6
Cameroon	22.3	68.4
Ethiopia	28.2	91.0
Senegal	28.8	83.0
Kenya	32.2	84.0
Gambia	33.6	70.8
Mauritania	34.1	82.6
Burkina Faso	35.2	85.7
Mozambique	44.4	90.9
Botswana	47.4	82.6
Malawi	49.4	89.9
Ghana	54.8	89.7
Rwanda	55.8	89.7
Namibia	58.2	83.1
Burundi	63.1	95.0
Lesotho	63.4	87.7
Zimbabwe	67.3	91.5
Madagascar	73.6	94.4
Niger	74.1	95.0
Zambia	79.7	95.0
Nigeria	79.9	94.5
Central African Republic	80.8	94.4
Mali	82.8	95.0
Uganda	89.0	95.0

Source: ILO, Key Indicators of the Labour Market, 4th Edition, Geneva, 2005

As seen in table 2.6., US\$1 a day working poverty was 80 per cent or greater in the Central African Republic, Mali, Uganda, Zambia and Nigeria. This means that in these five countries only 2 out of 10 workers earn enough to lift themselves and their families above the extreme poverty threshold of US\$1 a day. In 14 out of these 30 African countries, 9 (or more) out of every 10 workers earn less than US\$2 a day per head of the family. Recent ILO research has shown that working poverty is more widespread amongst young people.<sup>14</sup>

<sup>14</sup> ILO, *Global Employment Trends for Youth*, Geneva, 2006.

ILO projections to the year 2015 anticipate some reductions in poverty, but the projected decline is expected only for North Africa, with little change expected in sub-Saharan Africa. Moreover, since they are “straight-line” assumptions, it would appear there is not much evidence of a “real” nature that improvements can take place without some major planned economic growth and welfare attempts over the coming decade. The projected changes are shown in table 2.7, below.

**Table 2.7. Projected changes in US\$1 a day and US\$2 a day working poor**

	Year	US\$1 a day working poor		US\$2 a day working poor	
		Number (millions)	Rate*	Number (millions)	Rate*
<b>Africa</b>	2006	152.80	46.2	260.3	78.6
	2015	182.9	44.1	316.7	76.4
<b>North Africa</b>	2006	1.5	2.6	24.8	42.7
	2015	0.9	1.3	23.5	32.7
<b>Sub-Saharan Africa</b>	2006	151.3	55.4	235.5	86.3
	2015	182.0	53.1	293.2	85.6

\*Per cent of total employed; Source: Working Poor Model, ILO 2006.

What is perhaps most obvious from this table is that, whereas the poverty rates are expected to decline a bit, the actual number of workers living in poverty, will *increase*. The projected increases are solely in sub-Saharan Africa, where it is equally obvious that the majority of the working poor dwells. In an ideal world, poverty should be eliminated wherever it exists. In this world, most of the attention should be focused on enhancing the welfare of workers where it is most extreme – in sub-Saharan Africa and South Asia.

Research undertaken for the *World Employment Report 2004-05* showed that employment creation in the agricultural sector has a bigger impact on poverty reduction than employment creation in other sectors. This is, of course, especially true for those economies where agriculture plays a dominant role and where large parts of the population still live in rural areas, as is the case in sub-Saharan Africa and, to a lesser, but still large extent, in North Africa (see table 2.5 above). This is why agricultural employment or, in a broader sense, rural employment, needs to play a dominant role in poverty reduction in Africa.

By far, the most important action towards poverty reduction that can be taken at present is to improve the status of both women and youth in the world of work. This will require measures at various levels. However, with respect to women, the first priority is to increase the demand for their labour in the formal sector. The application of ILO Conventions 100 (Equal Remuneration Convention, 1951) and 111 (Discrimination (Employment and Occupation) Convention, 1958) would be one of the first steps in this direction. This will help to break down market biases and, in the long run, make it profitable for parents to invest in both girls and boys. As a consequence, more women will have the opportunity to penetrate the formal sector.

# 3. Economic and social issues

## Introduction

Whereas the labour market issues that were examined in the preceding chapter often dominate the governmental agendas in African countries, there are many other issues, both of an economic and social nature, that are equally important. Indeed, causality is typically both ways. That is, problems of HIV/AIDS and child labour, for example, impact upon employment and its predominant informal character, and vice versa. This chapter will take a closer look at some of the economic and social problems that affect the world of work in Africa.

## Trends in major economic indicators

Many African countries have experienced improvements in economic indicators during the last few years – inflation on the continent is down to historic lows, most exchange rate distortions have been eliminated, and fiscal deficits are dropping. These improvements, however, are not yet reflected in stable Gross Domestic Product (GDP) growth rates or even stable GDP per capita increases.

Regarding economic growth, the region has experienced a successful year 2006, with an estimated growth rate of 6.3 per cent in North Africa and 4.8 per cent in sub-Saharan Africa (see table 3.1). However, Africa remains a diverse continent, with several countries making remarkable progress, some stagnating, and others lagging seriously behind. Over the 1996-2006 time span, 21 African countries had sustained annual GDP growth rates in excess of 4 per cent; 10 had growth rates of less than 2 per cent per year (see table 3.2).

**Table 3.1. GDP growth in African subregions**

	1996	2001	2005	2006
<b>North Africa</b>	5.6	4.2	4.7	6.3
<b>Sub-Saharan Africa</b>	5.4	4.2	5.6	4.8

Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.

**Table 3.2. Annual average GDP growth rates**

Country	1996-2006	1994-1998	1998-2002	2002-2006
Zimbabwe	-2.6	3.3	-2.7	-5.1
Central African Republic	0.3	1.5	1.9	-1
Guinea-Bissau	-0.8	3.7	-3.3	-0.5
Côte d'Ivoire	1.5	6.3	0.6	0.1
Madagascar	2.8	1.5	3.9	1.1
Gabon	0.9	3.6	-1.1	1.3
Burundi	0.5	-3.9	1	1.8
Swaziland	2.5	2.8	2.1	1.9
Togo	2	5.4	0.2	2
Comoros	1.9	0.2	1.6	2.1
Lesotho	2.2	4.7	0.2	2.2
Guinea	3.3	3.7	3.1	2.3
Eritrea	2.3	8	-0.7	2.4
Malawi	2.8	3.7	0.2	2.6
Kenya	2.6	2.2	2.2	2.7
Mauritius	4.1	3.8	4.2	2.7
Gambia	4.5	2.2	5	2.7
Niger	3.3	2.5	3	2.9
Morocco	3.5	2.5	2.9	2.9
Cameroon	3.9	2.1	3.6	2.9
Benin	4.1	3.6	4	2.9
Egypt	4.4	3.9	4.5	3.1
South Africa	3	2.7	1.9	3.2
Congo	3	0.4	2.4	3.3
Mauritania	3	1.6	2.8	3.4
Ethiopia	4.4	5.1	3	3.4
Tunisia	4.6	3.6	4.1	3.5
Senegal	3.9	2.1	4	3.6
Zambia	3.4	-1.4	1.7	3.8
Namibia	3.6	3.7	2.5	3.9
Mali	4.7	3.7	3.9	4
Cape Verde	6.2	5.7	6.7	4
Rwanda	6.8	-2.9	5.8	4
Libyan Arab Jamahiriya	3	1.3	1.1	4.1
Ghana	4.3	3.2	3.4	4.3
Congo, Democratic Republic of	0	-2	-3	4.4
Algeria	3.6	1.6	2.6	4.4
Uganda	5.4	6.4	4.3	4.6
Burkina Faso	5.7	4.9	4.5	4.8
Botswana	6.4	4.7	6.2	4.8
Sudan	5.1	2	4.4	4.9
Nigeria	4.1	2.3	2	5
Tanzania, United Republic of	4.8	2.6	3.7	5.3
Mozambique	7.6	5.6	6.9	6.2
Angola	7.4	8.1	1.9	9.7
Sierra Leone	1	-10.4	2.2	9.9
Chad	8	2.5	3.3	12.9
Equatorial Guinea	33.7	38.2	26	14.2

Source: ILO, *Key Indicators of the Labour Market*, 4th Edition, Geneva, 2005.



Over the period, 2002-06, the full spectrum of laggards and achievers stretches from Zimbabwe with a recorded negative annual growth rate in GDP of -5.1 per cent, to Equatorial Guinea with a 14.2 per cent growth rate. Impressive growth rates of 4 per cent or more were reported in 18 countries. In some cases this reflects the rise in oil prices. Yet, even when excluding the oil-rich countries, the fastest growing group of African countries over that period had an average growth rate of more than 5 per cent. By contrast, the 10 slowest-growing economies in Africa have seen their growth rates rise only at an average rate of less than 2 per cent (see table 3.2, which is based on IMF and ILO calculations). Some of these countries were either engaged in conflicts or have recently emerged from conflicts.

Evident as it may be, one has always to keep in mind that GDP growth is the outcome of *people* producing more *by working*. In other words, real economic growth can only be achieved through two channels: either those who work produce more than before or more people work.

Both possibilities can be measured. If those working produce more than before, you have higher productivity rates. If more people work, you have higher employment numbers. The latter has been discussed in chapter 3 of this report. One can also look at this from a different angle: if people produce more efficiently, those who work get higher salaries; if more people work, more people have an income. The first would be an improvement of the quality of work, the second an improvement of the quantity of work. Clearly, Africa needs both, that is, *more and better jobs*.

**Table 3.3. Productivity measured as GDP per person employed (1990 US\$), selected economies in Asia and Africa, 1980, 1990, 2000, and latest year available**

	1980	1990	2000	Latest year
<b>Countries in Asia</b>				
<b>China</b>	2493	3744	6800	8380
<b>India</b>	2638	3484	5046	5781
<b>Countries in Africa</b>				
<b>South Africa</b>	12637	10742	9645	10097
<b>Egypt</b>	6161	7822	8611	8640
<b>Algeria</b>	12225	10500	8286	8453
<b>Morocco</b>	6355	7198	7064	7585
<b>Côte d'Ivoire</b>	5263	3560	3559	3214
<b>Sudan</b>	2477	2107	2640	2898
<b>Ghana</b>	2475	2297	2643	2826
<b>Nigeria</b>	3331	2828	2628	2813
<b>Kenya</b>	2185	2352	2011	1952
<b>Ethiopia</b>	1347	1199	1286	1284
<b>Tanzania, United Republic of</b>	1180	1059	1065	1214
<b>Congo, Democratic Republic of</b>	1397	1253	568	559

Source: ILO, *Key Indicators of the Labour Market*, 4th Edition Geneva 2005.

As the World Bank noted in a recent publication,<sup>15</sup> the productivity of Africa’s best performing firms is on a par with competitors in Asia. But, while factory floor costs in Africa’s best economies compare well with India and China, there are still too many African economies with low rates of productivity and, even more importantly, with no productivity increases over time (see table 3.3), which causes them to fall quickly behind compatible international levels. This is one of the main reasons why Africa has lost overall market share in traditional exports.

There is one economic measure – the so-called “employment elasticities with regard to growth”, also called “employment intensity of growth” – which immediately shows whether growth has been driven by increases in productivity or by more people working. In a growing economy, an elasticity between zero and 0.5 shows that GDP growth was productivity intensive, a value between 0.5 and 1 shows that GDP growth was driven more by increases in employment.

**Table 3.4. African employment elasticities to GDP growth**

	1992-1996	1996-2000	2000-2004
<b>North Africa</b>	0.78	0.74	0.77
<b>Sub-Saharan Africa</b>	0.74	0.57	0.48

Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.

As can be seen in table 3.4, employment elasticities in North Africa have not changed very much in recent years. They have always been employment intensive, which is what one can usually expect to find in labour-rich economies. This is reflected in both the increasing employment numbers and the increasing employment-to-population ratios, as discussed in chapter 3. But, it is also reflected in the stagnant or decreasing productivity figures. At least, it seems that more people have an income, as reflected in decreasing working poverty shares, as also discussed in chapter 3.

Sub-Saharan Africa, in contrast, has seen a shift from more employment intensive growth to growth which is shared equally between employment and productivity increases. However, this well-balanced growth path nonetheless has not been reflected in poverty reduction. This is the result of the double challenge facing Africa: with the high population increases and the huge decent work deficit, growth would have to be in double digits to result in more **and** better jobs.

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<sup>15</sup>World Bank, African Development Indicators 2006,  
<http://web.worldbank.org/WBSITE/EXTERNAL/NEWS/0,,contentMDK:21107847~pagePK:64257043~piPK:437376~theSitePK:4607,00.html>.

## HIV/AIDS

The prevalence of HIV/AIDS in the 40 countries of Africa most affected by the epidemic<sup>16</sup> is estimated to have been 6.4 per cent of all people aged 15-49 years in 2005. In numbers, an estimated 9 million men and nearly 7 million women of working age – between 15-64 years – are in the labour force and living with HIV/AIDS. These 16 million workers represent nearly two-thirds of all labour force participants throughout the world living with HIV/AIDS (24.6 million).

In economic terms, the average annual rate of employment growth lost between 1992 and 2004 as a result of this epidemic has been estimated to be 0.5 per cent, and the estimated loss in the average annual rate of GDP growth was estimated to be 0.7 per cent. In terms of absolute numbers, this means that, on average, employment in Africa was short by some 1 million people every year.

The impact on youth and children is critical in terms of the harm they personally experience, but it is also ominous with respect to the future quality of the labour force, economic growth, and the sustainable development of the African countries most affected by HIV/AIDS. Millions of children are carers and labourers when they should be in school, and millions of youth, who cannot find decent work, are exposed daily to the risk of HIV/AIDS in the struggle for survival. Furthermore, both children and youth are finding themselves prematurely on their own, either as orphans or even heads of households, and have, therefore, to resort to any means of labour available, unscrupulous employers and sexual favours, in order to survive.

In 2005, an estimated 2 million African children under the age of 15 were living with HIV/AIDS, and half a million died. Moreover, in that year, there were over 10 million orphans (under 15) due to the epidemic, for the most part owing to the transmission of HIV in the generation of their parents. For youth, 15-24 years old, the HIV prevalence was estimated to be 4.3 per cent for women and 1.5 per cent for men, mainly as the result of their own exposure to the risk of transmission. Legal and policy approaches play a critical role in protecting children's rights to education, eliminating child labour, and creating and implementing services to foster access to decent work for youth and to address the social service and support needs of both children and youth.

A person who is living with HIV can work for many years – on average, a decade – before becoming ill and having to take time off work. With proper treatment, the risks of illness and death for the worker, and of absenteeism and loss for the employer, are significantly reduced. Without access to treatment, however, the worker is at first sporadically, and eventually permanently, unable to work, for about a year before death. The ILO has estimated that, with the currently expected increases in access to antiretroviral therapy (ARVs), the 40 African countries most affected by the epidemic can still expect to have, at any time, 2.7 million labour force participants unable to work in 2010, 2.8 million in 2015, and just over 2.8 million in 2020.

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<sup>16</sup> The 40 countries are: Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Central African Republic, Chad, Congo, Côte d'Ivoire, Democratic Republic of the Congo, Djibouti, Equatorial Guinea, Eritrea, Ethiopia, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mali, Mozambique, Namibia, Niger, Nigeria, Rwanda, Sierra Leone, South Africa, Sudan, Swaziland, Togo, Uganda, United Republic of Tanzania, Zambia, and Zimbabwe.

Growth in access to ARVs needs to accelerate in order to overtake the rate of growth of the population of workers living with HIV, to avert this situation. As a result, even at currently projected levels of increase in ARV treatment, the cumulative mortality of labour force participants, which has been estimated to have reached 19 million in Africa by 2005, is expected to reach 31 million in 2010, 44 million in 2015, and 58 million by 2020. With respect to the total population of adults in Africa of working age – in particular women who may not be in the labour force but meet the subsistence, parenting, and care needs of the household – the annual death toll as a result of HIV/AIDS reached 2.4 million in 2005, and is expected to reach 2.7 million by 2010 and 2.8 million between 2015 and 2020. The number of women dying every year already greatly exceeds the number of men, and this will continue to occur throughout the 15 year period of projections.

The losses in labour force participants and working-age adults create extraordinary economic (or income) burdens and social (or care) burdens for households. The combined impact of illness and death on the economic burden of African households is estimated to have been +4 per cent in 2005 and +5 per cent in 2010, +6 per cent in 2015, and more than +7 per cent by 2020. Similarly, the social burden on African households was estimated to have been +2.6 per cent in 2005 and is projected to rise to over +3 per cent in 2010, over +4 per cent in 2015, and over +5 per cent in 2020.

The benefits to African workers of universal access to ARVs can be projected for the medium term and show the significant gains that could be achieved relative to the lower rates of increase in access to treatment that are currently expected, even at low continuation rates. For example, assuming that all labour force participants unable to work because of HIV/AIDS had access to ARVs in 2006 and the continuation rate was 80 per cent per year, nearly 500,000 African labour force participants would still be alive due to treatment at the end of the year, nearly 900,000 will survive to the end of 2007, 1.2 million to the end of 2008, 1.5 million to the end of 2009, and 1.8 million to the end of 2010. At a higher, though still realistic, continuation rate of 93 per cent per year, the gains would be even greater: nearly 600,000 labour force participants would survive to the end of 2006; over 1.1 million to the end of 2007; 1.6 million to the end of 2008; 2.1 million to the end of 2009; and over 2.6 million to the end of 2010.

### Child labour

What is child labour? Child labour is work performed by children aged below 18 years, paid or unpaid, that is exploitative, hazardous, or otherwise inappropriate for their age, detrimental to their schooling, or social, mental, spiritual or moral development. The boundaries of acceptable work are defined under international conventions, notably the ILO Minimum Age Convention (No. 138) of 1973, the ILO Worst Forms of Child Labour Convention (No. 182) of 1999, and their associated Recommendations, No. 146 and No. 190, respectively. In brief, child labour targeted for abolition under these Conventions and Recommendations consists of:

- labour performed by a child below the minimum age for that kind of work,<sup>17</sup> which is thus likely to impede the child’s education and full development;
- hazardous work;<sup>18</sup> and
- the so-called unconditional worst forms of child labour.<sup>19</sup>

Levels, trends and nature of child labour in Africa. Despite a significant improvement in the availability of data on child labour in recent years (largely thanks to national household surveys and other studies conducted through ILO’s Statistical Information and Monitoring Programme on Child Labour [SIMPOC]), information on the levels, trends and nature of child labour in Africa remains inadequate. The available data, however, indicate extremely high levels of economic activity by children. Table 3.5 provides estimates of children’s labour force participation rates for countries that have completed SIMPOC-assisted national household surveys since 1999. Estimates of child work relate to current activity (i.e., work performed in the week before the interview). The variations in the incidence of child work may be partly due to differences in the kinds of activities covered, with, for example, the Malawian and South African data, including “non-economic” activities. Given that the main interest in measuring children’s activities is not their contribution to national income, but rather the extent to which activities, other than schooling, take up their time, the incidence of “non-economic” activities may be as relevant as that of activities traditionally defined as “work”. Overall, it is clear that in the countries for which national estimates are available large proportions of children work.

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<sup>17</sup> Countries ratifying Convention 138 commit themselves to legislate and enforce a general minimum age of 15 years or the age of completion of compulsory schooling, whichever is higher. However, countries with “insufficiently developed” economies or educational facilities may fix a minimum age of 14 years as a transitional measure. Moreover, the Convention provides for “the employment of children aged 13-14 years (or 12-13 years where the general minimum age is set at 14 years) in *light work*, defined as work (a) not likely to be harmful to their health or development, and (b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programmes approved by the competent authority or their capacity to benefit from the instruction received” (Article 7). A minimum age of 18 years is specified for “any type of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardise the health, safety or morals of young persons” (Article 3).

<sup>18</sup> Convention 182 defines hazardous work as “work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children” (Article 3). The Convention provides for the determination of activities considered to be hazardous for children through tripartite consultation. According to the accompanying Recommendation 190, in determining what constitutes hazardous work, consideration should be given to work:

- which exposes children to physical, psychological or sexual abuse;
- with dangerous machinery, equipment and tools;
- in unhealthy environments exposing children to hazardous substances, agents, processes or temperatures, noise levels or vibration damaging to health;
- under difficult circumstances, including long hours, during the night; and
- involving unreasonable confinement to the employer’s premises.

<sup>19</sup> These are:

- (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;
- (b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances; and
- (c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties. [Convention 182, Art. 3]

According to the latest ILO estimates published in the 2006 ILO Global Report<sup>20</sup> based on data from several African countries,<sup>21</sup> more than 26 per cent of children aged 5-14 years old were economically active in 2004. This compares to an estimate of 29 per cent for the year 2000. However, the number of child workers is estimated to have increased from 48 million to 49.3 million over the same period, on account of the high rate of population growth.<sup>22</sup> As pointed out by the Global Report, Africa has the highest incidence of child work among the major regions of the world and is the only region where the number of child workers actually increased. The report notes: the persistence of widespread, chronic poverty; the effects of the HIV/AIDS pandemic; rapid population growth; and associated difficulties in enhancing access to quality education, as some of the major challenges in the fight against child labour in Africa.

**Table 3.5: Estimates of activity rates and incidence of child labour from national child labour surveys**

Country	Estimated no. of children aged 5-17 years (millions)	Activity Rate (%)	Child labourers as a percentage of children 5-17 years	Year of survey
Ethiopia	18.20	52.1		2001
Ghana	6.36	31.3	20.0	2001
Kenya	10.89	17.4	11.9	1998/99
Malawi	3.77	79.6*	37.0	2002
Namibia**	0.445	16.3		1999
South Africa	13.44	35.9***		1999
Tanzania	11.97	39.6	10.0	2000/01
Uganda	7.93	34.2		2000/01
Zambia	3.79	13.3		1999
Zimbabwe	4.67	26.3	20.7	1999

**Sources:**

**Ethiopia:** *Ethiopia Child Labour Survey Report 2001*, Statistical Bulletin 262. Ministry of Labour and Social Affairs, Central Statistical Authority, and International Labour Organization, 2003.

**Ghana:** *Ghana Child Labour Survey*. Ghana Statistical Service, March 2003.

**Kenya:** *The 1998/99 Child Labour Report*. Central Bureau of Statistics, Ministry of Finance and Planning. September 2001.

**Malawi:** *Malawi Child Labour Survey 2002: Report of Analysis*. Government of Malawi (National Statistical Office, Ministry of Labour and Vocational Training), and International Labour Organization, February 2004.

**Namibia:** *Namibia Child Activities Survey 1999: Report of Analysis*. Ministry of Labour. December 2000.

**South Africa:** *Survey of activities of young people in South Africa, 1999: Country report on children's work-related activities*. Statistics South Africa, Department of Labour, and International Labour Organization, 2001.

<sup>20</sup> *The end of child labour: Within reach*. Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work. Report of the Director-General. International Labour Conference, 95<sup>th</sup> Session 2006, Report I(B). Geneva: International Labour Office. See also Frank Hagemann, Yacouba Diallo, Alex Etienne and Farhad Mehran, *Global child labour trends 2000 to 2004*. Geneva: International Labour Office, April 2006.

<sup>21</sup> Cameroon, Democratic Republic of Congo, Ethiopia, Ghana, Kenya, Madagascar, Malawi, Lesotho, Senegal, and Swaziland. See Hagemann et al., op. cit., Annex 4.

<sup>22</sup> *The end of child labour: Within reach*, op. cit. p. 9.

**Tanzania:** *Child Labour in Tanzania: Country Report, 2000/2001 Integrated Labour Force and Child Labour Survey.* Ministry of Labour, Youth Development and Sports, National Bureau of Statistics, and International Labour Organization.

**Uganda:** *Child Labour in Uganda: A Report Based on the 2000/2001 Uganda Demographic and Health Survey.* Uganda Bureau of Statistics and International Labour Organization.

**Zambia:** *Zambia 1999 Child Labour Survey: Country Report.* Central Statistical Office and International Labour Organization.

**Zimbabwe:** *Zimbabwe 1999 National Child Labour Survey: Country Report.* Ministry of Public Service, Labour and Social Welfare, Central Statistical Office (CSO) and International Labour Organization.

Notes: \* The Malawi survey defines working children as “children involved either in economic or non-economic activities” (cf. p. 37 of the report). The estimate of child labour is based on these two categories.

\*\* Relates to children aged 6-18 years.

\*\*\* Relates to children engaged in three hours or more per week in “economic activities” and/or seven hours or more a week in “household chores,” and five hours or more per week in “school maintenance” work.

As implied in the definitions given above, not all work performed by children is considered to be child labour. However, a large proportion of child workers are, in fact, performing activities considered to be inappropriate for their age or their level of maturity, or are detrimental to their education or development. As shown in table 3.5, for the few countries where the available data allowed the estimation of the number of child labourers nationwide, the incidence of child labour is generally high. Moreover, although national estimates are generally unavailable, micro studies undertaken in many countries in the African region under the ILO’s International Programme on the Elimination of Child Labour (IPEC) indicate the existence of large numbers of children in the worst forms of child labour.

Efforts in combating child labour in Africa. Efforts in combating child labour in Africa have been expanding in recent years, particularly following the adoption of ILO Convention 182 in 1999, and under the aegis of IPEC. Ratification of this Convention and of Convention 138 has been very rapid since the former’s adoption. To date, 49 out of the 53 countries in Africa have ratified Convention 182, while 46 have ratified Convention 138. (Only three countries, Guinea Bissau, Sierra Leone and Somalia have yet to ratify any of these two core Conventions.) As a follow-up to ratification, several countries in the region have formulated national action plans to address the issue, often as part of broader poverty reduction strategies. Many others are implementing actions on a more limited scale, but most are working towards larger-scale national programmes. Most direct interventions against child labour are implemented in collaboration with IPEC.<sup>23</sup> At a broader level, several countries have been pursuing universal basic education programmes, mostly in the framework of the Education for All Fast Track Initiative. Countries such as Uganda, the United Rep. of Tanzania, Kenya, Malawi and, more recently, Burundi and Ghana, have seen substantial increases in school enrolment after removing school fees and charges.

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<sup>23</sup> Currently, IPEC has over 30 projects under implementation in 27 countries in the region, made up of small country programmes, larger National Time-Bound Programmes (TBPs) [for implementing Convention 182], and multi-country projects covering issues such as children in armed conflict, child trafficking, commercial agriculture, child domestic labour, mining, HIV/AIDS and skills/vocational training.

Despite these encouraging signs, much remains to be done in the fight against child labour, given the size of the problem and the complexity of the underlying causes, including the persistence of poverty and the size and growth of the informal economy in most countries in the region. The vast majority of child labourers are found in the agricultural and urban informal sectors. Besides poverty among the most vulnerable population groups, inadequate access and poor quality education are some of the key issues needing to be addressed in most countries, along with weak institutional capacity for policy implementation at national and sub-national levels. Also needed is awareness-raising on the extent, nature and consequences of child labour, particularly the worst forms of child labour (WFCL). Sensitization programmes are especially needed to deal with social and cultural practices that promote or facilitate the labour exploitation of children.

To accelerate the achievement of the goals embodied in Convention 182, the 2006 Global Report has proposed the implementation of a Global Action Plan in which the ILO and its member States commit themselves to the elimination of the worst forms of child labour by 2016. Towards this end, all member States are called upon to design and put in place appropriate time-bound measures by the end of 2008. Success in achieving the 2016 global target requires comprehensive, large-scale and coordinated cross-sectoral actions, combining “upstream” measures targeting the root causes of child labour and “downstream” interventions aimed at preventing children from entering the WFCL, withdrawing and rehabilitating those children already engaged in such activities, and protecting all working children above the legal minimum age from exploitation and work hazards.

To assist member States in fulfilling their obligations under Convention 182, through IPEC, the ILO has designed a flexible approach called Time-Bound Programmes (TBPs), combining upstream and downstream measures as integral parts of broader national development programmes.<sup>24</sup> To date, eight countries in the region are at various stages of formulating or implementing national TBPs. These are the United Rep. of Tanzania (since 2002), Senegal (2004), South Africa (2004), Ghana (2005), Kenya (2005), Madagascar (2005), Mali (2006), and Zambia (2006). Botswana, Lesotho, Namibia, Swaziland, and Uganda have also taken initial steps towards the design of similar national programmes. Other member States can draw on the tools, resources and expertise developed by IPEC to design and implement their action plans.

Action against child labour constitutes an important element of the Decent Work Agenda. Withdrawing children from child labour, preventing others from becoming engaged in it, and giving all of them better opportunities in education and employment contribute immensely to the reduction of decent work deficits. Such actions also enhance the capacity of national economies to generate productive jobs, improve income security, and consolidate equality of opportunity and treatment through education, vocational training, and income generation among poor households. In addition, actions taken to reduce hazardous child labour, including awareness raising, identification and removal of workplace hazards, enacting legislation and enhancing enforcement capacity, also contribute to the

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<sup>24</sup> For documentation on the TBP approach, see the *TBP Manual for Action Planning*, available at <http://www.ilo.org/public/english/standards/ipec/themes/timebound/map.htm>.



institutionalization of similar protection for adult workers. Moreover, the objective of eliminating child labour offers another criterion for measuring success in the promotion of decent work, for adults should enjoy such conditions of employment, safe working conditions and social protection that they would not need to send their children to work prematurely.

### Migration

The lack of decent work opportunities for increasing numbers of job-seekers in labour markets combined with armed conflicts, situations of mass violations of human rights, and natural disasters are heightening migration pressures in many African countries. It is estimated that more than 20 million Africans live outside their countries of birth or citizenship. Some 8 to 9 million are economically active. While most migration is from one African country to another, the dramatic circumstances of irregular migration from Africa to Europe have dominated recent news coverage and public attention.

Migrant workers and professionals contribute essential skills, labour and initiative to host societies and economies. Migrant remittances represent major foreign exchange sources for a number of African countries. They are generally spent on housing, nutrition, healthcare and education, expenditures that enhance the human capital of beneficiary families and communities. Returning migrants bring new skills, knowledge, capital and experience back home.

However, the current patterns of skilled migration contribute to brain-drain losses that may impede economic recovery and development. While low or semiskilled non-professional occupations predominate, there are also significant numbers of skilled workers and professionals among African migrants. In the face of enormous deficits in human capital, low investments in basic education and rising mortality rates among the working-age population due to HIV/AIDS, human resource losses due to migration represent a serious obstacle to economic and social development.<sup>25</sup> In particular, health care has been devastated in many African countries by the mass departure of skilled medical personnel. As the WHO points out, Africa represents 25 per cent of the global disease burden, but now has only 3 per cent of the world's health workforce<sup>26</sup>.

An essential aspect of regional economic integration is enhanced labour mobility to complement liberalized circulation of capital, goods, services and technology. African regional integration processes in Central Africa (CEMAC), East Africa (EAC), Southern Africa (SADC) and West Africa (ECOWAS) have explicitly recognized that enhancing labour mobility is key to advancing economic integration. Only freer circulation of labour can ensure that labour and skills are available when and where needed within these economic spaces.

Discrimination and hostility towards migrant workers undermines social cohesion in countries across the region. Discriminatory treatment of non-national workers is one

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<sup>25</sup> For a discussion of the range of issues associated with loss of human resources through emigration, see: *Towards a fair deal for migrant workers in the globalized economy*, Report VI, ILO, Geneva, 2004.

<sup>26</sup> World Health Organization: *World Health Statistics*, 2006. WHO. Geneva.

factor impeding implementation of labour circulation protocols in the Regional Economic Communities by undermining the equality of treatment necessary for efficient labour markets and therefore successful economic integration.

In sum, migration in and from Africa is a key challenge for development, integration and social welfare across the region. To take up this challenge, a clear policy agenda has emerged on regulating labour migration in Africa. Tripartite consultations on labour migration in most African sub-regions,<sup>27</sup> convened by the ILO, generated common views on labour migration challenges and formulated specific subregional “road maps” for tripartite cooperation on labour migration.

In parallel, the African Union has developed, with ILO support, a Strategic Framework for a Migration Policy for Africa that was adopted at the 7<sup>th</sup> Ordinary Session of the Assembly of African Heads of State and Government (Banjul, July 2006).

The subregional roadmaps on labour migration and the AU strategic framework echo the Resolution and Conclusions on migrant workers adopted by the 92<sup>nd</sup> International Labour Conference in 2004. The ensuing non-binding ILO Multilateral Framework on Labour Migration offers a comprehensive approach to effectively govern labour migration in Africa.

This policy agenda first and foremost recognizes that most migration is related to employment and the world of work. Migrant labour represents an increasingly important component of labour markets in many countries. Decent treatment of migrant workers, equality of treatment with national workers, and cooperative workplace relations requires regulating labour migration as a function of administering labour markets and the labour economy, not security and control.

The framework calls for improving data and knowledge on labour migration, and application of this knowledge to policy formulation, implementation and evaluation is essential. Consolidating a rights-based legal foundation for migration policy in national legislation and regional instruments is another priority. In Africa, 26 countries have ratified or signed one or more of the three core international instruments: ILO Conventions 97 and 143 on migration for employment and the 1990 International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. Adoption of these instruments by all African countries would ensure the foundation for a consistent regional approach.

Involving the social partners in migration policy and its implementation is imperative. Social dialogue mechanisms on migration have been established in more than 12 African countries; they are needed elsewhere across the continent. A regional tripartite consultative mechanism on migration would be useful.

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<sup>27</sup> ILO Tripartite Seminar on Labour Migration in Southern Africa, Pretoria, December 2002; Seminaire tripartite de migration de main d’oeuvre en Afrique Central, Douala, Cameroon, March 2003; Tripartite migration seminar for East Africa, Arusha, December 2004; Tripartite Capacity Building Seminar for the Maghreb, Algiers, April 2005; ILO Ministerial Symposium and Tripartite Capacity Building Seminar in West Africa, Dakar, July 2005; African-European Dialogue on Labour Migration for Integration and Development, Brussels, April, 2006; Inter-regional Tripartite Seminar on Migration Flows between Sub-Saharan Africa, Maghreb and Europe, Rabat, April 2006.

Policy guidelines relevant to Africa include minimizing and compensating for brain drain; enhancing skills and knowledge acquisition opportunities for migrants, facilitating enterprise creation by migrants, obtaining safe and inexpensive channels for remittances, promoting employment producing investments of remittances, and mobilizing resources abroad for home country development.

A key priority would be effectively implementing legal labour mobility regimes in regional integration initiatives, including harmonization of labour codes, of migration regulations, of social security provisions and other legislation.

# 4. Conclusions

The conclusions one might draw from the preceding analyses would seem to be self-evident. Whereas some improvements have been noted over the past decade or so, in terms of the African economic and social situation, and certainly for some individual countries, they are miniscule in comparison to the continuing poverty and employment inadequacies that pervade the continent. The main challenges that emerge from the foregoing analysis are:

- 1. The rate of poverty and the proportions of working poor are extraordinarily high.**
- 2. The great majority of people work in the informal economy – in self-employment and as contributing family workers and mainly in agriculture – and are “under-employed”.**
- 3. Unemployment continues to be a serious problem.**
- 4. Economic growth, for most countries, has not led to sufficient job growth.**
- 5. Child labour is a serious problem in many countries in Africa.**
- 6. HIV/AIDS, rampant in at least 40 African nations, has an immediate, negative impact on the labour market.**
- 7. Chances for women and youth in most African labour markets are limited.**
- 8. Very few African countries regularly collect – and some do not collect at all – data on any of these problems through labour force surveys in order to monitor progress and help determine appropriate governmental action, both at the country level and internationally.**

This last point cannot be stressed enough. It is true that the collection of data on the labour market situation in countries can be an expensive exercise. However, unless these data are obtained, on a regular basis, countries can use their absence as a justification to devote (often meagre) resources to other areas, and thus avoid focusing attention where the greatest problems lie. Everyone concurs that poverty must be reduced and that decent jobs must be created. But, to do that, countries must know where to pinpoint their efforts: in the rural or urban sectors; in agriculture, industry, or services; towards more wage and salaried jobs for women, youth, or adult men; etc. All of these areas will require a constant focus of attention. Having good, current data is essential.

## The Ouagadougou Summit

The above challenges were clearly recognized by the African Union Extraordinary Summit on Employment and Poverty Alleviation in Africa (Ouagadougou, September 2004). The Summit adopted a Declaration, Plan of Action and Follow-up Mechanism, calling on Member States to place employment at the centre of economic and social policies. The Summit participants committed themselves to the development of integrated economic and social policies and to implementing reforms at national, regional and continental levels to eliminate the structural constraints to investment and entrepreneurship. These policies are meant to reinforce equality of opportunity for vulnerable and marginalized groups. The Summit adopted a solemn declaration placing employment as an explicit and central objective of economic and social policies for sustainable poverty alleviation, and endorsed an eleven-point action plan to achieve this goal. It also set in place follow-up mechanisms at the national, regional and continental levels including precise timetables for implementation to monitor the process at all levels and to report back.

The primary goal of the Plan of Action is “to reverse the current trends of pervasive and persistent poverty, unemployment and under-employment on the continent; and to have tangible improvement in the living standards of the people and their families at the national and community levels in Africa”. The Plan of Action provides guidelines and key objectives for Member States to formulate their own mechanisms based on their national needs and specificities. The Heads of State and Government at the Summit were aware that this would be a tall order and hence adopted eleven (11) priority areas of action. The priority areas are structured at national, regional and continental levels of intervention. Member States are called upon to utilize the Plan of Action to develop and implement their own short, medium and long-term National Action Plans to create jobs and eradicate poverty. The areas identified are the following:

- i. Ensuring political leadership and commitment to create an enabling environment of good governance for investment, development and poverty alleviation in the context of NEPAD and the attainment of Millennium Development Goals (MDGs);
- ii. Promoting the agricultural sector and rural development, sustainable management of the environment for food security and development of support infrastructure;
- iii. Developing an appropriate framework for integration and harmonization of economic and social policies;
- iv. Improving and strengthening the existing social protection schemes and extending it to workers and their families currently excluded, as well as occupational safety, health and hygiene;
- v. Empowering women by integrating them in the labour markets and enabling them to participate effectively in the development of poverty reduction strategies, policies and programmes;
- vi. Focusing on human and institutional capacity building for public and private institutions in charge of employment promotion and poverty alleviation, including the social partners and other relevant actors of the civil society;

- vii. Utilizing key sectors with high employment potential to generate more jobs and allocate adequate resources for that purpose;
- viii. Building international cooperation, fair and equitable globalization, and partnerships for an enhanced international support to Africa's efforts towards achieving sustainable development, putting emphasis on the employment agenda, poverty alleviation, regional integration and a better participation in the globalization process;
- ix. Promoting regional and economic cooperation among the Regional Economic Communities in order to expand the economic space, intra and inter-regional trade, markets and exploit the economies of scale;
- x. Targeting and empowering vulnerable groups such as persons with disabilities, aged persons, migrants, children, youth and people infected and affected by HIV/AIDS, malaria, tuberculosis and other related infectious diseases, internally displaced persons, refugees, migrants and the working poor; and
- xi. Mobilizing resources at national, regional and international levels.

The follow-up mechanism established the modalities of assessing and evaluating progress being made in the implementation of the Declaration and Plan of Action at the national, regional and continental levels. Member States and the Regional Economic Communities were designated made responsible for implementation. Further, the Summit called on UN agencies, global and regional financial institutions, to adopt greater policy coherence and to increase support for employment within the context of national and other development strategies.

# 5. Statistical appendix

## Population

Table 1a. Working age population (population of persons 15 years and over) in African countries, 1991, 1996, 2001, 2006

Table 1b. Population of persons 15 years and over in African countries by sex and age groups, 2005

## Labour force

Table 2a. Labour force participation rates in African countries, both sexes, 1991-2006

Table 2b. Male labour force participation rates in African countries, 1991-2006

Table 2c. Female labour force participation rates in African countries, 1991-2006

Table 3. Labour force participation rates in African countries by sex and age, 2005

Table 4a. The labour force in African countries, both sexes, 1991-2006

Table 4b. Male labour force in African countries, 1991-2006

Table 4c. Female labour force in African countries, 1991-2006

## Employment

Table 5a. Employment-to-population ratios in selected African countries, both sexes, 1990-2005

Table 5b. Male employment-to-population ratios in selected African countries, 1990-2005

Table 5c. Female employment-to-population ratios in selected African countries, 1990-2005

Table 6a. Total employment in African countries, 1990-2005

Table 6b. Male employment in African countries, 1990-2005

Table 6c. Female employment in African countries, 1990-2005

## Unemployment

Table 7a. Unemployment rates in selected African countries, 1990-2004

Table 7b. Male unemployment rates in selected African countries, 1990-2004

Table 7c. Female unemployment rates in selected African countries, 1990-2004

Table 8a. Unemployment in selected African countries, 1990-2004

Table 8b. Male unemployment in selected African countries, 1990-2004

Table 8c. Female unemployment in selected African countries, 1990-2004

### **Status in employment**

Table 9a. Percentage shares of people in total employment that are wage and salaried workers in selected African countries, 1990-2004

Table 9b. Percentage shares of people in total employment that are self-employed workers in selected African countries, 1990-2004

Table 9c. Percentage shares of people in total employment that are contributing family workers in selected African countries, 1990-2004

Table 10. Percentage shares in employment by status in African region, total and by sex, 1996 and 2006

### **Sectoral employment**

Table 11a. Sectoral employment in African region, total and by sex, selected years, 1996-2006

Table 11b. Percentage distribution of sectoral employment in African region, selected years, 1996-2006

Table 12. The female share of sectoral employment in African region, selected years, 1996-2006

### **Youth unemployment**

Table 13a. Youth unemployment rates in selected African countries, both sexes, 1990-2004

Table 13b. Youth male unemployment rates in selected African countries, 1990-2004

Table 13c. Youth female unemployment rates in selected African countries, 1990-2004



**Table 1a. Working age population (population of persons 15 years and over) in African countries, 1991, 1996, 2001, 2006**

In thousands	1991	1996	2001	2006
<b>African region</b>	<b>363'193</b>	<b>419'266</b>	<b>480'319</b>	<b>544'783</b>
<b>Sub-Saharan Africa</b>	<b>276'331</b>	<b>318'887</b>	<b>364'767</b>	<b>414'214</b>
Angola	5'711	6'621	7'548	8'803
Benin	2'841	3'431	4'060	4'879
Botswana	812	969	1'082	1'103
Burkina Faso	4'638	5'236	6'029	7'227
Burundi	3'141	3'252	3'480	4'340
Cameroon	6'598	7'618	8'708	9'823
Cape Verde	190	223	267	316
Central African Republic	1'737	1'985	2'178	2'340
Chad	3'377	3'877	4'508	5'287
Comoros	289	345	411	477
Congo	1'387	1'615	1'891	2'171
Congo, Democratic Republic of	20'757	24'392	27'148	31'229
Côte d'Ivoire	7'024	8'325	9'729	10'791
Equatorial Guinea	208	231	258	286
Eritrea	1'638	1'718	2'040	2'524
Ethiopia	28'601	33'395	38'371	44'209
Gabon	565	659	758	850
Gambia	555	669	800	935
Ghana	8'843	10'332	12'032	13'852
Guinea	3'657	4'347	4'832	5'416
Guinea-Bissau	574	660	746	855
Kenya	12'476	15'151	17'654	20'092
Lesotho	888	973	1'074	1'106
Liberia	1'115	1'212	1'679	1'772
Madagascar	6'825	7'930	9'223	10'740
Malawi	5'211	5'712	6'306	6'934
Mali	4'756	5'399	6'191	7'213
Mauritania	1'168	1'336	1'547	1'800
Mauritius	756	831	893	951

In thousands	1991	1996	2001	2006
Mozambique	7'401	9'095	10'215	11'322
Namibia	816	949	1'094	1'215
Niger	4'463	5'263	6'219	7'352
Nigeria	50'325	57'701	66'090	75'235
Réunion	426	477	530	581
Rwanda	3'410	2'859	4'484	5'255
Senegal	4'370	5'052	5'904	6'899
Sierra Leone	2'403	2'406	2'681	3'245
Somalia	3'635	3'593	4'042	4'741
South Africa	23'417	27'747	30'779	32'168
Swaziland	471	524	584	614
Tanzania, United Republic of	14'793	17'550	19'950	22'530
Togo	2'184	2'547	3'076	3'580
Uganda	9'385	10'793	12'469	14'780
Zambia	4'611	5'211	5'849	6'448
Zimbabwe	5'893	6'682	7'357	7'920
<b>North Africa</b>	<b>86'863</b>	<b>100'379</b>	<b>115'553</b>	<b>130'569</b>
Algeria	14'903	17'649	20'685	23'701
Egypt	33'686	38'552	44'357	50'339
Libyan Arab Jamahiriya	2'532	3'058	3'678	4'188
Morocco	15'311	17'535	19'925	22'126
Sudan	15'182	17'549	20'071	22'581
Tunisia	5'249	6'037	6'837	7'634

**Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.**

**Table 1b. Population of persons 15 years and over in African countries by sex and age groups, 2005.**

In thousands	Male + Female				Male				Female			
	15-24	25-54	55-64	65+	15-24	25-54	55-64	65+	15-24	25-54	55-64	65+
<b>African region</b>	<b>188'513</b>	<b>272'805</b>	<b>38'002</b>	<b>30'749</b>	<b>94'993</b>	<b>135'636</b>	<b>18'037</b>	<b>13'680</b>	<b>93'519</b>	<b>137'168</b>	<b>19'965</b>	<b>17'069</b>
<b>Sub-Saharan Africa</b>	<b>148'480</b>	<b>203'668</b>	<b>28'311</b>	<b>22'020</b>	<b>74'682</b>	<b>100'995</b>	<b>13'344</b>	<b>9'760</b>	<b>73'798</b>	<b>102'673</b>	<b>14'966</b>	<b>12'260</b>
Angola	3'216	4'389	538	391	1'598	2'145	251	172	1'618	2'245	287	219
Benin	1'733	2'429	318	229	881	1'235	144	96	852	1'194	174	133
Botswana	431	536	75	59	217	260	33	23	214	276	42	36
Burkina Faso	2'722	3'453	451	361	1'376	1'712	233	161	1'346	1'741	218	199
Burundi	1'703	1'990	252	205	848	952	105	78	855	1'038	147	127
Cameroon	3'501	4'784	707	601	1'757	2'372	335	271	1'745	2'412	373	329
Cape Verde	116	155	13	22	58	72	5	8	58	83	9	14
Central African Republic	850	1'113	176	164	419	539	78	69	430	574	98	95
Chad	1'905	2'585	355	296	948	1'273	166	131	957	1'313	189	165
Comoros	167	245	30	21	84	123	14	9	83	122	16	12
Congo	791	1'061	145	117	395	525	67	51	396	536	77	66
Congo, Democratic Republic of	11'482	15'258	2'066	1'537	5'741	7'562	954	659	5'741	7'696	1'112	879
Côte d'Ivoire	3'983	5'176	803	594	1'993	2'697	434	305	1'990	2'479	368	289
Djibouti	160	247	34	23	81	123	17	10	80	123	18	13
Equatorial Guinea	98	140	22	20	49	69	10	9	49	71	12	11
Eritrea	906	1'257	167	102	451	606	72	40	456	651	95	62
Ethiopia	15'643	21'993	3'051	2'271	7'825	10'870	1'463	1'036	7'818	11'124	1'589	1'234
Gabon	285	426	59	60	143	210	29	27	142	216	29	33
Gambia	287	489	76	57	143	240	37	26	144	249	39	31
Ghana	4'727	6'925	1'022	810	2'405	3'488	504	385	2'322	3'437	518	426
Guinea	1'793	2'716	448	332	924	1'399	221	155	869	1'317	227	178
Guinea-Bissau	299	426	60	48	148	208	28	22	150	218	31	27
Kenya	7'847	9'696	1'084	966	3'931	4'882	514	447	3'916	4'814	569	519
Lesotho	461	459	88	94	226	184	36	40	235	275	52	54
Liberia	663	892	109	73	334	444	52	32	329	448	57	41
Madagascar	3'627	5'507	704	582	1'814	2'736	337	266	1'813	2'771	367	316
Malawi	2'553	3'357	487	388	1'273	1'641	231	180	1'279	1'716	256	208
Mali	2'747	3'438	450	365	1'393	1'668	199	156	1'353	1'770	251	208
Mauritania	587	927	130	104	294	453	60	47	293	473	70	57
Mauritius	198	568	90	82	100	286	43	34	98	282	48	48

In thousands	Male + Female				Male				Female			
	15-24	25-54	55-64	65+	15-24	25-54	55-64	65+	15-24	25-54	55-64	65+
Mozambique	4'015	5'596	816	661	2'004	2'560	367	280	2'011	3'036	450	381
Namibia	428	605	84	71	216	296	39	31	213	309	45	40
Niger	2'701	3'716	424	273	1'394	1'907	199	123	1'307	1'808	225	150
Nigeria	27'316	36'862	5'146	3'982	13'915	18'537	2'457	1'808	13'400	18'326	2'689	2'174
Réunion	130	333	54	54	66	163	25	21	64	170	28	33
Rwanda	2'151	2'430	304	223	1'060	1'134	139	95	1'091	1'296	165	127
Sao Tome and Principe	37	46	5	7	19	22	2	3	18	24	3	4
Senegal	2'495	3'375	458	364	1'252	1'615	198	162	1'243	1'760	261	202
Sierra Leone	1'049	1'659	267	184	523	814	125	82	526	845	142	103
Somalia	1'557	2'528	297	216	777	1'243	141	98	780	1'286	156	118
South Africa	9'624	17'584	2'745	2'014	4'844	8'600	1'260	786	4'780	8'985	1'485	1'229
Swaziland	271	258	44	37	135	115	20	16	136	143	24	21
Tanzania, United Republic of	8'236	10'906	1'621	1'238	4'126	5'452	749	535	4'110	5'454	872	703
Togo	1'272	1'770	239	192	634	869	113	84	638	901	127	108
Uganda	5'865	6'819	885	707	2'941	3'414	414	321	2'924	3'405	470	386
Zambia	2'565	2'982	423	351	1'285	1'517	197	156	1'280	1'465	226	195
Zimbabwe	3'286	3'561	488	474	1'641	1'765	226	215	1'645	1'796	262	259
<b>North Africa</b>	<b>40'033</b>	<b>69'137</b>	<b>9'691</b>	<b>8'729</b>	<b>20'312</b>	<b>34'642</b>	<b>4'693</b>	<b>3'920</b>	<b>19'721</b>	<b>34'495</b>	<b>4'998</b>	<b>4'809</b>
Algeria	7'424	12'728	1'468	1'494	3'784	6'443	698	674	3'639	6'285	770	820
Egypt	15'442	26'074	4'135	3'544	7'806	13'041	2'022	1'577	7'635	13'032	2'113	1'967
Libyan Arab Jamahiriya	1'318	2'210	326	239	672	1'138	184	125	646	1'072	142	114
Morocco	6'479	12'177	1'520	1'514	3'285	6'029	704	649	3'194	6'148	816	865
Sudan	7'272	11'748	1'689	1'305	3'691	5'885	816	601	3'581	5'863	873	704
Tunisia	2'098	4'200	552	633	1'073	2'105	268	294	1'026	2'094	284	339

Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.

**Table 2a. Labour force participation rates in African countries, both sexes, 1991-2006.**

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>African region</b>	<b>69.9</b>	<b>69.9</b>	<b>69.8</b>	<b>70.0</b>	<b>69.7</b>	<b>69.5</b>	<b>69.4</b>	<b>69.2</b>	<b>69.2</b>	<b>69.0</b>	<b>68.8</b>	<b>68.7</b>	<b>68.5</b>	<b>68.4</b>	<b>68.2</b>	<b>68.1</b>
<b>Sub-Saharan Africa</b>	<b>76.2</b>	<b>76.3</b>	<b>76.2</b>	<b>76.2</b>	<b>76.0</b>	<b>75.8</b>	<b>75.6</b>	<b>75.5</b>	<b>75.3</b>	<b>75.1</b>	<b>74.9</b>	<b>74.7</b>	<b>74.4</b>	<b>74.2</b>	<b>73.9</b>	<b>73.6</b>
Angola	82.2	81.2	83.0	81.6	83.5	83.4	83.4	83.1	82.7	82.9	83.0	82.3	82.0	81.7	81.3	80.6
Benin	73.3	73.2	73.3	73.1	72.9	72.6	72.3	72.0	71.7	71.3	70.9	70.5	70.2	69.9	69.6	69.3
Botswana	65.3	64.7	64.2	63.2	62.7	61.8	61.2	60.6	59.6	58.5	58.2	57.5	56.8	56.2	55.6	55.1
Burkina Faso	83.9	84.1	84.1	84.3	84.3	84.2	84.1	84.2	84.0	84.1	83.9	83.7	83.4	83.1	83.0	82.8
Burundi	90.5	90.7	91.2	91.6	92.0	92.4	92.4	92.2	92.2	92.2	91.9	91.6	91.5	91.2	91.0	90.9
Cameroon	69.1	69.5	69.7	69.9	69.8	69.4	68.9	68.6	68.2	67.7	67.1	66.8	66.6	66.2	65.8	65.4
Cape Verde	61.3	61.2	60.8	60.4	59.9	59.3	58.6	57.7	56.7	55.8	55.4	54.9	54.4	54.0	53.6	53.3
Central African Republic	79.7	80.1	80.1	79.9	79.6	80.0	79.8	79.7	79.5	79.4	79.4	79.4	79.8	79.7	79.5	79.2
Chad	71.2	70.8	72.4	72.6	72.6	72.7	72.6	72.0	72.3	72.6	72.1	71.5	70.1	68.1	67.4	66.9
Comoros	74.7	74.2	73.9	74.0	73.7	73.5	73.0	72.6	72.3	72.2	72.2	72.1	72.1	72.0	71.9	71.8
Congo	72.3	73.7	74.3	74.5	74.6	75.2	71.9	75.7	75.7	76.8	76.9	77.0	76.8	76.9	77.0	77.1
Congo, Democratic Republic of	75.2	75.5	75.7	76.1	74.0	73.9	75.3	75.6	75.5	75.3	75.3	75.5	75.8	75.8	75.8	75.9
Côte d'Ivoire	67.9	67.9	67.8	67.8	67.3	66.7	66.1	65.5	65.0	64.8	64.6	64.6	64.6	64.3	64.1	63.7
Equatorial Guinea	68.9	69.1	69.5	69.5	69.4	69.6	69.3	69.8	69.9	70.2	70.2	70.1	70.1	69.9	69.8	69.9
Eritrea	75.7	75.7	75.4	74.7	74.2	73.8	73.8	73.4	73.6	74.2	73.8	74.0	73.8	73.7	73.7	73.6
Ethiopia	81.9	82.5	81.8	81.8	81.7	81.3	81.1	81.3	81.1	80.8	80.4	80.2	80.4	79.8	79.5	79.1
Gabon	72.6	72.8	73.0	73.1	72.6	72.3	72.1	72.0	72.5	72.2	72.0	71.5	71.9	71.6	71.3	70.8
Gambia	74.0	74.1	74.0	74.1	74.1	73.9	73.6	73.4	73.0	72.7	72.8	73.0	72.4	72.1	71.8	71.5
Ghana	77.9	77.7	77.4	77.2	77.0	76.5	75.5	75.0	74.6	74.1	73.8	73.4	73.0	72.6	72.2	71.8
Guinea	85.0	85.1	85.2	85.0	84.9	84.8	84.6	84.4	84.4	84.4	84.3	84.1	84.1	84.0	84.0	83.8
Guinea-Bissau	73.9	74.2	74.4	74.6	74.6	74.3	74.4	76.0	76.0	76.0	76.1	76.8	77.1	77.1	77.2	77.2
Kenya	81.8	81.8	81.3	81.2	80.8	80.5	80.2	79.9	79.6	79.4	79.3	79.1	78.9	78.8	78.7	78.8
Lesotho	68.4	67.7	67.2	66.6	65.8	64.2	62.9	62.5	61.8	61.0	60.3	59.6	58.6	58.0	57.5	57.1
Liberia	69.6	69.7	69.8	69.7	69.7	69.5	69.4	69.4	69.3	69.3	69.2	69.2	69.1	69.1	69.1	69.3
Madagascar	81.4	81.7	81.7	81.8	81.9	82.1	82.1	82.1	82.1	81.9	81.7	82.7	82.2	82.1	82.0	81.8
Malawi	87.7	87.8	87.1	87.3	86.3	86.3	86.4	86.5	86.6	86.9	87.4	87.5	87.4	87.5	87.5	87.3
Mali	81.2	80.8	81.1	81.2	80.9	80.9	80.6	80.4	80.2	80.2	79.2	79.0	79.1	79.1	79.2	79.2
Mauritania	70.0	69.9	69.3	69.3	69.1	69.0	68.8	68.8	68.6	68.8	68.5	69.5	68.8	68.8	68.7	68.2
Mauritius	61.4	60.9	60.3	59.7	59.2	59.3	59.5	59.7	59.8	60.0	60.2	60.0	59.7	59.4	59.0	58.5

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Mozambique	87.7	87.9	87.7	87.4	87.3	87.2	86.8	86.2	85.8	85.7	84.9	84.7	84.4	84.0	83.6	83.1
Namibia	56.9	56.4	57.3	57.0	57.3	57.0	56.9	57.0	56.9	56.8	56.5	56.0	55.3	54.6	53.9	53.0
Niger	82.5	83.0	83.0	83.0	83.0	83.1	83.2	83.0	83.2	83.4	83.3	83.3	83.3	83.3	83.3	83.3
Nigeria	66.8	66.7	66.6	66.9	67.1	67.0	66.8	66.5	66.5	66.1	66.2	65.7	64.9	64.6	64.1	63.6
Réunion	51.3	51.8	51.8	52.1	51.8	51.5	51.3	51.0	50.7	50.6	50.2	50.0	49.6	49.0	48.4	47.8
Rwanda	86.9	86.8	87.5	89.3	88.1	87.0	87.1	86.4	85.7	85.0	84.2	83.4	82.7	82.1	81.5	81.3
Senegal	73.5	73.5	73.8	73.5	73.2	72.9	72.5	72.1	71.6	71.2	70.6	70.3	69.7	69.2	68.6	68.2
Sierra Leone	71.2	72.0	72.3	72.6	73.3	73.4	74.1	74.3	74.7	74.7	74.6	74.4	74.3	74.2	74.1	74.0
Somalia	77.5	77.1	76.7	76.4	76.2	76.3	76.4	76.6	76.7	76.8	76.8	76.7	76.7	76.5	76.4	76.3
South Africa	66.5	66.6	66.4	66.0	65.6	65.1	64.8	64.5	64.1	63.7	63.4	63.0	62.7	62.3	61.9	61.4
Swaziland	55.4	55.9	55.7	55.3	55.7	55.3	54.8	53.6	53.1	52.5	51.9	51.2	50.4	49.8	49.3	49.0
Tanzania, United Republic of	89.9	89.9	89.9	89.9	89.9	89.7	89.6	89.4	89.3	89.0	88.6	88.3	87.9	87.7	87.4	87.2
Togo	71.6	71.8	72.5	71.7	71.3	70.9	70.7	70.8	70.6	70.7	70.7	70.4	70.2	69.9	69.7	69.3
Uganda	85.9	85.9	85.8	85.6	85.2	84.9	84.8	84.7	84.4	84.1	83.9	83.7	83.6	83.4	83.2	83.1
Zambia	77.5	77.9	77.9	78.6	78.9	78.6	78.6	78.6	78.7	78.5	78.3	78.1	77.9	77.7	77.5	77.2
Zimbabwe	75.0	75.4	75.6	75.7	75.9	75.8	75.8	74.6	73.4	73.8	74.2	73.7	73.1	72.8	72.5	72.2
<b>North Africa</b>	<b>50.0</b>	<b>49.7</b>	<b>49.6</b>	<b>50.2</b>	<b>49.7</b>	<b>49.9</b>	<b>49.5</b>	<b>49.4</b>	<b>50.2</b>	<b>49.8</b>	<b>49.5</b>	<b>49.7</b>	<b>50.0</b>	<b>50.2</b>	<b>50.5</b>	<b>50.6</b>
Algeria	50.6	51.1	51.6	52.1	52.6	53.0	53.5	54.0	54.6	55.1	55.7	56.3	56.8	57.4	57.9	58.3
Egypt	47.7	47.2	47.0	47.9	46.7	46.2	45.6	45.0	46.7	46.4	45.8	46.0	46.3	46.6	46.9	47.2
Libyan Arab Jamahiriya	51.6	51.8	52.1	52.3	52.5	52.7	52.9	53.1	53.5	53.9	54.2	54.5	54.9	55.4	56.0	56.2
Morocco	52.6	52.7	52.9	53.3	53.4	53.9	54.2	54.7	55.0	53.7	52.5	52.2	53.2	53.5	53.9	54.1
Sudan	52.1	51.2	50.4	50.4	49.8	50.5	49.1	48.7	48.1	47.1	47.2	47.1	46.7	46.2	45.6	45.0
Tunisia	48.4	48.4	48.5	48.5	48.6	48.7	48.8	49.1	49.5	49.8	50.2	50.7	51.1	51.4	51.8	52.1

Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.

**Table 2b. Male Labour force participation rates in African countries, 1991-2006.**

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>African region</b>	<b>84.9</b>	<b>85.0</b>	<b>84.9</b>	<b>85.1</b>	<b>84.8</b>	<b>84.6</b>	<b>84.5</b>	<b>84.4</b>	<b>84.4</b>	<b>84.1</b>	<b>83.9</b>	<b>83.8</b>	<b>83.6</b>	<b>83.4</b>	<b>83.1</b>	<b>82.9</b>
<b>Sub-Saharan Africa</b>	<b>87.5</b>	<b>87.8</b>	<b>87.8</b>	<b>87.9</b>	<b>87.6</b>	<b>87.4</b>	<b>87.4</b>	<b>87.3</b>	<b>87.1</b>	<b>86.9</b>	<b>86.8</b>	<b>86.6</b>	<b>86.3</b>	<b>86.0</b>	<b>85.7</b>	<b>85.4</b>
Angola	90.7	88.8	91.9	89.6	92.6	92.5	92.6	92.1	91.5	91.9	92.1	91.1	90.8	90.4	89.8	88.8
Benin	89.6	89.5	89.6	89.4	89.2	88.9	88.5	88.3	87.9	87.6	87.2	86.8	86.4	86.3	86.0	85.7
Botswana	75.2	75.0	75.1	73.9	73.8	72.9	72.8	72.5	70.5	68.2	68.2	67.1	66.4	65.7	65.1	64.7
Burkina Faso	90.9	91.1	91.0	91.2	91.1	90.8	90.5	90.7	90.3	90.4	90.1	90.0	89.6	89.4	89.3	89.1
Burundi	90.1	90.3	91.0	91.5	92.1	92.7	92.6	92.3	92.3	92.4	92.1	91.9	91.9	91.7	91.4	91.4
Cameroon	82.8	83.5	84.2	84.6	84.5	84.1	83.7	83.4	83.1	82.6	81.9	81.8	81.8	81.4	81.1	80.7
Cape Verde	85.7	85.7	85.0	84.4	83.7	83.3	82.6	81.7	80.6	79.7	79.4	79.0	78.6	78.4	78.1	77.9
Central African Republic	89.2	89.9	90.0	89.6	89.3	89.8	89.6	89.3	89.2	89.0	89.0	89.1	89.8	89.7	89.4	89.1
Chad	78.6	77.9	80.5	80.6	80.6	80.7	80.3	79.2	79.7	80.1	79.1	78.0	75.5	72.0	70.6	69.8
Comoros	86.9	86.4	86.2	86.8	86.6	86.7	86.3	86.2	86.1	86.3	86.5	86.6	86.7	86.8	86.8	86.8
Congo	86.8	88.8	89.6	89.8	89.9	90.7	85.7	91.5	91.4	92.9	92.9	93.0	92.7	92.7	92.7	92.7
Congo, Democratic Republic of	90.6	91.0	91.2	91.7	88.5	88.2	90.4	90.8	90.7	90.4	90.3	90.5	90.9	90.9	90.9	90.9
Côte d'Ivoire	89.7	90.0	90.0	90.3	89.8	89.3	88.9	88.5	88.2	88.3	88.3	88.6	88.9	88.8	88.8	88.6
Equatorial Guinea	90.9	91.1	91.8	91.7	91.4	91.5	90.8	91.2	91.2	91.4	91.3	91.1	91.1	90.6	90.5	90.4
Eritrea	92.1	92.2	91.8	91.0	90.4	89.9	89.9	89.5	89.8	91.0	90.3	90.7	90.5	90.4	90.4	90.4
Ethiopia	92.0	92.8	91.7	91.7	91.5	90.9	90.6	91.0	90.7	90.4	89.8	89.8	90.2	89.5	89.1	88.7
Gabon	83.0	83.4	83.6	83.5	82.7	82.3	82.2	82.3	83.2	83.0	83.0	82.4	83.3	83.1	82.9	82.6
Gambia	86.2	86.6	86.7	87.0	87.2	87.2	86.9	86.7	86.3	85.9	86.3	87.0	86.2	85.9	85.6	85.4
Ghana	79.6	79.4	79.1	79.0	78.8	78.5	77.2	76.8	76.5	76.1	76.0	75.7	75.3	75.0	74.7	74.3
Guinea	90.1	90.2	90.2	89.9	89.8	89.6	89.3	89.0	88.9	88.9	88.8	88.6	88.5	88.5	88.5	88.4
Guinea-Bissau	90.3	90.6	90.7	90.8	90.6	90.1	90.0	92.4	92.2	91.9	92.0	92.9	93.2	93.1	93.0	92.9
Kenya	89.8	90.1	89.8	89.9	89.8	89.6	89.5	89.5	89.3	89.4	89.3	89.4	89.3	89.3	89.3	89.4
Lesotho	84.5	83.6	83.0	82.1	81.1	79.0	77.3	77.3	76.9	76.3	75.4	74.7	73.5	73.0	72.5	72.1
Liberia	84.8	85.0	85.1	85.0	84.9	84.7	84.5	84.5	84.4	84.3	84.1	84.2	83.9	83.9	83.9	84.0
Madagascar	84.1	84.5	84.6	84.8	85.0	85.2	85.3	85.3	85.3	85.0	84.8	86.5	85.8	85.7	85.6	85.5
Malawi	90.7	91.1	90.2	90.8	89.5	89.3	89.3	89.3	89.3	89.5	90.2	90.3	90.0	89.9	89.8	89.6
Mali	89.9	89.4	89.9	89.9	89.5	89.4	88.9	88.6	88.2	88.2	86.6	86.3	86.4	86.5	86.5	86.6
Mauritania	85.4	85.4	84.4	84.5	84.2	84.2	83.8	83.8	83.5	84.0	83.3	85.0	84.0	83.9	83.9	83.0
Mauritius	82.0	81.5	80.9	80.4	80.0	79.9	79.9	79.9	79.9	79.9	79.9	79.7	79.5	79.2	78.8	78.3

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Mozambique	87.9	88.6	88.4	88.2	88.2	88.0	87.4	86.4	85.7	85.6	84.3	84.0	83.5	82.9	82.3	81.7
Namibia	65.2	64.0	65.5	64.7	65.1	64.6	64.5	64.7	64.8	64.8	64.9	64.6	63.9	63.3	62.7	62.1
Niger	94.3	94.9	95.0	94.9	94.9	95.0	95.1	94.8	95.0	95.3	95.1	95.1	95.1	95.1	95.1	95.0
Nigeria	86.0	86.0	85.8	86.2	86.5	86.5	86.4	86.1	86.2	85.7	86.1	85.4	84.2	83.9	83.2	82.7
Réunion	61.2	62.2	62.2	63.0	62.6	62.2	62.2	61.8	61.6	61.7	61.3	61.2	60.8	60.0	59.1	58.2
Rwanda	87.9	87.7	88.9	91.7	89.9	88.4	88.9	88.1	87.3	86.7	85.9	85.1	84.6	84.0	83.6	83.4
Senegal	86.6	86.8	87.4	87.0	86.7	86.5	86.2	85.9	85.4	85.0	84.6	84.4	83.9	83.5	83.0	82.7
Sierra Leone	89.8	90.8	91.3	91.5	92.6	92.5	93.6	93.8	94.2	94.1	93.9	93.6	93.4	93.2	93.0	92.8
Somalia	95.2	94.9	94.5	94.4	94.3	94.4	94.5	94.7	94.8	94.9	94.9	94.8	94.7	94.5	94.4	94.3
South Africa	79.8	80.6	80.8	80.8	80.7	80.4	80.3	80.4	80.3	80.1	79.8	79.6	79.3	79.0	78.6	78.2
Swaziland	77.3	78.1	77.6	77.0	77.7	77.5	77.1	75.5	75.2	74.7	74.3	73.4	72.6	72.0	71.6	71.3
Tanzania, United Republic of	91.6	91.7	91.8	91.9	91.9	91.7	91.6	91.5	91.4	91.0	90.7	90.3	89.9	89.7	89.5	89.2
Togo	90.3	90.7	91.9	90.8	90.5	90.1	89.9	90.3	90.3	90.7	90.8	90.5	90.4	90.2	90.1	89.8
Uganda	91.6	91.5	91.2	91.0	90.3	89.8	89.6	89.4	88.9	88.4	88.2	87.8	87.6	87.3	87.1	86.7
Zambia	89.5	90.0	89.9	90.9	91.3	91.0	91.0	91.1	91.2	91.0	90.7	90.5	90.2	90.0	89.7	89.5
Zimbabwe	80.6	81.7	82.3	82.7	83.1	83.3	83.6	82.8	82.1	83.1	84.3	84.0	83.5	83.7	83.6	83.5
<b>North Africa</b>	<b>76.6</b>	<b>76.3</b>	<b>75.8</b>	<b>76.3</b>	<b>75.8</b>	<b>76.0</b>	<b>75.5</b>	<b>75.2</b>	<b>76.0</b>	<b>75.4</b>	<b>74.9</b>	<b>75.0</b>	<b>75.1</b>	<b>75.1</b>	<b>75.2</b>	<b>75.3</b>
Algeria	78.1	78.3	78.5	78.7	78.9	79.0	79.1	79.1	79.2	79.3	79.4	79.7	79.9	80.1	80.4	80.6
Egypt	73.4	73.1	72.4	73.5	72.5	72.2	71.8	71.4	73.7	73.0	71.7	71.8	72.0	72.2	72.5	72.8
Libyan Arab Jamahiriya	79.6	79.5	79.5	79.4	79.3	79.1	78.9	78.7	78.6	78.7	78.9	79.2	79.6	80.1	80.5	80.9
Morocco	81.1	81.1	81.1	81.2	81.2	81.4	81.5	81.7	81.8	81.3	80.9	80.5	80.7	81.0	81.2	81.5
Sudan	77.5	76.3	75.1	75.3	74.5	76.1	73.8	73.2	72.3	70.7	71.1	71.0	70.5	69.7	68.8	67.7
Tunisia	75.4	75.1	74.9	74.6	74.3	74.1	73.8	74.0	74.1	74.3	74.5	74.7	75.0	75.2	75.5	75.7

Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.



**Table 2c. Female Labour force participation rates in African countries, 1991-2006.**

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>African region</b>	<b>55.3</b>	<b>55.2</b>	<b>55.2</b>	<b>55.3</b>	<b>55.0</b>	<b>54.8</b>	<b>54.7</b>	<b>54.5</b>	<b>54.4</b>	<b>54.2</b>	<b>54.0</b>	<b>53.9</b>	<b>53.8</b>	<b>53.7</b>	<b>53.6</b>	<b>53.5</b>
<b>Sub-Saharan Africa</b>	<b>65.2</b>	<b>65.2</b>	<b>65.1</b>	<b>65.0</b>	<b>64.7</b>	<b>64.5</b>	<b>64.3</b>	<b>64.1</b>	<b>63.8</b>	<b>63.6</b>	<b>63.4</b>	<b>63.1</b>	<b>62.9</b>	<b>62.6</b>	<b>62.4</b>	<b>62.1</b>
Angola	74.2	73.9	74.6	74.1	74.9	74.8	74.8	74.5	74.3	74.3	74.3	73.9	73.7	73.4	73.2	72.8
Benin	57.9	57.7	57.6	57.4	57.1	56.8	56.5	56.2	55.8	55.4	55.0	54.5	54.0	53.6	53.2	52.8
Botswana	56.1	55.1	54.1	53.3	52.3	51.5	50.6	49.6	49.5	49.4	49.0	48.5	47.9	47.4	46.8	46.2
Burkina Faso	77.0	77.3	77.5	77.7	77.8	77.8	77.8	78.0	77.9	78.0	77.8	77.5	77.2	76.9	76.7	76.5
Burundi	90.9	91.1	91.4	91.7	92.0	92.1	92.1	92.1	92.1	92.1	91.8	91.4	91.2	90.9	90.5	90.5
Cameroon	56.0	55.9	55.9	55.8	55.6	55.1	54.7	54.3	53.8	53.3	52.8	52.3	51.9	51.4	51.0	50.4
Cape Verde	41.8	41.6	41.3	41.0	40.6	39.7	38.8	37.8	36.7	35.6	34.9	34.2	33.5	32.8	32.2	31.8
Central African Republic	71.2	71.3	71.3	71.1	70.9	71.1	71.0	70.9	70.8	70.7	70.6	70.6	70.7	70.6	70.4	70.0
Chad	64.1	64.1	64.7	64.9	65.0	65.2	65.2	65.2	65.4	65.6	65.4	65.3	64.9	64.4	64.2	64.1
Comoros	62.8	62.2	61.7	61.5	61.0	60.5	59.8	59.2	58.6	58.1	58.0	57.8	57.6	57.4	57.2	56.9
Congo	58.6	59.3	59.7	59.9	60.0	60.3	58.7	60.7	60.7	61.4	61.5	61.6	61.6	61.7	61.8	62.0
Congo, Democratic Republic of	60.7	60.9	61.0	61.2	60.3	60.2	60.9	61.0	60.9	60.8	60.8	61.0	61.2	61.2	61.2	61.4
Côte d'Ivoire	43.4	43.2	43.1	42.9	42.6	41.9	41.2	40.5	39.9	39.4	39.1	38.8	38.6	38.2	37.9	37.4
Equatorial Guinea	48.1	48.2	48.5	48.6	48.6	48.9	49.0	49.4	49.7	50.0	50.1	50.1	50.1	50.0	50.0	50.2
Eritrea	61.0	60.9	60.5	60.0	59.5	59.2	59.1	58.7	58.7	58.9	58.6	58.7	58.5	58.4	58.3	58.1
Ethiopia	72.3	72.5	72.3	72.3	72.3	72.1	71.9	71.9	71.7	71.5	71.2	71.0	70.8	70.4	70.1	69.7
Gabon	62.5	62.7	62.9	63.0	63.0	62.7	62.4	62.1	62.1	61.8	61.4	61.0	60.8	60.4	60.0	59.3
Gambia	62.4	62.2	62.0	61.8	61.6	61.3	61.0	60.6	60.3	60.0	59.7	59.5	59.1	58.8	58.4	58.0
Ghana	76.2	75.9	75.6	75.4	75.1	74.6	73.8	73.3	72.7	72.1	71.7	71.2	70.7	70.2	69.8	69.3
Guinea	79.8	79.9	79.9	79.9	79.9	79.9	79.8	79.7	79.7	79.7	79.6	79.5	79.4	79.4	79.3	79.1
Guinea-Bissau	58.3	58.6	58.9	59.1	59.3	59.3	59.5	60.5	60.6	60.7	60.9	61.5	61.8	61.9	62.1	62.2
Kenya	74.1	73.7	73.1	72.7	72.1	71.6	71.1	70.6	70.1	69.6	69.3	69.0	68.7	68.4	68.1	68.2
Lesotho	56.1	55.6	55.0	54.5	53.9	52.8	51.7	50.9	50.1	49.2	48.5	47.8	47.0	46.3	45.6	45.2
Liberia	54.6	54.6	54.7	54.7	54.7	54.6	54.6	54.6	54.5	54.5	54.5	54.6	54.5	54.6	54.6	54.8
Madagascar	78.9	78.9	78.9	78.9	78.9	79.0	79.0	79.0	79.0	78.9	78.7	79.0	78.7	78.5	78.4	78.1
Malawi	84.9	84.7	84.2	84.0	83.2	83.4	83.7	83.9	84.1	84.4	84.7	84.9	85.0	85.1	85.2	85.0
Mali	72.8	72.7	72.9	72.9	72.8	72.8	72.7	72.7	72.6	72.6	72.2	72.1	72.1	72.1	72.2	72.1
Mauritania	55.4	55.4	55.1	55.0	54.9	54.8	54.7	54.6	54.5	54.5	54.4	54.6	54.4	54.3	54.3	54.1
Mauritius	41.1	40.5	39.9	39.3	38.8	39.1	39.4	39.8	40.2	40.6	40.9	40.7	40.5	40.2	39.9	39.3

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Mozambique	87.5	87.4	87.1	86.7	86.5	86.4	86.3	86.0	85.9	85.8	85.4	85.3	85.1	84.9	84.7	84.3
Namibia	49.1	49.2	49.5	49.6	49.9	49.8	49.7	49.6	49.4	49.2	48.6	47.9	47.1	46.3	45.5	44.2
Niger	70.6	70.9	70.9	70.8	70.8	70.9	70.9	70.8	71.0	71.2	71.1	71.2	71.2	71.2	71.2	71.1
Nigeria	47.9	47.9	47.8	47.9	47.9	47.7	47.5	47.2	47.0	46.7	46.5	46.1	45.6	45.2	44.8	44.3
Réunion	42.0	42.0	42.0	41.9	41.7	41.5	41.2	40.9	40.5	40.1	39.8	39.5	39.2	38.8	38.5	38.1
Rwanda	86.0	86.0	86.3	87.1	86.5	85.7	85.5	84.8	84.1	83.5	82.7	81.8	81.1	80.3	79.6	79.5
Senegal	61.3	61.2	61.2	61.0	60.8	60.3	59.9	59.4	58.9	58.4	57.7	57.1	56.5	55.8	55.2	54.7
Sierra Leone	53.6	54.0	54.3	54.5	55.0	55.1	55.6	55.8	56.1	56.2	56.2	56.1	56.1	56.1	56.1	56.1
Somalia	60.5	60.0	59.5	59.1	58.7	58.8	59.0	59.2	59.3	59.4	59.4	59.3	59.2	59.1	59.0	59.0
South Africa	53.8	53.2	52.6	51.9	51.2	50.6	50.1	49.5	48.9	48.2	47.9	47.5	47.0	46.6	46.1	45.6
Swaziland	37.8	37.8	37.5	37.2	37.1	36.4	35.8	34.9	34.2	33.5	32.8	32.0	31.2	30.4	29.7	29.2
Tanzania, United Republic of	88.3	88.2	88.1	88.1	88.0	87.8	87.6	87.4	87.3	87.0	86.7	86.3	86.0	85.7	85.4	85.1
Togo	53.8	53.7	53.9	53.3	53.0	52.6	52.3	52.1	51.8	51.7	51.5	51.1	50.8	50.5	50.1	49.7
Uganda	80.3	80.4	80.5	80.5	80.3	80.2	80.2	80.1	80.0	79.8	79.8	79.7	79.6	79.5	79.5	79.4
Zambia	66.0	66.2	66.3	66.6	66.8	66.6	66.6	66.5	66.4	66.3	66.1	65.9	65.6	65.4	65.2	65.0
Zimbabwe	69.4	69.3	69.2	69.1	68.9	68.7	68.4	66.8	65.2	64.9	64.6	63.8	63.0	62.3	61.7	61.1
<b>North Africa</b>	<b>23.6</b>	<b>23.4</b>	<b>23.6</b>	<b>24.2</b>	<b>23.8</b>	<b>23.9</b>	<b>23.8</b>	<b>23.8</b>	<b>24.5</b>	<b>24.3</b>	<b>24.2</b>	<b>24.5</b>	<b>25.1</b>	<b>25.5</b>	<b>25.9</b>	<b>26.1</b>
Algeria	23.3	24.0	24.7	25.5	26.2	27.0	28.0	28.9	29.9	30.9	31.9	32.8	33.6	34.5	35.4	35.9
Egypt	22.2	21.4	21.7	22.5	21.2	20.4	19.6	18.9	20.0	20.0	20.2	20.5	20.9	21.3	21.7	21.9
Libyan Arab Jamahiriya	19.7	20.3	21.2	21.9	22.6	23.5	24.3	25.1	25.9	26.8	27.3	27.8	28.2	28.9	29.6	29.8
Morocco	25.0	25.1	25.5	26.2	26.4	27.3	27.8	28.5	29.1	27.0	25.0	24.7	26.6	27.0	27.4	27.7
Sudan	26.9	26.4	25.9	25.6	25.3	25.1	24.7	24.3	24.0	23.6	23.4	23.2	23.0	22.8	22.5	22.2
Tunisia	21.2	21.6	21.9	22.3	22.8	23.2	23.6	24.2	24.8	25.3	25.9	26.6	27.1	27.7	28.2	28.5

Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.

**Table 3. Labour force participation rates in African countries by sex and age, 2005.**

	Male + Female				Male				Female			
	15-24	25-54	55-64	65+	15-24	25-54	55-64	65+	15-24	25-54	55-64	65+
<b>African region</b>	<b>59.5</b>	<b>78.5</b>	<b>66.4</b>	<b>39.8</b>	<b>69.0</b>	<b>96.2</b>	<b>86.5</b>	<b>57.4</b>	<b>49.8</b>	<b>61.0</b>	<b>48.3</b>	<b>25.8</b>
<b>Sub-Saharan Africa</b>	<b>65.6</b>	<b>83.5</b>	<b>73.6</b>	<b>48.6</b>	<b>73.8</b>	<b>96.5</b>	<b>89.5</b>	<b>67.4</b>	<b>57.4</b>	<b>70.7</b>	<b>59.4</b>	<b>33.6</b>
Angola	79.2	87.7	78.8	54.5	86.1	97.1	88.6	76.1	72.5	78.6	70.3	37.6
Benin	60.3	78.3	70.3	53.9	73.0	95.9	88.4	79.6	47.3	60.2	55.2	35.5
Botswana	36.4	74.3	55.1	33.1	40.0	90.5	78.8	48.9	32.8	59.1	36.3	23.1
Burkina Faso	77.3	90.9	84.1	58.9	81.3	97.0	92.2	74.2	73.2	84.9	75.4	46.5
Burundi	87.4	97.6	94.4	79.7	86.3	99.0	96.9	84.9	88.5	96.3	92.7	76.5
Cameroon	52.3	78.8	65.6	39.0	61.1	95.3	85.5	61.3	43.3	62.6	47.7	20.6
Cape Verde	46.0	65.4	39.4	20.7	61.1	92.4	66.5	46.5	30.9	41.9	23.9	6.7
Central African Republic	70.1	86.2	86.0	73.0	77.3	98.0	94.2	85.0	63.1	75.1	79.4	64.4
Chad	56.0	81.3	82.3	69.9	54.4	91.7	94.1	83.0	57.6	71.3	71.8	59.5
Comoros	60.2	82.2	75.2	50.8	69.7	98.4	95.1	83.7	50.5	65.9	57.1	24.8
Congo	58.4	79.9	76.8	72.4	69.2	98.6	94.8	88.5	47.7	61.6	61.2	60.1
Congo, Democratic Republic of	71.8	81.7	71.0	50.0	81.8	97.9	93.4	76.2	61.7	65.8	51.8	30.3
Côte d'Ivoire	55.7	72.5	66.1	48.8	75.8	98.6	91.1	78.2	35.6	44.2	36.6	17.8
Djibouti	54.7	79.2	66.6	39.4	65.4	95.6	86.5	61.9	43.8	62.8	48.2	21.4
Equatorial Guinea	68.6	75.2	73.8	40.6	88.6	96.8	95.3	51.3	48.8	54.1	55.2	32.0
Eritrea	68.8	80.0	67.4	45.1	80.0	98.3	93.0	76.2	57.7	63.1	47.9	25.4
Ethiopia	76.9	87.0	71.6	42.7	81.7	97.2	90.2	62.3	72.1	77.2	54.5	26.2
Gabon	60.5	83.4	71.1	44.8	66.5	96.0	82.7	61.9	54.5	71.1	59.4	31.1
Gambia	62.4	79.2	76.1	58.6	72.0	94.7	91.2	76.8	52.9	64.3	62.1	43.0
Ghana	50.6	88.6	80.3	56.1	50.6	91.7	84.7	65.1	50.6	85.4	76.1	48.0
Guinea	75.7	92.8	82.7	50.6	77.6	95.6	90.8	68.9	73.7	89.9	74.8	34.7
Guinea-Bissau	74.3	81.0	71.6	53.8	84.7	98.8	93.8	82.4	64.1	64.0	51.6	30.6
Kenya	70.4	88.5	81.5	52.7	79.5	97.5	92.3	78.5	61.2	79.5	71.8	30.4
Lesotho	45.9	73.8	59.6	32.9	56.3	93.8	81.1	56.2	35.9	60.4	44.6	15.8
Liberia	58.1	78.3	69.7	49.2	64.7	97.3	90.4	74.4	51.4	59.6	50.9	29.1
Madagascar	68.2	92.2	88.1	71.8	68.5	97.3	93.5	81.2	67.9	87.2	83.2	63.8
Malawi	80.3	93.5	90.6	77.6	80.2	97.0	93.5	83.3	80.4	90.2	88.0	72.7
Mali	71.3	87.1	76.5	44.9	74.3	93.9	86.5	58.7	68.1	80.8	68.7	34.6
Mauritania	57.4	79.3	66.9	41.3	68.0	95.8	87.4	63.5	46.7	63.6	49.1	23.0
Mauritius	46.8	75.4	44.4	9.8	58.7	96.2	62.8	17.2	34.7	54.3	28.0	4.7

	Male + Female				Male				Female			
	15-24	25-54	55-64	65+	15-24	25-54	55-64	65+	15-24	25-54	55-64	65+
Mozambique	67.3	94.4	92.5	82.6	61.9	97.0	95.9	87.1	72.7	92.2	89.8	79.3
Namibia	33.0	73.9	48.4	25.8	35.5	85.7	64.3	31.6	30.5	62.7	34.7	21.2
Niger	80.3	88.0	80.2	56.9	91.6	98.4	95.1	85.1	68.4	77.0	67.1	34.0
Nigeria	53.5	74.9	73.0	46.5	71.3	95.9	91.4	69.5	35.1	53.6	56.1	27.3
Réunion	28.8	69.0	23.8	0.8	33.8	83.6	28.7	1.5	23.6	54.9	19.4	0.4
Rwanda	71.1	94.3	83.0	48.4	72.5	96.3	86.7	61.5	69.8	92.5	79.9	38.5
Sao Tome and Principe	37.5	68.4	47.0	21.1	55.2	95.8	82.6	40.5	19.5	42.6	19.1	4.3
Senegal	58.9	80.1	63.8	35.7	67.6	96.3	78.8	53.4	50.2	65.1	52.3	21.5
Sierra Leone	73.7	79.1	67.3	50.7	86.6	99.5	95.2	87.1	60.8	59.5	42.7	21.9
Somalia	76.9	79.5	68.1	52.7	87.8	99.5	96.2	87.3	66.0	60.2	42.7	23.9
South Africa	49.7	76.4	48.9	11.5	57.3	96.4	77.1	22.9	41.9	57.2	25.1	4.2
Swaziland	41.6	64.9	46.4	19.5	55.6	96.1	77.6	37.6	27.8	39.9	20.6	5.4
Tanzania, United Republic of	80.6	96.0	90.2	61.8	80.5	97.6	96.0	77.3	80.7	94.4	85.2	50.0
Togo	63.8	76.4	65.7	50.8	80.3	98.1	87.3	78.9	47.3	55.6	46.4	28.9
Uganda	75.7	91.4	86.3	59.9	78.8	94.3	90.5	67.5	72.6	88.4	82.5	53.5
Zambia	76.8	84.4	67.5	50.8	83.4	98.3	91.3	74.6	70.2	69.9	46.6	31.7
Zimbabwe	59.8	87.3	83.8	58.8	71.7	97.2	89.5	62.1	47.9	77.6	78.9	56.1
<b>North Africa</b>	<b>36.7</b>	<b>63.7</b>	<b>45.4</b>	<b>17.8</b>	<b>51.3</b>	<b>95.1</b>	<b>77.9</b>	<b>32.6</b>	<b>21.6</b>	<b>32.1</b>	<b>15.0</b>	<b>5.7</b>
Algeria	48.0	70.4	45.2	15.6	66.0	95.2	70.9	27.0	29.3	44.9	21.9	6.2
Egypt	29.5	62.2	42.4	10.1	41.0	98.4	77.4	19.5	17.8	25.9	9.0	2.6
Libyan Arab Jamahiriya	40.1	71.7	50.9	24.2	59.5	97.0	79.6	42.4	19.9	44.9	13.7	4.2
Morocco	43.0	64.1	47.6	19.3	63.3	95.0	84.3	38.8	22.2	33.7	15.9	4.7
Sudan	32.7	57.5	52.4	37.7	46.3	87.4	83.0	62.7	18.8	27.5	23.9	16.3
Tunisia	40.4	64.4	37.4	18.1	49.4	94.8	65.5	35.6	31.1	33.8	10.8	3.0

Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.

**Table 4a. Total labour force in African countries, both sexes, 1991-2006.**

In thousands	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>African region</b>	<b>252'376</b>	<b>259'888</b>	<b>267'327</b>	<b>275'696</b>	<b>282'565</b>	<b>290'091</b>	<b>297'684</b>	<b>305'380</b>	<b>313'929</b>	<b>321'306</b>	<b>328'913</b>	<b>336'995</b>	<b>345'089</b>	<b>353'158</b>	<b>361'341</b>	<b>369'525</b>
<b>Sub-Saharan Africa</b>	<b>208'944</b>	<b>215'431</b>	<b>221'654</b>	<b>228'184</b>	<b>234'069</b>	<b>240'049</b>	<b>246'477</b>	<b>252'778</b>	<b>259'020</b>	<b>265'300</b>	<b>271'714</b>	<b>278'111</b>	<b>284'290</b>	<b>290'572</b>	<b>296'962</b>	<b>303'488</b>
Angola	4'697	4'779	5'045	5'115	5'387	5'524	5'666	5'781	5'902	6'080	6'262	6'398	6'579	6'760	6'939	7'095
Benin	2'083	2'163	2'252	2'337	2'418	2'492	2'562	2'636	2'711	2'793	2'880	2'972	3'070	3'175	3'277	3'380
Botswana	530	545	562	573	588	599	611	622	625	625	630	626	622	617	612	608
Burkina Faso	3'890	4'000	4'099	4'208	4'311	4'408	4'508	4'630	4'749	4'904	5'057	5'234	5'416	5'606	5'796	5'984
Burundi	2'843	2'883	2'926	2'956	2'985	3'004	3'008	3'014	3'047	3'111	3'199	3'317	3'465	3'618	3'775	3'947
Cameroon	4'559	4'720	4'878	5'033	5'168	5'285	5'399	5'521	5'640	5'747	5'842	5'966	6'092	6'203	6'317	6'423
Cape Verde	117	120	122	126	129	132	135	138	141	144	148	152	156	160	164	169
Central African Republic	1'385	1'431	1'473	1'510	1'544	1'588	1'620	1'649	1'678	1'704	1'729	1'753	1'786	1'808	1'831	1'853
Chad	2'404	2'458	2'583	2'661	2'738	2'820	2'894	2'953	3'057	3'168	3'250	3'335	3'385	3'399	3'465	3'538
Comoros	216	222	229	238	245	254	261	270	278	287	297	305	315	324	333	343
Congo	1'003	1'052	1'093	1'129	1'166	1'214	1'200	1'305	1'347	1'410	1'453	1'498	1'538	1'582	1'627	1'673
Congo, Democratic Republic of	15'618	16'261	16'904	17'575	17'611	18'016	18'757	19'194	19'555	19'944	20'432	21'040	21'718	22'350	23'003	23'693
Côte d'Ivoire	4'767	4'928	5'087	5'263	5'412	5'552	5'704	5'851	5'997	6'147	6'283	6'417	6'544	6'648	6'763	6'875
Equatorial Guinea	143	146	151	154	157	161	164	168	172	177	181	184	188	192	196	200
Eritrea	1'241	1'248	1'247	1'244	1'250	1'268	1'300	1'333	1'384	1'452	1'505	1'579	1'649	1'722	1'792	1'858
Ethiopia	23'438	24'366	24'966	25'758	26'514	27'165	27'860	28'699	29'429	30'163	30'836	31'658	32'622	33'329	34'137	34'956
Gabon	410	424	438	452	464	476	490	504	522	534	546	554	570	580	591	602
Gambia	411	427	443	460	477	495	511	529	545	562	582	604	619	635	652	668
Ghana	6'886	7'086	7'280	7'495	7'708	7'907	8'051	8'248	8'452	8'659	8'885	9'100	9'310	9'524	9'739	9'953
Guinea	3'109	3'236	3'367	3'485	3'594	3'687	3'764	3'835	3'910	3'991	4'072	4'155	4'247	4'342	4'441	4'540
Guinea-Bissau	424	438	453	467	480	491	503	527	539	552	568	589	608	625	643	660
Kenya	10'209	10'631	11'018	11'436	11'815	12'191	12'559	12'925	13'271	13'630	13'991	14'350	14'699	15'050	15'413	15'840
Lesotho	607	611	616	621	626	625	627	637	643	647	647	646	640	637	634	632
Liberia	776	764	758	765	792	843	915	997	1'072	1'128	1'162	1'179	1'182	1'187	1'202	1'228
Madagascar	5'557	5'742	5'922	6'112	6'304	6'508	6'712	6'917	7'126	7'331	7'534	7'866	8'059	8'297	8'540	8'782
Malawi	4'570	4'683	4'724	4'807	4'833	4'928	5'037	5'152	5'265	5'383	5'511	5'616	5'707	5'816	5'934	6'050
Mali	3'859	3'942	4'058	4'163	4'259	4'367	4'466	4'573	4'685	4'821	4'904	5'044	5'205	5'371	5'541	5'710
Mauritania	817	838	852	875	898	922	945	972	999	1'033	1'059	1'108	1'133	1'168	1'202	1'229
Mauritius	465	469	474	479	484	493	502	511	520	529	538	542	547	551	554	557

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Mozambique	6'488	6'781	7'087	7'395	7'682	7'927	8'109	8'247	8'395	8'569	8'672	8'838	8'982	9'122	9'265	9'405
Namibia	464	475	497	509	527	541	557	576	593	607	619	626	630	635	641	644
Niger	3'684	3'825	3'956	4'087	4'225	4'373	4'525	4'668	4'838	5'016	5'181	5'361	5'544	5'735	5'928	6'125
Nigeria	33'594	34'517	35'409	36'535	37'647	38'634	39'641	40'569	41'662	42'548	43'778	44'575	45'161	46'114	46'958	47'833
Réunion	218	225	231	237	242	246	250	254	258	263	266	270	273	275	277	278
Rwanda	2'964	2'758	2'559	2'452	2'394	2'487	2'742	3'046	3'348	3'600	3'776	3'901	3'995	4'075	4'161	4'275
Senegal	3'211	3'304	3'414	3'497	3'589	3'684	3'777	3'874	3'971	4'072	4'171	4'282	4'383	4'487	4'592	4'704
Sierra Leone	1'711	1'730	1'734	1'735	1'755	1'765	1'799	1'827	1'875	1'930	2'000	2'084	2'177	2'266	2'342	2'403
Somalia	2'818	2'783	2'744	2'718	2'713	2'741	2'789	2'855	2'931	3'015	3'104	3'201	3'304	3'407	3'513	3'619
South Africa	15'583	16'173	16'723	17'223	17'671	18'071	18'456	18'819	19'106	19'311	19'502	19'637	19'725	19'769	19'780	19'766
Swaziland	261	269	273	277	285	290	294	295	299	301	303	303	302	301	301	301
Tanzania, United Republic of	13'296	13'804	14'324	14'834	15'310	15'744	16'159	16'549	16'942	17'315	17'685	18'056	18'432	18'832	19'235	19'635
Togo	1'565	1'612	1'672	1'702	1'752	1'807	1'873	1'952	2'025	2'104	2'174	2'234	2'295	2'356	2'419	2'483
Uganda	8'059	8'301	8'528	8'754	8'954	9'163	9'402	9'651	9'893	10'158	10'464	10'784	11'137	11'502	11'884	12'277
Zambia	3'575	3'687	3'777	3'901	4'010	4'098	4'197	4'304	4'407	4'498	4'579	4'661	4'735	4'814	4'897	4'979
Zimbabwe	4'417	4'571	4'709	4'833	4'956	5'067	5'174	5'201	5'216	5'338	5'457	5'507	5'542	5'605	5'659	5'717
<b>North Africa</b>	<b>43'432</b>	<b>44'457</b>	<b>45'674</b>	<b>47'512</b>	<b>48'495</b>	<b>50'042</b>	<b>51'208</b>	<b>52'602</b>	<b>54'908</b>	<b>56'006</b>	<b>57'199</b>	<b>58'884</b>	<b>60'799</b>	<b>62'587</b>	<b>64'379</b>	<b>66'037</b>
Algeria	7'548	7'882	8'232	8'595	8'970	9'357	9'766	10'183	10'616	11'068	11'526	11'986	12'447	12'920	13'394	13'824
Egypt	16'084	16'307	16'675	17'468	17'521	17'809	18'091	18'371	19'606	20'009	20'316	20'988	21'676	22'379	23'089	23'752
Libyan Arab Jamahiriya	1'307	1'359	1'418	1'478	1'543	1'613	1'685	1'760	1'838	1'918	1'992	2'066	2'138	2'215	2'291	2'354
Morocco	8'050	8'288	8'548	8'853	9'113	9'457	9'766	10'116	10'446	10'458	10'458	10'629	11'077	11'380	11'686	11'976
Sudan	7'905	8'005	8'105	8'341	8'490	8'867	8'877	9'050	9'179	9'227	9'473	9'668	9'804	9'924	10'041	10'153
Tunisia	2'538	2'616	2'696	2'777	2'858	2'940	3'023	3'122	3'223	3'326	3'434	3'546	3'658	3'769	3'879	3'978

Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.

**Table 4b. Male labour force in African countries, 1991-2006.**

In thousands	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>African region</b>	<b>150'985</b>	<b>155'652</b>	<b>160'054</b>	<b>165'154</b>	<b>169'334</b>	<b>174'001</b>	<b>178'673</b>	<b>183'466</b>	<b>188'759</b>	<b>193'319</b>	<b>198'090</b>	<b>203'115</b>	<b>207'958</b>	<b>212'891</b>	<b>217'883</b>	<b>222'987</b>
<b>Sub-Saharan Africa</b>	<b>117'824</b>	<b>121'664</b>	<b>125'280</b>	<b>129'128</b>	<b>132'493</b>	<b>135'964</b>	<b>139'789</b>	<b>143'557</b>	<b>147'299</b>	<b>151'037</b>	<b>154'928</b>	<b>158'793</b>	<b>162'472</b>	<b>166'245</b>	<b>170'084</b>	<b>174'039</b>
Angola	2'522	2'548	2'719	2'732	2'908	2'983	3'062	3'121	3'182	3'285	3'389	3'455	3'552	3'648	3'742	3'817
Benin	1'237	1'290	1'350	1'405	1'458	1'504	1'548	1'595	1'642	1'694	1'753	1'816	1'883	1'956	2'026	2'095
Botswana	293	304	316	323	334	340	349	357	356	350	355	352	350	348	347	346
Burkina Faso	2'080	2'134	2'180	2'235	2'286	2'334	2'386	2'452	2'515	2'601	2'688	2'789	2'892	3'000	3'109	3'213
Burundi	1'346	1'364	1'384	1'398	1'411	1'420	1'418	1'416	1'430	1'462	1'507	1'569	1'649	1'730	1'813	1'902
Cameroon	2'676	2'782	2'886	2'987	3'070	3'145	3'217	3'297	3'375	3'444	3'506	3'593	3'683	3'760	3'839	3'917
Cape Verde	72	74	76	78	81	83	86	89	91	94	98	101	104	108	112	115
Central African Republic	734	761	784	803	822	847	864	879	895	909	924	939	961	974	988	1'003
Chad	1'293	1'317	1'399	1'441	1'481	1'524	1'561	1'584	1'642	1'704	1'741	1'777	1'783	1'758	1'779	1'809
Comoros	124	128	132	138	143	149	154	159	165	171	177	182	188	194	200	206
Congo	586	618	642	663	685	714	698	770	795	834	860	887	909	936	962	989
Congo, Democratic Republic of	9'126	9'513	9'897	10'307	10'247	10'483	10'989	11'265	11'483	11'714	12'004	12'374	12'789	13'166	13'554	13'958
Côte d'Ivoire	3'329	3'442	3'554	3'678	3'780	3'886	4'002	4'115	4'229	4'348	4'450	4'553	4'650	4'731	4'820	4'910
Equatorial Guinea	92	94	97	99	100	103	104	107	109	112	115	117	119	121	124	127
Eritrea	716	721	722	720	725	736	755	775	806	850	881	926	969	1'013	1'056	1'098
Ethiopia	12'943	13'488	13'766	14'197	14'601	14'939	15'314	15'806	16'207	16'606	16'972	17'454	18'044	18'425	18'880	19'357
Gabon	229	238	246	253	259	266	274	283	295	302	309	314	325	332	339	347
Gambia	233	244	253	264	275	285	295	306	316	326	339	353	361	371	382	392
Ghana	3'523	3'627	3'725	3'839	3'951	4'060	4'123	4'231	4'344	4'459	4'589	4'708	4'824	4'943	5'062	5'181
Guinea	1'673	1'742	1'812	1'874	1'931	1'980	2'020	2'057	2'097	2'141	2'185	2'229	2'280	2'332	2'387	2'443
Guinea-Bissau	253	261	269	277	285	290	297	312	319	326	335	347	358	368	378	388
Kenya	5'526	5'773	5'995	6'243	6'468	6'692	6'914	7'141	7'359	7'590	7'815	8'042	8'265	8'491	8'725	8'981
Lesotho	325	327	331	334	337	336	337	345	350	354	355	355	352	353	353	353
Liberia	469	463	459	462	479	509	552	602	647	681	700	711	712	715	724	739
Madagascar	2'835	2'935	3'030	3'131	3'232	3'341	3'448	3'553	3'660	3'762	3'864	4'067	4'159	4'284	4'413	4'543
Malawi	2'273	2'345	2'370	2'427	2'437	2'482	2'534	2'587	2'639	2'698	2'769	2'824	2'869	2'925	2'987	3'051
Mali	2'082	2'122	2'186	2'242	2'289	2'346	2'394	2'448	2'505	2'577	2'608	2'681	2'770	2'862	2'956	3'050
Mauritania	483	496	503	517	530	545	558	575	591	613	628	661	674	696	717	731
Mauritius	308	312	316	320	324	329	334	339	344	348	353	356	359	362	364	367

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Mozambique	2'974	3'117	3'263	3'412	3'556	3'673	3'755	3'811	3'878	3'966	4'000	4'084	4'153	4'219	4'288	4'359
Namibia	259	263	277	281	292	299	308	319	329	338	347	352	356	360	365	370
Niger	2'116	2'202	2'281	2'360	2'442	2'530	2'619	2'702	2'802	2'907	3'004	3'110	3'218	3'329	3'443	3'560
Nigeria	21'436	22'029	22'590	23'349	24'089	24'766	25'460	26'088	26'856	27'456	28'366	28'918	29'292	29'975	30'562	31'203
Réunion	126	131	134	139	141	143	146	149	151	155	157	160	162	162	163	163
Rwanda	1'451	1'342	1'245	1'199	1'156	1'191	1'318	1'463	1'608	1'731	1'819	1'883	1'935	1'980	2'029	2'088
Senegal	1'820	1'875	1'943	1'989	2'041	2'100	2'157	2'217	2'277	2'339	2'403	2'476	2'541	2'609	2'678	2'752
Sierra Leone	1'052	1'065	1'067	1'067	1'081	1'086	1'108	1'125	1'154	1'186	1'229	1'280	1'336	1'390	1'436	1'472
Somalia	1'696	1'678	1'658	1'646	1'647	1'663	1'691	1'731	1'777	1'827	1'882	1'941	2'005	2'068	2'133	2'197
South Africa	9'160	9'570	9'943	10'282	10'592	10'856	11'125	11'393	11'614	11'781	11'912	12'013	12'090	12'141	12'177	12'206
Swaziland	162	169	173	176	182	187	191	191	195	198	200	201	202	203	204	206
Tanzania, United Republic of	6'627	6'887	7'152	7'414	7'657	7'878	8'092	8'294	8'500	8'691	8'885	9'081	9'281	9'499	9'718	9'938
Togo	965	996	1'038	1'056	1'088	1'123	1'165	1'218	1'265	1'318	1'365	1'405	1'446	1'487	1'530	1'574
Uganda	4'229	4'349	4'460	4'570	4'664	4'766	4'890	5'021	5'144	5'278	5'439	5'604	5'788	5'976	6'173	6'371
Zambia	2'029	2'094	2'143	2'218	2'283	2'334	2'393	2'459	2'522	2'578	2'629	2'682	2'728	2'779	2'831	2'885
Zimbabwe	2'340	2'435	2'514	2'582	2'655	2'717	2'782	2'813	2'840	2'932	3'026	3'070	3'106	3'164	3'216	3'267
<b>North Africa</b>	<b>33'161</b>	<b>33'988</b>	<b>34'774</b>	<b>36'025</b>	<b>36'840</b>	<b>38'038</b>	<b>38'884</b>	<b>39'909</b>	<b>41'461</b>	<b>42'282</b>	<b>43'162</b>	<b>44'323</b>	<b>45'486</b>	<b>46'646</b>	<b>47'798</b>	<b>48'948</b>
Algeria	5'807	6'028	6'258	6'493	6'732	6'976	7'216	7'460	7'711	7'969	8'234	8'504	8'777	9'050	9'320	9'587
Egypt	12'332	12'603	12'816	13'355	13'538	13'866	14'189	14'510	15'395	15'674	15'826	16'289	16'762	17'243	17'728	18'215
Libyan Arab Jamahiriya	1'073	1'109	1'147	1'187	1'228	1'272	1'318	1'365	1'413	1'461	1'511	1'561	1'610	1'659	1'706	1'752
Morocco	6'111	6'279	6'454	6'642	6'824	7'028	7'227	7'438	7'643	7'789	7'928	8'074	8'266	8'465	8'663	8'863
Sudan	5'855	5'934	6'012	6'209	6'327	6'654	6'643	6'783	6'882	6'907	7'116	7'279	7'385	7'476	7'559	7'641
Tunisia	1'983	2'035	2'087	2'140	2'191	2'242	2'292	2'354	2'417	2'482	2'549	2'617	2'685	2'754	2'822	2'889

Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.



**Table 4c. Female labour force in African countries, 1991-2006.**

In thousands	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>African region</b>	<b>101'391</b>	<b>104'236</b>	<b>107'273</b>	<b>110'542</b>	<b>113'231</b>	<b>116'090</b>	<b>119'011</b>	<b>121'914</b>	<b>125'169</b>	<b>127'987</b>	<b>130'823</b>	<b>133'880</b>	<b>137'131</b>	<b>140'267</b>	<b>143'458</b>	<b>146'538</b>
<b>Sub-Saharan Africa</b>	<b>91'120</b>	<b>93'767</b>	<b>96'374</b>	<b>99'056</b>	<b>101'576</b>	<b>104'085</b>	<b>106'687</b>	<b>109'221</b>	<b>111'721</b>	<b>114'263</b>	<b>116'786</b>	<b>119'318</b>	<b>121'818</b>	<b>124'327</b>	<b>126'878</b>	<b>129'449</b>
Angola	2'175	2'231	2'327	2'382	2'479	2'542	2'604	2'660	2'719	2'794	2'873	2'944	3'027	3'111	3'197	3'278
Benin	846	873	903	932	961	988	1'014	1'041	1'069	1'098	1'127	1'156	1'187	1'219	1'251	1'285
Botswana	237	242	246	251	254	259	262	264	270	274	275	274	272	269	266	262
Burkina Faso	1'811	1'866	1'919	1'973	2'026	2'074	2'123	2'178	2'234	2'303	2'369	2'445	2'524	2'606	2'687	2'771
Burundi	1'497	1'520	1'541	1'558	1'573	1'584	1'590	1'597	1'616	1'649	1'692	1'747	1'816	1'888	1'962	2'045
Cameroon	1'883	1'938	1'992	2'047	2'098	2'140	2'181	2'224	2'265	2'303	2'336	2'373	2'410	2'444	2'478	2'506
Cape Verde	44	45	46	47	48	49	49	49	50	50	50	51	52	52	53	54
Central African Republic	651	670	689	706	723	741	756	770	783	795	805	814	825	834	842	850
Chad	1'110	1'142	1'184	1'221	1'258	1'296	1'333	1'370	1'415	1'464	1'510	1'558	1'602	1'641	1'686	1'729
Comoros	91	94	96	99	102	105	108	111	113	116	120	123	126	130	133	136
Congo	416	434	450	466	481	499	502	536	552	576	594	612	628	646	665	684
Congo, Democratic Republic of	6'491	6'748	7'007	7'269	7'365	7'533	7'769	7'929	8'073	8'230	8'429	8'666	8'929	9'185	9'449	9'735
Côte d'Ivoire	1'438	1'485	1'533	1'585	1'631	1'665	1'702	1'736	1'768	1'799	1'833	1'865	1'894	1'917	1'943	1'965
Equatorial Guinea	51	53	54	55	57	58	60	61	63	65	66	67	69	70	72	73
Eritrea	525	527	525	523	525	532	544	558	577	602	624	652	680	709	736	760
Ethiopia	10'494	10'878	11'199	11'560	11'913	12'226	12'546	12'893	13'222	13'557	13'864	14'205	14'578	14'905	15'257	15'600
Gabon	180	186	193	199	205	210	216	221	227	232	236	240	245	248	252	255
Gambia	177	183	190	196	203	209	216	223	230	237	244	251	257	264	270	276
Ghana	3'364	3'459	3'555	3'656	3'757	3'847	3'928	4'017	4'108	4'200	4'296	4'391	4'486	4'581	4'676	4'772
Guinea	1'436	1'494	1'554	1'611	1'662	1'706	1'744	1'778	1'813	1'850	1'887	1'926	1'967	2'010	2'054	2'096
Guinea-Bissau	171	178	184	190	196	201	206	215	220	226	233	241	249	257	265	272
Kenya	4'684	4'858	5'023	5'193	5'347	5'499	5'644	5'784	5'912	6'040	6'176	6'308	6'434	6'559	6'688	6'859
Lesotho	282	283	285	286	289	289	290	292	293	293	293	291	288	284	281	279
Liberia	306	302	299	302	313	334	363	395	425	448	461	468	470	472	478	489
Madagascar	2'722	2'807	2'892	2'981	3'072	3'167	3'265	3'364	3'466	3'569	3'669	3'799	3'900	4'012	4'127	4'239
Malawi	2'297	2'338	2'355	2'380	2'396	2'446	2'503	2'565	2'626	2'685	2'742	2'792	2'839	2'890	2'947	2'999
Mali	1'778	1'821	1'872	1'922	1'970	2'021	2'071	2'125	2'181	2'244	2'296	2'362	2'435	2'509	2'585	2'660
Mauritania	334	342	349	358	368	377	387	397	408	420	432	447	459	472	485	498
Mauritius	157	157	158	159	160	164	168	172	177	181	185	186	188	189	190	190

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Mozambique	3'515	3'663	3'824	3'983	4'126	4'254	4'354	4'436	4'517	4'603	4'672	4'754	4'829	4'903	4'977	5'046
Namibia	206	213	220	227	235	242	249	257	263	269	272	274	275	275	276	274
Niger	1'567	1'623	1'675	1'727	1'782	1'843	1'906	1'966	2'036	2'109	2'177	2'251	2'327	2'405	2'485	2'565
Nigeria	12'158	12'488	12'818	13'187	13'558	13'867	14'181	14'481	14'805	15'093	15'412	15'657	15'870	16'139	16'395	16'630
Réunion	92	94	96	98	100	102	104	105	107	108	109	110	112	113	114	115
Rwanda	1'514	1'416	1'314	1'253	1'238	1'296	1'424	1'583	1'740	1'869	1'957	2'018	2'060	2'095	2'132	2'187
Senegal	1'391	1'429	1'471	1'508	1'548	1'584	1'620	1'657	1'694	1'733	1'768	1'806	1'842	1'878	1'914	1'952
Sierra Leone	660	665	667	668	674	679	691	703	721	743	771	804	841	876	906	930
Somalia	1'122	1'104	1'086	1'072	1'065	1'078	1'098	1'124	1'155	1'187	1'222	1'259	1'299	1'339	1'380	1'422
South Africa	6'424	6'603	6'779	6'941	7'079	7'215	7'331	7'425	7'492	7'530	7'590	7'624	7'636	7'628	7'603	7'560
Swaziland	99	100	101	101	103	103	104	103	104	104	103	102	100	98	96	95
Tanzania, United Republic of	6'669	6'918	7'171	7'420	7'653	7'866	8'067	8'256	8'442	8'624	8'800	8'975	9'151	9'333	9'516	9'697
Togo	600	615	635	646	664	684	707	735	760	786	809	829	849	869	889	908
Uganda	3'830	3'952	4'068	4'183	4'291	4'398	4'512	4'629	4'749	4'880	5'025	5'180	5'349	5'526	5'711	5'906
Zambia	1'547	1'593	1'634	1'682	1'727	1'764	1'804	1'845	1'884	1'920	1'950	1'980	2'007	2'035	2'065	2'094
Zimbabwe	2'077	2'137	2'194	2'250	2'301	2'349	2'392	2'388	2'376	2'406	2'431	2'437	2'436	2'441	2'443	2'450
<b>North Africa</b>	<b>10'271</b>	<b>10'469</b>	<b>10'900</b>	<b>11'486</b>	<b>11'655</b>	<b>12'005</b>	<b>12'323</b>	<b>12'693</b>	<b>13'448</b>	<b>13'724</b>	<b>14'036</b>	<b>14'562</b>	<b>15'313</b>	<b>15'941</b>	<b>16'580</b>	<b>17'089</b>
Algeria	1'741	1'854	1'975	2'103	2'238	2'381	2'550	2'723	2'905	3'099	3'292	3'483	3'670	3'869	4'074	4'237
Egypt	3'752	3'704	3'859	4'112	3'983	3'943	3'902	3'861	4'212	4'335	4'491	4'699	4'914	5'136	5'361	5'537
Libyan Arab Jamahiriya	234	250	271	291	314	341	367	396	426	457	481	506	528	556	585	602
Morocco	1'939	2'008	2'094	2'211	2'289	2'429	2'539	2'678	2'803	2'668	2'530	2'555	2'810	2'916	3'023	3'113
Sudan	2'051	2'071	2'093	2'132	2'164	2'213	2'234	2'267	2'297	2'321	2'357	2'389	2'418	2'449	2'482	2'512
Tunisia	555	581	609	637	667	698	731	768	806	844	885	930	972	1'014	1'057	1'089

Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.

**Table 5a. Employment-to-population ratios in selected African countries, 1990-2005.**

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>African region</b>																
<b>Sub-Saharan Africa</b>																
Botswana		50.5			47.7	36.3			40.4		43.6	44.7				
Burkina Faso					76.6											
Cameroon												66.0				
Chad				69.9												
Ethiopia					70.3						68.6					
Gabon				51.0												
Ghana			72.9								80.8					
Guinea					70.0											
Kenya											66.1					
Lesotho								31.6								
Madagascar								62.1								
Malawi									65.3							
Mali								36.7							45.1	
Mauritius			52.2	52.3	52.4	49.9	52.4	49.2	52.4	52.2	51.8	51.6	50.9	50.6	53.3	
Namibia		39.5			44.0			43.1			43.3	37.4				
Niger					37.8											
Rwanda							81.9									
Sao Tome and Principe											40.6					
Senegal		57.6											55.3			
Seychelles			65.4													
South Africa					38.2	37.8	34.8	33.9	36.5	39.5	44.9	39.6	39.4	39.1	39.7	41.4
Swaziland						43.8										
Tanzania, United Republic of		82.0										75.6				
Uganda								59.9						58.4		
Zambia	43.3	49.3					56.4		54.0							
Zimbabwe								68.1		66.8			62.3			
<b>North Africa</b>																
Egypt	42.3	39.0					42.3		43.7	45.2		43.5	40.6			
Morocco	41.8					40.1			38.9		46.4	44.9	44.8	45.7		
Tunisia								40.9								

Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.

**Table 5b. Male employment-to-population ratios in selected African countries, 1990-2005.**

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>African region</b>																
<b>Sub-Saharan Region</b>																
Botswana		68.4			58.7	42.6			49.9		51.3	55.2				
Burkina Faso					81.6											
Cameroon												70.7				
Chad				77.2												
Ethiopia					79.7					79.6						
Gabon				57.0												
Ghana			71.7							86.7						
Guinea					67.7											
Kenya										70.4						
Lesotho								40.2								
Malawi									66.4							
Mali								49.5							61.4	
Mauritius			72.6	72.3	72.0	68.9	71.4	63.0	69.9	69.3	68.5	68.5	68.4	68.2	72.9	
Namibia		46.0			44.8			49.8			50.5	43.9				
Rwanda							82.4									
Sao Tome and Principe											54.4					
Senegal		66.5														
Seychelles			72.3													
South Africa					48.4	47.1	43.7	42.5	45.9	47.7	49.9	46.6	46.4	46.0	47.7	49.6
Swaziland						51.4										
Tanzania, United Republic of		85.0										77.2				
Uganda								58.7						58.4		
Zambia	58.0	57.2							59.0							
Zimbabwe								72.5		72.9			68.4			
<b>North Africa</b>																
Egypt	64.0	61.9					72.1		70.0	72.3		70.6	68.3			
Morocco	64.3					61.3			62.0		68.1	68.2	68.6	68.4		

**Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.**

**Table 5c. Female employment-to-population ratios in selected African countries, 1990-2005.**

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>African region</b>																
<b>Sub-Saharan Africa</b>																
Botswana		34.9			39.0	30.8			32.4		36.6	35.4				
Burkina Faso					72.0											
Cameroon												61.7				
Chad				63.4												
Ethiopia					60.8					58.1						
Gabon				45.7												
Ghana			73.9							75.8						
Guinea					72.2											
Kenya										62.0						
Lesotho								24.8								
Malawi									64.2							
Mali								23.9							32.8	
Mauritius			32.0	32.4	32.8	31.1	33.5	33.8	34.9	35.1	35.3	35.2	33.9	33.7	34.3	
Namibia		33.5			43.4			37.1			37.5	31.6				
Rwanda							81.5									
Sao Tome and Principe											27.5					
Senegal		49.7														
Seychelles			58.8													
South Africa					29.7	30.1	27.3	26.6	27.9	31.9	40.3	33.3	33.1	33.0	32.2	33.0
Swaziland						36.6										
Tanzania, United Republic of		79.2										74.1				
Uganda								60.9						58.4		
Zambia	29.4	41.9							50.0							
Zimbabwe								64.2		61.5			56.8			
<b>North Africa</b>																
Egypt	20.2	16.1					11.5		16.4	17.2		16.0	14.6			
Morocco	20.0					20.7			16.8		25.3	22.3	21.8	23.7		

Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.

**Table 6a. Total employment in selected African countries, 1990-2005.**

In thousands	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>African region</b>																
<b>Sub-Saharan Africa</b>																
Angola							475									
Benin																
Botswana		380			369	345			441		483	475				
Burkina Faso					4'651											
Burundi																
Cameroon					4'028	4'108	4'473					5'806				
Cape Verde																
Central African Republic																
Chad				2'152												
Comoros																
Congo																
Congo, Democratic Republic of																
Côte d'Ivoire																
Djibouti																
Equatorial Guinea																
Eritrea																
Ethiopia					25'732					24'897						
Gabon				306												
Gambia																
Ghana			5'770							8'300						
Guinea					3'363											
Guinea-Bissau																
Kenya										10'526						
Lesotho								353								
Liberia																
Madagascar								6'492					8'099			
Malawi									4'459							
Mali								3'056							2'371	
Mauritania																
Mauritius			438	446	455	436	466	467	475	481	484	491	490	495	487	

In thousands	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>African region</b>																
<b>Sub-Saharan Africa</b>																
Mozambique																
Namibia		394			350			401			432	401				
Niger						2'219										
Nigeria																
Réunion																
Rwanda							2'391									
Sao Tome and Principe											38					
Senegal		2'741											3'700			
Seychelles			28													
Sierra Leone																
Somalia																
South Africa					7'971	8'069	7'590	7'548	9'390	10'369	11'880	10'833	11'029	11'565	11'638	12'301
St. Helena									2		3					
Swaziland						267		184								
Tanzania, United Republic of		10'217										16'915				
Togo																
Uganda								8'382						9'257		
Zambia	2'010	2'369					3'368		3'505							
Zimbabwe								4'580		4'665			4'279			
<b>North Africa</b>																
Algeria												6'229		6'684	7'798	
Egypt	14'361	13'827	14'399	14'703	15'241	15'344	15'612	15'830	16'183	16'750	17'203	17'557	17'856	18'119		
Libyan Arab Jamahiriya																
Morocco	3'203	3'400	3'494	3'660		3'751	4'034	4'224	4'099	4'174	8'977	8'955	9'176	9'603		
Sudan																
Tunisia					2'321			2'504		2'635	2'705	2'789	2'852	2'951		

Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.

**Table 6b. Total male employment in selected African countries, 1990-2005.**

In thousands	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>African region</b>																
<b>Sub-Saharan Africa</b>																
Angola							364									
Benin																
Botswana		240			201	189			249		269	277				
Burkina Faso					2'395											
Burundi																
Cameroon							2'310					2'952				
Cape Verde																
Central African Republic																
Chad				1'111												
Comoros																
Congo																
Congo, Democratic Republic of																
Côte d'Ivoire																
Djibouti																
Equatorial Guinea																
Eritrea																
Ethiopia					14'611					14'118						
Gabon				167												
Gambia																
Ghana			2'600							4'100						
Guinea					1'609											
Guinea-Bissau																
Kenya										5'474						
Lesotho								197								
Liberia																
Madagascar													4'136			
Malawi									2'209							
Mali								2'058							1'388	
Mauritania																
Mauritius			303	308	312	299	316	315	317	319	319	322	324	327	328	



In thousands	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>African region</b>																
<b>Sub-Saharan Africa</b>																
Mozambique																
Namibia		221			164			219			227	223				
Niger																
Nigeria																
Réunion																
Rwanda							1'051									
Sao Tome and Principe											24					
Senegal		1'488														
Seychelles			15													
Sierra Leone																
Somalia																
South Africa					4'585	4'569	4'349	4'323	5'647	6'009	6'298	6'049	6'184	6'445	6'772	7'055
St. Helena									1		2					
Swaziland						152		109								
Tanzania, United Republic of		5'119										8'351				
Togo																
Uganda								3'983						4'412		
Zambia	1'308	1'340							1'874							
Zimbabwe								2'295		2'386			2'229			
<b>North Africa</b>																
Algeria												5'345		5'751	6'439	
Egypt	10'951	10'972	11'232	11'763	12'144	12'396	13'527	12'813	13'187	13'611	13'959	14'361	14'551	14'652		
Libyan Arab Jamahiriya																
Morocco	2'424	2'591	2'733	2'874		2'740	3'016	3'222	3'192	3'226	6'488	6'696	6'913	7'075		
Sudan																
Tunisia					1'786					1'992	2'040	2'095	2'134	2'206		

Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.

**Table 6c. Total female employment in selected African countries, 1990-2005.**

In thousands	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>African region</b>																
<b>Sub-Saharan Africa</b>																
Angola							112									
Benin																
Botswana		140			167	156			192		214	198				
Burkina Faso					2'257											
Burundi																
Cameroon							2'163					2'854				
Cape Verde																
Central African Republic																
Chad				1'041												
Comoros																
Congo																
Congo, Democratic Republic of																
Côte d'Ivoire																
Djibouti																
Equatorial Guinea																
Eritrea																
Ethiopia					11'122					10'779						
Gabon				139												
Gambia																
Ghana			3'170							4'200						
Guinea					1'754											
Guinea-Bissau																
Kenya										5'052						
Lesotho								156								
Liberia																
Madagascar													3'963			
Malawi									2'250							
Mali								998							982	
Mauritania																
Mauritius			135	138	143	137	150	152	158	162	165	169	166	168	159	

In thousands	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>African region</b>																
<b>Sub-Saharan Africa</b>																
Mozambique																
Namibia		173			187			182			205	178				
Niger																
Nigeria																
Réunion																
Rwanda							1'340									
Sao Tome and Principe											13					
Senegal		1'254														
Seychelles			13													
Sierra Leone																
Somalia																
South Africa					3'386	3'500	3'241	3'225	3'743	4'353	5'577	4'783	4'841	5'118	4'866	5'242
St. Helena									1		1					
Swaziland						115		75								
Tanzania, United Republic of		5'098										8'563				
Togo																
Uganda								4'398						4'845		
Zambia	702	1'021							1'657							
Zimbabwe								2'285		2'280			2'050			
<b>North Africa</b>																
Algeria												884		933	1'356	
Egypt	3'410	2'855	3'167	2'941	3'097	2'948	2'085	3'017	2'996	3'139	3'245	3'196	3'306	3'467		
Libyan Arab Jamahiriya																
Morocco	779	809	761	785		1'011	1'018	1'002	907	948	2'489	2'258	2'263	2'528		
Sudan																
Tunisia					535					643	665	693	718	745		

Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.

**Table 7a. Unemployment rates in selected African countries, 1990-2005.**

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>African region</b>																
<b>Sub-Saharan Africa</b>																
Angola																
Benin																
Botswana		13.9			21.2		21.6		20.8		15.7	18.6				
Burkina Faso					2.6											
Burundi	0.5															
Cameroon							8.1					7.5				
Cape Verde																
Central African Republic																
Chad				0.7												
Comoros																
Congo																
Congo, Democratic Republic of																
Côte d'Ivoire																
Djibouti		43.5														
Equatorial Guinea																
Eritrea																
Ethiopia															23.1	
Gabon				18												
Gambia																
Ghana				4.7							8.2					
Guinea					3.1											
Guinea-Bissau																
Kenya					21.3											
Lesotho								39.3								
Liberia																
Madagascar													4.5			
Malawi									0.9							
Mali					1.4			3.3							8.8	
Mauritania																
Mauritius			3.1	3.7	4.2	9.8	5.8	6.6	6.9	7.7	8.8	9.1	9.7	10.2	8.5	

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>African region</b>																
<b>Sub-Saharan Africa</b>																
Mozambique																
Namibia		19			19.4			35			33.8	31.1				
Niger																
Nigeria						16.9										
Réunion																
Rwanda							0.6									
Sao Tome and Principe											14.4					
Senegal																
Seychelles			34.6													
Sierra Leone																
Somalia																
South Africa					20	16.9	21	22.9	25.2	23.3	25.8	29.7	30.7	28.4	27.1	26.8
St. Helena									18.2							
Swaziland						21.7		25.2								
Tanzania, United Republic of		3.5										5.1				
Togo																
Uganda														3.2		
Zambia	12.4	18.9		19.7			15		12							
Zimbabwe					5			6.9		6			8.2			
<b>North Africa</b>																
Algeria												27.3		23.7	20.1	
Egypt	8.6	9.6	9	10.9	11	11.3	9	8.4	8.2	8.1	9	9.4	10.2	11		
Libyan Arab Jamahiriya																
Morocco										13.9	13.6	12.5	11.6	11.9		
Sudan																
Tunisia					15.6			15.9		15.8	15.6	15	14.9	14.7		

Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.

**Table 7b. Male Unemployment rates in selected African countries, 1990-2004.**

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>African region</b>															
<b>Sub-Saharan Africa</b>															
Angola															
Benin															
Botswana		11.7			19.7		19.5		18.5		14.6	15.7			
Burkina Faso															
Burundi	0.7														
Cameroon							9.5					8.2			
Cape Verde															
Central African Republic															
Chad				1.1											
Comoros															
Congo															
Congo, Democratic Republic of															
Côte d'Ivoire															
Djibouti		41.9													
Equatorial Guinea															
Eritrea															
Ethiopia															15.8
Gabon				19.3											
Gambia															
Ghana				3.7							7.5				
Guinea					4.6										
Guinea-Bissau															
Kenya					13										
Lesotho								30.7							
Liberia															
Madagascar													3.5		
Malawi									1.2						
Mali					1.5			3.3							7.2
Mauritania															
Mauritius			3.2	3.4	3.6	7.8	4.6	5.6	6.1	7	8.3	8.8	8.5	9	5.8

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>African region</b>															
<b>Sub-Saharan Africa</b>															
Mozambique															
Namibia		20			17.9			29			28.3	26.8			
Niger															
Nigeria						18									
Réunion															
Rwanda							0.9								
Sao Tome and Principe											12.5				
Senegal															
Seychelles			27.7												
Sierra Leone															
Somalia															
South Africa					17.2	14.4	17.4	18.9	21.5	19.8	24.1	26.3	26.9	25.5	23.5
St. Helena									20.3						
Swaziland						20.4		20							
Tanzania, United Republic of		2.7										4.4			
Togo															
Uganda														2.5	
Zambia	11.7	16.3		18.9			15		13						
Zimbabwe					6.8			8.7		7.3			10.4		
<b>North Africa</b>															
Algeria												26.6		23.4	19.8
Egypt	5.2	5.9	6.4	7.5	7.4	7.6	6.9	5.2	5.1	5.1	5.1	5.8	6.3	7.3	
Libyan Arab Jamahiriya															
Morocco										14.2	13.8	12.4	11.3	11.5	
Sudan															
Tunisia															

Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.

**Table 7c. Female Unemployment rates in selected African countries, 1990-2004.**

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>African region</b>															
<b>Sub-Saharan Africa</b>															
Angola															
Benin															
Botswana		17.3			22.8		24		23.5		17.1	22.3			
Burkina Faso															
Burundi	0.3														
Cameroon							6.5					6.7			
Cape Verde															
Central African Republic															
Chad				0.2											
Comoros															
Congo															
Congo, Democratic Republic of															
Côte d'Ivoire															
Djibouti		46.7													
Equatorial Guinea															
Eritrea															
Ethiopia															31.2
Gabon				16.4											
Gambia															
Ghana				5.4							8.7				
Guinea					1.7										
Guinea-Bissau															
Kenya					28.4										
Lesotho								47.1							
Liberia															
Madagascar													5.6		
Malawi									0.6						
Mali					1.3			3.3							10.9
Mauritania															
Mauritius			3.1	4.2	5.2	13.9	8.2	8.5	8.5	9	9.6	9.8	12	12.6	13.5



	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>African region</b>															
<b>Sub-Saharan Africa</b>															
Mozambique															
Namibia		19			21.1			40			39	35.9			
Niger															
Nigeria						15.4									
Réunion															
Rwanda							0.4								
Sao Tome and Principe											17.8				
Senegal															
Seychelles			41.1												
Sierra Leone															
Somalia															
South Africa					23.5	20	25.4	27.6	30.1	27.8	28.7	33.7	35.1	31.7	31.6
St. Helena									15.2						
Swaziland						23.2		26							
Tanzania, United Republic of		4.2										5.8			
Togo															
Uganda														3.9	
Zambia	13.7	22.4		20.6			16		12						
Zimbabwe					3			5.1		4.6			6.1		
<b>North Africa</b>															
Algeria												31.4		25.4	21.3
Egypt	17.9	21.3	17	22.3	22.8	24.1	20.4	19.8	19.9	19.4	22.7	22.2	23.9	23.2	
Libyan Arab Jamahiriya															
Morocco										13.3	13	12.5	12.5	13	
Sudan															
Tunisia															

Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.

**Table 8a. Unemployment in selected African countries, 1990-2004.**

In thousands	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>African region</b>															
<b>Sub-Saharan Africa</b>															
Angola															
Benin															
Botswana		61			99		94		115		90	108			
Burkina Faso					123										
Burundi	14														
Cameroon							392					468			
Cape Verde															
Central African Republic															
Chad				15											
Comoros															
Congo															
Congo, Democratic Republic of															
Côte d'Ivoire															
Djibouti		60													
Equatorial Guinea															
Eritrea															
Ethiopia															836
Gabon				68											
Gambia															
Ghana				283							830				
Guinea					107										
Guinea-Bissau															
Kenya					2'459										
Lesotho								216							
Liberia															
Madagascar													383		
Malawi									41						
Mali			70					104							227
Mauritania															
Mauritius			15	18	21	48	28	32	34	39	45	48	51	54	45

In thousands	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>African region</b>															
<b>Sub-Saharan Africa</b>															
Mozambique															
Namibia		92			84			211			221	185			
Niger						1'065									
Nigeria															
Réunion															
Rwanda							15								
Sao Tome and Principe											6				
Senegal															
Seychelles			14												
Sierra Leone															
Somalia															
South Africa					1'988	1'644	2'019	2'238	3'163	3'158	4'208	4'383	4'788	4'910	4'272
St. Helena									0.4						
Swaziland						73		59							
Tanzania, United Republic of		365										913			
Togo															
Uganda														346	
Zambia	285	570		690			610		483						
Zimbabwe					216			341		298			560		
<b>North Africa</b>															
Algeria												2'339		2'078	1'672
Egypt	1'346	1'463	1'416	1'801	1'877	1'917	1'535	1'446	1'448	1'481	1'698	1'783	2'021	2'241	
Libyan Arab Jamahiriya															
Morocco										1'432	1'394	1'275	1'203	1'299	
Sudan					452			475		510	511	504	524	509	
Tunisia															

Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.

**Table 8b. Male unemployment in selected African countries, 1990-2004.**

In thousands	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>African region</b>															
<b>Sub-Saharan Africa</b>															
Angola															
Benin															
Botswana		32			49		45		56		46	51			
Burkina Faso															
Burundi	10														
Cameroon							242					263			
Cape Verde															
Central African Republic															
Chad				13											
Comoros															
Congo															
Congo, Democratic Republic of															
Côte d'Ivoire															
Djibouti		38													
Equatorial Guinea															
Eritrea															
Ethiopia															299
Gabon				40											
Gambia															
Ghana				100							364				
Guinea					76										
Guinea-Bissau															
Kenya					698										
Lesotho								80							
Liberia															
Madagascar													150		
Malawi									28						
Mali					39			69							107
Mauritania															
Mauritius			10	11	12	25	15	19	20	24	29	31	30	32	20

In thousands	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>African region</b>															
<b>Sub-Saharan Africa</b>															
Mozambique															
Namibia		53			41			88			89	84			
Niger															
Nigeria						661									
Réunion															
Rwanda							10								
Sao Tome and Principe											4				
Senegal															
Seychelles			5												
Sierra Leone															
Somalia															
South Africa					950	771	916	1'007	1'548	1'480	2'015	2'114	2'252	2'328	2'055
St. Helena									0.3						
Swaziland						39		27							
Tanzania, United Republic of		143										388			
Togo															
Uganda														128	
Zambia	174	269		349			314		281						
Zimbabwe					153			219		187			339		
<b>North Africa</b>															
Algeria												1'935		1'760	1'370
Egypt	602	692	768	956	963	997	1'001	702	703	726	744	852	983	1'187	
Libyan Arab Jamahiriya															
Morocco										1'045	1'036	952	878	922	
Sudan															
Tunisia															

Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.

**Table 8c. Female unemployment in selected African countries, 1990-2004.**

In thousands	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>African region</b>															
<b>Sub-Saharan Africa</b>															
Angola															
Benin															
Botswana		29			50		49		59		44	57			
Burkina Faso															
Burundi	4														
Cameroon							150					205			
Cape Verde															
Central African Republic															
Chad				3											
Comoros															
Congo															
Congo, Democratic Republic of															
Côte d'Ivoire															
Djibouti		22													
Equatorial Guinea															
Eritrea															
Ethiopia															536
Gabon				27											
Gambia															
Ghana				183							458				
Guinea					30										
Guinea-Bissau															
Kenya					1'761										
Lesotho								136							
Liberia															
Madagascar													233		
Malawi									13						
Mali					32			35							120
Mauritania															
Mauritius			5	7	9	22	13	14	14	15	17	17	21	23	25

In thousands	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>African region</b>															
<b>Sub-Saharan Africa</b>															
Mozambique															
Namibia		39			44			123			131	101			
Niger															
Nigeria						404									
Réunion															
Rwanda							5								
Sao Tome and Principe											3				
Senegal															
Seychelles			8												
Sierra Leone															
Somalia															
South Africa					1'038	873	1'103	1'231	1'614	1'677	2'194	2'268	2'535	2'581	2'217
St. Helena									0.2						
Swaziland						34		26							
Tanzania, United Republic of		222										524			
Togo															
Uganda														218	
Zambia	111	305		341			300		227						
Zimbabwe					62			122		111			222		
<b>North Africa</b>															
Algeria												405		318	301
Egypt	744	771	648	845	914	920	534	745	745	754	955	931	1'037	1'054	
Libyan Arab Jamahiriya															
Morocco										388	359	323	324	377	
Sudan															
Tunisia															

Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.

**Table 9a. Percentage shares of people in total employment that are wage and salary workers in selected African countries, 1990-2004.**

Rates	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>African region</b>															
<b>Sub-Saharan Africa</b>															
Botswana					66.2	79.9			73.3		69.7	82.7			
Cameroon							14.2					19.2			
Djibouti		75.8													
Ethiopia										8.2					49.5
Ghana			16.9							13.8					
Kenya										33.4					
Lesotho								37.4							
Madagascar													15.0		
Malawi									12.9						
Mauritius						80.9									80.0
Namibia					55.0			63.8			62.2	61.5			
Nigeria						41.9									
Rwanda							6.0								
South Africa												80.9	80.7	81.8	
Swaziland								76.4							
Tanzania, United Republic of												6.9			
Uganda													14.3	14.5	
Zambia	30.6	24.1					20.6		17.7					18.7	
Zimbabwe					36.1			39.2		37.0			37.7		
<b>North Africa</b>															
Algeria												60.9		64.8	59.8
Egypt								60.0	59.8	61.1	59.9	61.5	60.2	57.9	
Morocco											61.6	61.2	38.0	38.1	
Tunisia										68.4	68.1	67.6	67.7	64.3	

Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.



**Table 9b. Percentage shares of people in total employment that are self-employed workers in selected African countries, 1990-2004.**

Rates	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>African region</b>															
<b>Sub-Saharan Africa</b>															
Botswana					12.6	10.0			10.9		13.2	15.9			
Cameroon							68.6					59.3			
Djibouti		17.7													
Ethiopia										44.3					42.2
Ghana			81.2							68.8					
Kenya										23.8					
Lesotho								60.3							
Madagascar													43.7		
Malawi									84.6						
Mauritius						16.7									17.7
Namibia					20.7			22.9				16.0			
Nigeria						48.8									
Rwanda							61.4								
South Africa												17.8	18.2	17.4	
Swaziland								21.1							
Tanzania, United Republic of												89.3			
Uganda													54.2	59.4	
Zambia	29.1	41.1					51.7		55.1					59.7	
Zimbabwe					45.5			46.2		43.1			50.4		
<b>North Africa</b>															
Algeria												29.3		27.8	31.7
Egypt								27.2	28.1	27.5	28.5	29.2	29.4	30.0	
Morocco											30.9	31.5	30.8	31.1	
Tunisia										23.3	23.6	24.5	25.1	26.8	

**Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.**

**Table 9c. Percentage shares of people in total employed that are contributing family workers in selected African countries, 1990-2004.**

Rates	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>African region</b>															
<b>Sub-Saharan Africa</b>															
Botswana					3.8	10.0			15.8		17.1	1.3			
Cameroon							15.1					18.2			
Ethiopia										47.0					7.2
Ghana										17.2					
Kenya										39.6					
Madagascar													40.6		
Malawi									2.5						
Mauritius						2.4									2.1
Namibia					22.4			11.7				16.9			
Rwanda							31.2								
South Africa												1.2	1.0	0.8	
Swaziland								1.1							
Tanzania, United Republic of												3.8			
Uganda													31.5	26.1	
Zambia	37.4	29.6					27.0		26.7					19.6	
Zimbabwe					18.4			14.6		13.9			11.9		
<b>North Africa</b>															
Algeria												8.4		7.2	8.2
Egypt								12.8	12.1	11.4	11.5	9.3	10.4	12.2	
Morocco													29.9	29.7	
Tunisia										7.8	7.4	7.9	7.1	8.7	

**Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.**

**Table 10. Percentage shares in employment by status in African region, total and by sex, 1996 and 2006.**

	1996				2006			
Total (%)	Wage and salaried workers	Employers	Own-Account Workers	Contributing family workers	Wage and salaried workers	Employers	Own-Account Workers	Contributing family workers
Africa	25.1	3.4	41.6	29.9	28.4	3.8	39.2	28.6
North Africa	21.1	2.0	45.9	31.0	24.2	2.1	43.5	30.1
Sub-Saharan Africa	45.1	10.5	19.9	24.5	48.1	11.7	18.8	21.4
Females (%)	Wage and salaried workers	Employers	Own-Account Workers	Contributing family workers	Wage and salaried workers	Employers	Own-Account Workers	Contributing family workers
Africa	16.3	1.3	45.9	36.6	20.1	1.7	39.3	39.0
North Africa	40.6	3.2	16.0	40.2	45.9	4.1	13.5	36.5
Sub-Saharan Africa	13.8	1.1	49.0	36.2	17.0	1.4	42.3	39.3
Males (%)	Wage and salaried workers	Employers	Own-Account Workers	Contributing family workers	Wage and salaried workers	Employers	Own-Account Workers	Contributing family workers
Africa	31.0	4.8	38.7	25.5	33.8	5.2	39.1	21.8
North Africa	46.4	12.6	21.1	19.9	48.8	14.1	20.4	16.7
Sub-Saharan Africa	26.8	2.7	43.6	27.0	29.5	2.7	44.4	23.3

Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.

**Table 11a. Sectoral employment in African region, total and by sex, selected years, 1996-2006.**

	Employment in agriculture ('000s)				Employment in industry ('000s)				Employment in services ('000s)			
	1996	2004	2005	2006	1996	2004	2005	2006	1996	2004	2005	2006
<b>Total</b>												
<b>Africa</b>	161'066	186'483	186'763	189'544	27'654	33'220	34'184	35'707	69'871	95'361	102'184	105'738
<b>Northern Africa</b>	14'377	16'825	17'642	17'609	8'252	10'802	11'107	11'621	20'464	27'262	27'719	28'822
<b>Sub-Saharan Africa</b>	146'689	169'658	169'121	171'935	19'401	22'419	23'077	24'086	49'407	68'099	74'465	76'916
<b>Females</b>												
<b>Africa</b>	67'883	78'048	78'246	79'427	6'966	7'706	7'725	8'146	28'139	38'551	41'462	42'944
<b>Northern Africa</b>	2'886	3'774	4'268	4'301	1'501	1'657	1'623	1'725	4'987	7'116	7'140	7'486
<b>Sub-Saharan Africa</b>	64'996	74'274	73'978	75'126	5'465	6'049	6'103	6'421	23'152	31'435	34'322	35'459
<b>Males</b>												
<b>Africa</b>	93'183	108'435	108'517	110'117	20'688	25'514	26'459	27'562	41'732	56'810	60'722	62'794
<b>Northern Africa</b>	11'491	13'051	13'374	13'309	6'751	9'144	9'485	9'896	15'476	20'146	20'579	21'337
<b>Sub-Saharan Africa</b>	81'693	95'384	95'142	96'809	13'936	16'370	16'975	17'665	26'255	36'664	40'143	41'457

Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.

**Table 11b. Percentage distribution of sectoral employment in African region, total and by sex, selected years, 1996-2006.**

	Employment in agriculture (%)				Employment in industry (%)				Employment in services (%)			
	1996	2004	2005	2006	1996	2004	2005	2006	1996	2004	2005	2006
<b>Total</b>												
<b>Africa</b>	62.3	59.2	57.8	57.3	10.7	10.5	10.6	10.8	27.0	30.3	31.6	31.9
<b>North Africa</b>	33.4	30.7	31.2	30.3	19.1	19.7	19.7	20.0	47.5	49.7	49.1	49.6
<b>Sub-Saharan Africa</b>	68.1	65.2	63.4	63.0	9.0	8.6	8.7	8.8	22.9	26.2	27.9	28.2
<b>Females</b>												
<b>Africa</b>	65.9	62.8	61.4	60.9	6.8	6.2	6.1	6.2	27.3	31.0	32.5	32.9
<b>North Africa</b>	30.8	30.1	32.8	31.8	16.0	13.2	12.5	12.8	53.2	56.7	54.8	55.4
<b>Sub-Saharan Africa</b>	69.4	66.5	64.7	64.2	5.8	5.4	5.3	5.5	24.7	28.1	30.0	30.3
<b>Males</b>												
<b>Africa</b>	59.9	56.8	55.5	54.9	13.3	13.4	13.5	13.7	26.8	29.8	31.0	31.3
<b>North Africa</b>	34.1	30.8	30.8	29.9	20.0	21.6	21.8	22.2	45.9	47.6	47.4	47.9
<b>Sub-Saharan Africa</b>	67.0	64.3	62.5	62.1	11.4	11.0	11.1	11.3	21.5	24.7	26.4	26.6

Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.

**Table 12. The female share of sectoral employment in the world's regions, selected years, 1996-2006.**

Female share	Share of agriculture employment (%)			
	1996	2004	2005	2006
<b>Africa</b>	42.1	41.9	41.9	41.9
<b>North Africa</b>	20.1	22.4	24.2	24.4
<b>Sub-Saharan Africa</b>	44.3	43.8	43.7	43.7

Female share	Share of industrial employment (%)			
	1996	2004	2005	2006
<b>Africa</b>	25.2	23.2	22.6	22.8
<b>North Africa</b>	18.2	15.3	14.6	14.8
<b>Sub-Saharan Africa</b>	28.2	27.0	26.4	26.7

Female share	Share of services employment (%)			
	1996	2004	2005	2006
<b>Africa</b>	40.3	40.4	40.6	40.6
<b>North Africa</b>	24.4	26.1	25.8	26.0
<b>Sub-Saharan Africa</b>	46.9	46.2	46.1	46.1

Female share	Share of total employment (%)			
	1996	2004	2005	2006
<b>Africa</b>	39.8	39.5	39.4	39.4
<b>North Africa</b>	21.8	22.9	23.1	23.3
<b>Sub-Saharan Africa</b>	43.4	43.0	42.9	42.9

**Source: ILO, Global Employment Trends Model 2006, Employment Trends Team.**

**Table 13a. Youth unemployment rates in selected African countries, both sexes, 1990-2004.**

Rates	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>African region</b>															
<b>Sub-Saharan Africa</b>															
Botswana					41.2		37.9		42.5		39.9	39.7			
Ethiopia															35
Ghana				17.1							15.9				
Lesotho								47.4							
Mauritius						23.8									24.9
Namibia		38.1			31.7			37				44.8			
Rwanda							0.7								
South Africa									45	46.2	44.2		56.5	60.1	
St. Helena									23.8						
Swaziland						43.6		55.2							
Zambia	20.9														
Zimbabwe								16.5		14					
<b>North Africa</b>															
Algeria												47.8			43.4
Egypt									23.1	20.4		27.7	27.1		
Morocco										20.5		18.9	17.6	17	

**Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.**

**Table 13b. Youth Male unemployment rates in selected African countries, 1990-2004.**

Rates	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>African region</b>															
<b>Sub-Saharan Africa</b>															
Botswana					37.2		33.5		38		37.6	33.9			
Ethiopia															28.2
Ghana				14.8							12.7				
Lesotho								37.9							
Mauritius						21.4									21.2
Namibia		36.2			29.6			32.9				40.4			
Rwanda							1								
South Africa									41.3	42.2	42.1		51.8	55.8	
St. Helena									24.2						
Swaziland						44.2		41.7							
Zambia	20.7														
Zimbabwe								20.7		17					
<b>North Africa</b>															
Algeria															42.8
Egypt									15.8	13.8		19.2	21.4		
Morocco										22.1		19.7	17.9	17.4	

**Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.**



**Table 13c. Youth Female unemployment rates in selected African countries, 1990-2004.**

Rates	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>African region</b>															
<b>Sub-Saharan Africa</b>															
Botswana					45.7		42.4		47.4		42.3	46.1			
Ethiopia															40.5
Ghana				18.9							19.4				
Lesotho								58.5							
Mauritius						28.1									31
Namibia		40.4			33.8			41.4				49.3			
Rwanda							0.5								
South Africa									49.4	50.4	46.7		61.9	64.8	
St. Helena									23.5						
Swaziland						43		48.3							
Zambia	21.1														
Zimbabwe								12.4		10.9					
<b>North Africa</b>															
Algeria															46.3
Egypt									42.8	36.7		51.1	40		
Morocco										16.8		16.6	16.9	15.9	

**Source: ILO, Key Indicators of the Labour Market (KILM), 4th Edition, Geneva 2005. For further information, see the KILM 4th edition.**