

Labor Force and Employment

This chapter presents data on the level and structure of the labor force. The distribution of the labor force into various industrial activities is also given, as well as the participation rates of the population in economic activities. Information is also presented on average wages in different sectors.

The treatment of statistics on public sector employment is not consistent among countries. The scope covered often varies. While some countries include education and health sectors, others leave them out. Staff of local, regional, and state or provincial governments are likewise treated differently.

The stipulations on wages take different forms among the countries where such practice exists. While some countries have a minimum wage per hour worked, others stipulate a minimum monthly wage for a worker. To permit some measure of comparability, we have computed and reported the monthly average earnings per wage earner. These earnings are further converted to U.S. dollars at the Atlas exchange rate. These data should be used with caution since some countries have more than one minimum wage rate based on the industry and the occupation within the industry as well as on the region of the country concerned.

The definition of labor force or economically active population is that used by the International Labor Organization (ILO), which follows the UN system of national accounts (SNA). The labor force is measured by dividing economically active persons into two categories: employed and unemployed. Caution in the use of the data is necessary because, as pointed out in the ILO's *World Labor Report 1* (1987), there are many persons who do not clearly come within one of these categories or the other. Many are visibly underemployed in that they work less than full time. Others work full time but earn less than a subsistence income. Some of the unemployed may even be voluntarily idle.

The comparability of the data is further hampered by the fact that practices vary among countries as regards the treatment of such groups as armed forces, inmates of institutions, persons living on reservations, persons seeking their first job, seasonal workers, and persons engaged in part-time economic activities. In some countries, all or part of these groups are included among the economically active, while in others they are treated as inactive. In addition, the extent to which family workers who assist in family enterprises are included among the enumerated economically active population, particularly females, varies considerably

from country to country. Further, in some countries the statistics of the economically active relate only to employed and unemployed persons above a specified age, while in others there is no such age provision.

The reference period is also an important factor of difference, especially when it comes to the classification of the labor force according to industry. In some countries, such classification refers to the actual posi-

tion of each individual on the day of the census or survey date, while in others the data recorded refer to the usual position of each person, generally without reference to any given period of time.

The sources for the tables in this chapter are various issues of the ILO's *Yearbook of Labor Statistics*, and electronic ILO files kept in World Bank SIMA.

11-1. Number and gender structure of the labor force

	Total labor force (thousands)			Percentage of total labor force that is female		
	1970	1980	1998	1970	1980	1998
SUB-SAHARAN AFRICA	132,558	169,972	274,935	42.5	42.3	42.2
excluding South Africa	124,385	159,493	258,788	43.1	42.7	42.5
excl. S. Africa & Nigeria	102,035	130,322	210,461	44.5	44.2	43.9
Angola	2,906	3,439	5,521	47.4	47.0	46.3
Benin	1,355	1,663	2,677	48.4	47.0	48.3
Botswana	287	399	687	53.5	50.1	45.5
Burkina Faso	3,267	3,829	5,365	48.9	47.6	46.6
Burundi	1,968	2,272	3,536	50.5	50.2	48.9
Cameroon	3,042	3,635	5,864	37.3	36.8	37.8
Cape Verde	85	92	166	29.1	34.0	39.0
Central African Republic	..	..	..	..	..	..
Chad	1,826	2,239	3,496	42.5	43.4	44.6
Comoros	..	151	239	..	43.1	42.3
Congo, Democratic Rep. of	9,527	11,884	20,251	45.2	44.5	43.5
Congo, Republic of	543	701	1,141	41.2	42.4	43.4
Côte d'Ivoire	2,316	3,278	5,797	33.0	32.2	33.1
Djibouti	..	..	..	..	..	..
Equatorial Guinea	134	95	181	36.3	35.1	35.5
Eritrea	952	1,215	1,940	47.5	47.4	47.4
Ethiopia	13,311	16,973	26,344	42.4	42.3	40.9
Gabon	282	359	543	45.7	45.0	44.5
Gambia, The	246	327	620	44.9	44.8	45.0
Ghana	4,048	5,048	8,676	50.6	51.0	50.6
Guinea	2,067	2,275	3,400	47.7	47.1	47.2
Guinea-Bissau	273	398	546	39.7	39.9	40.4
Kenya	5,634	7,817	14,940	45.2	46.0	46.1
Lesotho	468	565	844	39.4	37.9	36.8
Liberia	609	788	1,214	38.0	38.4	39.5
Madagascar	3,430	4,348	6,858	45.5	45.2	44.7
Malawi	2,349	3,092	5,056	50.6	50.6	48.8
Mali	2,828	3,361	5,192	46.5	46.7	46.3
Mauritania	623	744	1,163	46.7	45.0	43.8
Mauritius	248	348	499	19.9	25.7	32.2
Mozambique	5,261	6,652	8,812	49.2	49.0	48.4
Namibia	356	443	682	39.7	40.1	40.8
Niger	2,124	2,793	4,767	45.1	44.6	44.3
Nigeria	22,350	29,171	48,327	36.8	36.2	36.3
Rwanda	1,976	2,633	4,377	49.4	49.1	48.9
São Tomé and Príncipe	..	..	..	..	..	..
Senegal	1,996	2,547	4,067	41.6	42.2	42.6
Seychelles	..	..	..	..	..	..
Sierra Leone	1,062	1,262	1,796	35.6	35.5	36.6
Somalia	1,728	2,692	3,903	43.9	43.4	43.4
South Africa	8,172	10,479	16,147	32.7	35.1	37.6
Sudan	5,128	6,912	11,055	26.7	26.9	29.0
Swaziland	159	203	356	33.5	33.5	37.6
Tanzania	7,258	9,476	16,386	50.6	49.8	49.2
Togo	909	1,151	1,828	39.0	39.3	40.0
Uganda	5,200	6,660	10,240	48.2	47.9	47.6
Zambia	1,885	2,410	4,060	44.6	45.4	45.0
Zimbabwe	2,367	3,154	5,377	44.4	44.4	44.5
NORTH AFRICA	22,349	29,252	48,603	25.8	27.2	30.0
Algeria	3,574	4,854	9,874	20.3	21.4	26.4
Egypt, Arab Republic	11,569	14,306	22,718	25.9	26.5	29.7
Libya	616	943	1,538	16.3	18.6	22.1
Morocco	5,052	6,978	10,832	31.4	33.5	34.7
Tunisia	1,538	2,171	3,641	23.7	28.9	31.2
ALL AFRICA	154,906	199,223	323,538	40.1	40.1	40.4

11-2. Children under 14 working in the labor force

	<i>As percentage of population age 10 to 14</i>			
	1970	1980	1990	1998
SUB-SAHARAN AFRICA	36.3	34.7	32.2	29.9
excluding South Africa	39.1	37.2	34.5	31.8
excl. S.Africa & Nigeria	41.1	39.3	36.2	33.5
Angola	31.4	29.7	28.1	26.5
Benin	34.4	30.3	28.6	26.9
Botswana	32.3	25.9	19.4	15.4
Burkina Faso	75.1	70.9	58.7	46.5
Burundi	50.8	50.0	49.4	48.7
Cameroon	38.9	33.9	27.5	23.9
Cape Verde	17.3	16.0	14.7	13.8
Central African Republic	45.0	39.4	33.8	30.1
Chad	41.9	41.6	40.0	37.3
Comoros	45.8	44.7	40.9	38.2
Congo, Democratic Rep. of	36.5	33.2	30.5	29.0
Congo, Republic of	28.3	27.5	26.6	25.7
Côte d'Ivoire	34.6	28.4	22.3	19.4
Djibouti	..	..	..	..
Equatorial Guinea	42.7	40.4	35.8	32.8
Eritrea	46.1	43.8	40.8	38.9
Ethiopia	48.5	46.3	43.5	41.6
Gabon	35.6	29.1	22.7	15.8
Gambia, The	45.9	44.4	40.2	35.1
Ghana	16.3	16.2	14.6	12.5
Guinea	43.3	41.2	37.0	32.3
Guinea-Bissau	45.2	43.4	40.4	37.5
Kenya	45.0	45.0	43.4	40.0
Lesotho	30.9	27.7	23.5	21.3
Liberia	31.1	25.7	21.8	16.7
Madagascar	41.7	40.2	37.6	34.8
Malawi	50.7	45.2	38.9	33.0
Mali	62.5	61.2	57.9	52.5
Mauritania	33.3	29.6	25.8	22.8
Mauritius	5.8	4.8	4.0	2.4
Mozambique	40.7	39.5	35.2	33.0
Namibia	40.2	33.6	26.0	19.1
Niger	48.8	47.8	46.8	44.2
Nigeria	30.8	29.2	27.6	24.6
Rwanda	43.3	42.5	42.1	41.5
São Tomé and Príncipe	..	..	..	..
Senegal	46.9	42.9	35.4	28.9
Seychelles	..	..	..	..
Sierra Leone	21.7	19.4	17.1	14.5
Somalia	39.9	37.7	34.5	31.9
South Africa	2.7	0.9	0.0	0.0
Sudan	34.1	33.3	31.4	28.2
Swaziland	19.1	17.2	15.3	12.8
Tanzania	45.6	42.8	42.1	37.9
Togo	40.4	36.1	30.4	27.5
Uganda	50.4	48.8	46.8	44.4
Zambia	21.1	19.0	16.9	15.9
Zimbabwe	41.1	36.7	31.8	28.0
NORTH AFRICA	12.7	15.1	8.8	5.8
Algeria	11.4	7.1	3.3	0.6
Egypt, Arab Republic	23.6	18.3	13.2	10.0
Libya	12.8	8.7	0.5	0.1
Morocco	21.5	20.9	10.6	2.6
Tunisia	12.2	5.8	0.0	0.0
ALL AFRICA	31.4	30.9	28.0	25.8

11-3. Unpaid family workers as share of active workers

	<i>Percentage of unpaid family workers in economically active workers (most recent year available between 1980-97)</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>
SUB-SAHARAN AFRICA
excluding South Africa
excl. S.Africa & Nigeria
Angola
Benin
Botswana	41.8	36.0	77.7
Burkina Faso
Burundi
Cameroon	32.7	9.2	41.9
Cape Verde
Central African Republic
Chad
Comoros
Congo, Democratic Rep. of
Congo, Republic of
Côte d'Ivoire
Djibouti
Equatorial Guinea
Eritrea
Ethiopia
Gabon
Gambia, The
Ghana	..	0.0	0.0
Guinea
Guinea-Bissau
Kenya
Lesotho
Liberia
Madagascar
Malawi
Mali
Mauritania
Mauritius
Mozambique
Namibia
Niger
Nigeria	14.9	8.6	23.5
Rwanda
São Tomé and Príncipe
Senegal
Seychelles	0.4	0.2	0.6
Sierra Leone
Somalia
South Africa
Sudan
Swaziland
Tanzania
Togo
Uganda
Zambia
Zimbabwe
NORTH AFRICA	..	6.9	13.5
Algeria	..	5.6	6.2
Egypt, Arab Republic	1.9	15.0	16.9
Libya
Morocco
Tunisia	18.5	5.1	23.6
ALL AFRICA

11-4. Industrial structure of the labor force

	Percentage of labor force working in								
	Agriculture			Industry			Services		
	1970	1980	1990	1970	1980	1990	1970	1980	1990
SUB-SAHARAN AFRICA	78	72	68	8	9	9	14	20	24
excluding South Africa	82	76	71	6	7	7	12	18	22
excl. S.Africa & Nigeria	84	80	77	6	7	7	11	13	16
Angola	78	76	75	7	8	8	15	16	17
Benin	81	67	64	5	7	8	14	26	28
Botswana	82	64	46	5	10	20	13	26	33
Burkina Faso	92	92	92	3	3	2	5	5	6
Burundi	94	93	92	2	2	3	4	5	6
Cameroon	85	73	70	5	8	9	10	19	21
Cape Verde	47	37	31	27	31	30	27	33	40
Central African Republic	89	85	80	2	3	3	8	12	16
Chad	92	88	83	2	3	4	5	9	13
Comoros	83	81	77	7	8	9	10	11	13
Congo, Democratic Rep. of	75	72	68	11	12	13	14	16	19
Congo, Republic of	66	58	49	11	13	15	23	29	37
Côte d'Ivoire	76	65	60	6	8	10	19	27	30
Djibouti	..	..	..	..	..	..	..	..	..
Equatorial Guinea	82	78	75	5	5	5	14	17	20
Eritrea	86	83	80	4	5	5	10	12	15
Ethiopia	91	89	86	2	2	2	7	9	12
Gabon	79	65	52	9	12	16	12	22	33
Gambia, The	87	84	82	5	7	8	8	9	11
Ghana	60	61	59	15	13	13	25	25	28
Guinea	92	91	87	1	1	2	7	8	11
Guinea-Bissau	89	87	85	1	2	2	9	11	13
Kenya	86	82	80	5	6	7	9	11	13
Lesotho	43	40	40	36	34	28	21	26	32
Liberia	81	76	72	7	6	6	12	17	22
Madagascar	84	82	78	5	6	7	11	13	15
Malawi	91	87	87	4	5	5	5	7	8
Mali	93	89	86	1	2	2	6	9	12
Mauritania	84	72	55	3	7	10	12	22	34
Mauritius	34	27	17	25	28	43	41	45	40
Mozambique	86	84	83	6	7	8	8	8	9
Namibia	64	56	49	15	15	15	21	29	36
Niger	93	91	90	2	3	4	5	5	6
Nigeria	71	54	43	11	8	7	19	38	50
Rwanda	94	93	92	3	3	3	4	4	5
São Tomé and Príncipe	..	..	..	..	..	..	..	..	..
Senegal	83	81	77	6	6	8	12	13	16
Seychelles	..	..	..	..	..	..	..	..	..
Sierra Leone	76	70	67	12	14	15	12	16	17
Somalia	81	78	75	6	7	8	13	14	16
South Africa	31	17	14	30	35	32	39	48	54
Sudan	77	72	69	6	8	8	17	20	22
Swaziland	65	50	39	13	19	22	22	31	38
Tanzania	90	86	84	3	4	5	7	10	11
Togo	74	69	66	9	10	10	17	22	24
Uganda	90	87	85	3	4	5	7	9	11
Zambia	79	76	75	7	8	8	14	16	17
Zimbabwe	77	72	68	11	12	8	12	15	24
NORTH AFRICA	51	51	37	18	20	25	31	29	38
Algeria	47	36	26	21	27	31	31	37	43
Egypt, Arab Republic	52	57	40	16	16	22	32	27	38
Libya	29	25	11	25	24	23	46	51	66
Morocco	58	56	45	17	20	25	25	24	31
Tunisia	42	39	28	26	30	33	33	31	39
ALL AFRICA	75	69	63	9	10	11	16	21	26

Note: Figures may not add up to 100 because of rounding.

11-5. Industrial structure of economically active population

	Percentage of population economically active											
	Agriculture				Industry				Services			
	Male		Female		Male		Female		Male		Female	
	1980	1995*	1980	1995*	1980	1995*	1980	1995*	1980	1995*	1980	1995*
SUB-SAHARAN AFRICA	62	58	74	68	14	14	5	5	24	29	17	21
excluding South Africa	65	61	77	72	12	12	4	4	23	28	14	18
excl. S.Africa & Nigeria	69	65	80	77	12	12	4	4	19	22	10	12
Angola	67	65	87	86	13	14	1	2	20	21	11	13
Benin	66	62	69	65	10	12	4	4	24	27	27	30
Botswana	53	39	74	55	41	30	8	20	53	50	24	36
Burkina Faso	92	91	93	94	3	2	2	2	5	7	5	5
Burundi	88	86	98	98	4	4	1	1	9	10	1	1
Cameroon	65	62	87	83	11	12	2	3	24	26	11	14
Cape Verde	34	30	39	33	38	38	18	16	28	33	41	51
Central African Republic	79	74	90	87	5	6	1	0	15	20	9	13
Chad	82	77	95	91	6	7	0	1	12	16	4	8
Comoros	70	68	93	90	12	13	3	5	17	20	3	5
Congo, Democratic Rep. of	62	58	84	81	18	20	4	5	20	23	12	14
Congo, Republic of	42	33	81	69	20	23	2	4	38	44	17	27
Côte d'Ivoire	60	54	75	72	10	12	5	6	30	34	20	22
Djibouti	..	..	..	..	..	..	..	..	..	..	..	..
Equatorial Guinea	71	66	91	91	7	7	3	2	23	27	7	8
Eritrea	79	77	88	85	7	8	2	2	14	16	11	13
Ethiopia	90	89	89	88	2	2	2	2	8	9	10	12
Gabon	59	46	74	59	18	21	6	10	24	33	21	32
Gambia, The	78	74	93	92	10	12	3	2	13	14	5	6
Ghana	66	64	57	55	12	12	14	14	22	25	29	31
Guinea	86	83	97	92	2	3	1	1	12	15	3	7
Guinea-Bissau	81	78	98	96	3	3	0	1	17	19	2	3
Kenya	23	19	25	20	24	23	9	9	53	58	10	12
Lesotho	26	29	64	59	52	41	5	5	22	30	31	36
Liberia	69	65	89	84	9	9	1	1	22	26	10	16
Madagascar	73	70	93	88	9	10	2	3	19	20	5	9
Malawi	78	50	96	73	10	25	1	7	12	25	3	3
Mali	86	83	92	89	2	2	1	2	12	15	7	9
Mauritania	65	49	79	63	11	16	2	4	24	35	19	34
Mauritius	29	15	30	13	19	39	40	43	47	46	46	36
Mozambique	72	70	97	96	14	15	1	1	14	15	2	3
Namibia	52	46	42	67	22	21	10	12	27	33	31	39
Niger	86	84	98	97	69	51	29	24	25	41	1	1
Nigeria	52	43	57	44	10	9	5	3	38	49	38	53
Rwanda	88	86	98	98	5	6	1	1	7	8	1	2
São Tomé and Príncipe	..	..	..	..	..	..	..	..	..	..	..	..
Senegal	74	70	90	86	9	10	2	4	17	20	8	11
Seychelles	..	..	..	..	..	..	..	..	..	..	..	..
Sierra Leone	63	60	82	81	20	22	4	4	17	18	14	16
Somalia	69	66	90	87	12	13	2	2	19	21	8	11
South Africa	18	16	16	10	45	42	16	15	37	42	68	76
Sudan	66	64	88	84	9	10	4	5	24	26	8	11
Swaziland	40	..	38	26	29	..	14	27	30	..	31	39
Tanzania	80	78	92	91	7	8	2	2	13	14	7	7
Togo	70	66	67	65	12	12	7	7	19	22	26	29
Uganda	84	81	91	88	6	7	2	2	10	12	8	10
Zambia	69	68	85	83	13	13	3	3	19	19	13	14
Zimbabwe	29	23	50	38	31	32	8	10	40	46	12	17
NORTH AFRICA	40	25	40	33	24	27	14	24	35	48	36	28
Algeria	27	18	69	57	33	38	6	7	40	45	25	36
Egypt, Arab Republic	45	32	10	43	21	25	13	9	33	43	56	31
Libya	16	7	63	28	29	27	3	5	55	66	34	68
Morocco	48	4	72	3	23	33	14	46	29	63	14	18
Tunisia	33	22	53	20	30	32	32	40	37	44	16	27
ALL AFRICA	58	53	70	67	16	16	6	5	26	31	19	22

*or most recent available data.

11-6. Wages in agriculture

	Monthly earnings in current US dollars											
	1980	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
SUB-SAHARAN AFRICA
excluding South Africa
excl. S.Africa & Nigeria
Angola
Benin
Botswana	..	55	54	71	80	97	97	90	90	90	80	80
Burkina Faso
Burundi
Cameroon
Cape Verde
Central African Republic
Chad
Comoros
Congo, Democratic Rep. of
Congo, Republic of
Côte d'Ivoire
Djibouti
Equatorial Guinea
Eritrea
Ethiopia
Gabon
Gambia, The
Ghana	34	52	52	73	64	104	..	..	..	..	..	..
Guinea
Guinea-Bissau
Kenya	59	48	53	48	47	45	..	..	..	..	..	39
Lesotho
Liberia
Madagascar
Malawi	20	13	12	13	15	16	..	..	..	..	..	..
Mali
Mauritania
Mauritius
Mozambique
Namibia
Niger
Nigeria
Rwanda
São Tomé and Príncipe
Senegal
Seychelles	139	305	304	305	348	366	434	442	456	513	..	..
Sierra Leone
Somalia
South Africa
Sudan
Swaziland	..	310	..	437	423	496	533	512	550	483	..	..
Tanzania
Togo
Uganda
Zambia	112	..	..	..	..	..	..	..	..	..	..	..
Zimbabwe	..	74	76	71	75	56	34	38	35	34	..	..
NORTH AFRICA
Algeria
Egypt, Arab Republic	..	154	154	144	94	53	53	65	69	75	..	..
Libya
Morocco
Tunisia	..	80	82	77	92	89	101	..	..	..	..	..
ALL AFRICA

11-7. Wages in manufacturing

	Monthly earnings in current US dollars											
	1980	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
SUB-SAHARAN AFRICA
excluding South Africa
excl. S.Africa & Nigeria
Angola
Benin
Botswana	..	166	181	171	206	199	242	250	200	210	186	173
Burkina Faso
Burundi
Cameroon
Cape Verde
Central African Republic
Chad
Comoros
Congo, Democratic Rep. of
Congo, Republic of
Côte d'Ivoire
Djibouti
Equatorial Guinea
Eritrea
Ethiopia
Gabon
Gambia, The
Ghana	57	99	106	136	138	93	..	..	..	..	..	..
Guinea	..	58	..	..	121	113	122	115	133	131	152	..
Guinea-Bissau
Kenya	169	139	139	136	134	121	..	..	..	..	..	94
Lesotho
Liberia
Madagascar
Malawi	75	57	53	53	65	55	47	40	21	13	..	..
Mali
Mauritania
Mauritius	..	160	181	184	209	235	258	250	287	326	333	306
Mozambique
Namibia
Niger
Nigeria
Rwanda
São Tomé and Príncipe
Senegal
Seychelles	212	371	346	350	410	427	459	474	479	528	..	..
Sierra Leone
Somalia
South Africa	475	513	535	548	642	685	770	749	..	..	..	..
Sudan	55	..	83	..	12	..	..	..	..	..
Swaziland	571	507	414	397	533	513	521	351	524	588	556	..
Tanzania
Togo
Uganda
Zambia
Zimbabwe	..	318	327	314	325	256	220	192	191	221	230	..
NORTH AFRICA
Algeria
Egypt, Arab Republic	..	233	252	228	150	75	80	90	98	107	..	..
Libya
Morocco
Tunisia
ALL AFRICA

11-8. Wages in mining and quarrying

	Monthly earnings in current US dollars											
	1980	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
SUB-SAHARAN AFRICA
excluding South Africa
excl. S.Africa & Nigeria
Angola
Benin
Botswana	..	291	287	319	450	424	436	496	430	428	372	371
Burkina Faso
Burundi
Cameroon
Cape Verde
Central African Republic
Chad
Comoros
Congo, Democratic Rep. of
Congo, Republic of
Côte d'Ivoire
Djibouti
Equatorial Guinea
Eritrea
Ethiopia
Gabon
Gambia, The
Ghana	64	111	57	64	117	75	..	..	..	..	..	..
Guinea
Guinea-Bissau
Kenya	157	110	104	106	101	93	..	..	..	..	..	96
Lesotho
Liberia
Madagascar
Malawi	36	20	17	17	20	30	23	59	30	18	..	..
Mali
Mauritania
Mauritius	..	202	245	231	256	272	302	280	374	436	457	415
Mozambique
Namibia
Niger
Nigeria
Rwanda
São Tomé and Príncipe
Senegal	212	327	334	317	348	378	444	455	477	523	..	..
Seychelles
Sierra Leone
Somalia
South Africa	330	371	397	403	477	514	561	541	..	..	..	..
Sudan	53	..	99	..	..	..	..	..	..	..
Swaziland	822	560	483	309	395	367	395	379	387	523	485	..
Tanzania
Togo
Uganda
Zambia	358	..	..	..	..	..	..	..	..	..	..	..
Zimbabwe	..	240	254	242	254	204	180	153	153	187	204	..
NORTH AFRICA
Algeria
Egypt, Arab Republic	..	362	375	427	316	174	167	208	210	203	..	..
Libya
Morocco
Tunisia
ALL AFRICA

11-9. Wages in construction

	Monthly earnings in current US dollars											
	1980	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
SUB-SAHARAN AFRICA
excluding South Africa
excl. S.Africa & Nigeria
Angola
Benin
Botswana	..	149	148	159	182	196	211	220	214	228	197	218
Burkina Faso
Burundi
Cameroon
Cape Verde
Central African Republic
Chad
Comoros
Congo, Democratic Rep. of
Congo, Republic of
Côte d'Ivoire
Djibouti
Equatorial Guinea
Eritrea
Ethiopia
Gabon
Gambia, The
Ghana	37	45	43	51	59	71	..	..	..	..	..	..
Guinea	84	115	173	159	..	135	132	177	174	..
Guinea-Bissau
Kenya	133	97	98	96	99	95	..	..	..	..	..	80
Lesotho
Liberia
Madagascar
Malawi	60	29	29	29	30	31	34	33	22	17	..	..
Mali
Mauritania
Mauritius	..	170	220	245	255	297	364	324	368	481	507	488
Mozambique
Namibia
Niger
Nigeria
Rwanda
São Tomé and Príncipe
Senegal
Seychelles
Sierra Leone
Somalia
South Africa	371	347	367	348	394	437	475	424	..	..	..	..
Sudan	56	..	180	..	13	..	..	..	..	..
Swaziland	525	335	267	192	247	283	470	211	333	227	246	..
Tanzania
Togo
Uganda
Zambia	172	..	..	..	..	..	..	..	..	..	..	..
Zimbabwe	..	209	200	182	179	144	110	102	88	114	124	..
NORTH AFRICA
Algeria
Egypt, Arab Republic	..	246	276	253	153	84	80	96	112	115	..	..
Libya
Morocco
Tunisia
ALL AFRICA

11-11. Wages in community, social, and personal services

	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
SUB-SAHARAN AFRICA
excluding South Africa
excl. S.Africa & Nigeria
Angola
Benin
Botswana	167	186	195	189	231	239	249	265	254	280	243	250
Burkina Faso
Burundi
Cameroon
Cape Verde
Central African Republic
Chad
Comoros
Congo, Democratic Rep. of
Congo, Republic of
Côte d'Ivoire
Djibouti
Equatorial Guinea
Eritrea
Ethiopia
Gabon
Gambia, The
Ghana	76	55	59	81	68	98	..	..	..	..	..	..
Guinea
Guinea-Bissau
Kenya	118	121	128	118	114	104	..	..	..	..	..	75
Lesotho
Liberia
Madagascar
Malawi	59	50	43	24	12	..	..
Mali
Mauritania
Mauritius	166	183	235	245	262	278	307	278	357	392	394	404
Mozambique
Namibia
Niger
Nigeria
Rwanda
São Tomé and Príncipe
Senegal
Seychelles
Sierra Leone
Somalia
South Africa	427	537	532	563	679	735	937	..	..	..	..	..
Sudan
Swaziland	223	446	276	412	238	455	352	352	..
Tanzania
Togo
Uganda
Zambia
Zimbabwe	218	246	255	240	259	206	161	139	128	143	192	..
NORTH AFRICA
Algeria
Egypt, Arab Republic	178	203	203	179	128	64	65	67	80	112	..	..
Libya
Morocco
Tunisia
ALL AFRICA

Technical notes

Tables

Table 11-1. Number and gender structure of the labor force. This table (ILO data) provides the total number of persons in the labor force and the percentage that is female. Labor force refers to “economically active” persons, including the armed forces and the unemployed but excluding housewives and students. The “economically active” population comprises all persons of either gender who furnish the labor to produce economic goods and services, as defined by the SNA, during a specified period. The production of economic goods and services should include all production and processing of primary products, whether for the market, for barter, or for own consumption; the production of all other goods and services for the market; and, for households that produce such goods and services for the markets, the corresponding production for own consumption.

Table 11-2. Children under 14 working in the labor force. This table (ILO data) shows the percentage of children between the ages of 10 to 14 that participate in the labor force.

Table 11-3. Unpaid family workers as share of active workers. This table (ILO data) shows the percentage of family members—male and female—that are active workers but receive no compensation for their services.

Table 11-4. Industrial structure of the labor force. The industrial structure of the labor force can often

indicate the relative level of development of the economy. This table (ILO data) shows the distribution of the labor force among the various sectors of economic activities. The agriculture sector includes farming, animal husbandry, hunting, forestry, and fishing. The industry sector includes mining and quarrying, manufacturing, construction and public works, electricity, water, and gas. All other branches of activity are included in services.

Table 11-5. Industrial structure of economically active population. This is the percentage of the economically active population working in agriculture, industry, or services. Data are shown for males and females (ILO data).

Table 11-6. Wages in agriculture. Data are from ILO, *Yearbook of Labor Statistics* (1988, 1993, 1994, 1995, and 1998) and show the monthly earnings at the average wage converted to U.S. dollars at the *Atlas* exchange rates in the countries concerned. Earnings here are limited to wages and salaries of employees only unless otherwise specified. They include remuneration for time not worked, such as for annual vacation, other paid leave or holidays, bonuses and gratuities, and housing and family allowances paid by the employer to the employee. They exclude employers’ contributions to social security and pension schemes and the benefits received by employees under these schemes, as well as severance and termination pay.

It should be remembered that these earnings do not reflect worker’s disposable or net earnings since they

include gross wages before deductions, such as taxes or social security contributions.

International comparisons of wages in agriculture should be interpreted with caution because they entail wide coverage variations mainly as a result of the form of remuneration, the nature of the work, and the length of the working day.

For the following countries wages are paid entirely in cash: Botswana, Burundi, Egypt, Malawi, Mauritius, Seychelles, Swaziland, Tanzania, Tunisia, and Zambia.

For the following countries, wages shown are cash portion only, although the workers receive other payments in kind in addition: Ghana, Kenya, and Zimbabwe. Wages for these three countries include the value of food and lodging allowances.

Data for Burundi include family allowances. Data for Egypt are for establishments with 10 or more persons employed. Data for Ghana include forestry and fishing. Data for Kenya include the value of payments in kind. Data for Malawi include forestry and fishing. Data for Mauritius include sugar and tea factories. Data for Seychelles exclude hunting. Data for Swaziland include forestry and refer to skilled male workers only. Data for Zimbabwe include forestry and refer to all persons engaged.

Figures for Egypt were converted from weekly to monthly earnings using a rate of 4.3 weeks per month. Figures for Mauritius and Tunisia were converted from daily to monthly earnings using a rate of 22 days per month.

Table 11-7. Wages in manufacturing. Data are from ILO, *Yearbook of Labor Statistics* (1988, 1993, 1994, 1995, and 1998). Refer to the definitions in Table 11-6.

Data for Burundi include family allowances. Data for Egypt are for establishments with 10 or more persons employed. Data for the Gambia are for establishments with five or more persons employed. Data for Mauritius exclude sugar and tea factories. Data for Seychelles include electricity and water before 1992, and beginning in 1988 earnings are exempted from income tax. Data for Swaziland refer to skilled male workers only. Data for Zimbabwe include the value of payments in kind and refer to all persons engaged.

Figures for Egypt and Sierra Leone were converted from weekly to monthly earnings using a rate of 4.3 weeks per month. Figures for The Gambia were converted from daily to monthly earnings using a rate of 22 days per month.

Table 11-8. Wages in mining and quarrying. Data are from ILO, *Yearbook of Labor Statistics* (1988, 1993, 1994, 1995, and 1998). Refer to the definitions in Table 11-6.

Data for Burundi include family allowances. Data for Egypt are for establishments with 10 or more persons employed. Data for Kenya include the value of payments in kind. Data for Swaziland refer to skilled male workers only. Data for Seychelles include construction, and beginning in 1988 earnings are exempted from income tax. Data for South Africa exclude salt and iron works. Data for Swaziland refer to skilled male workers only. Data for Zimbabwe include the value of payments in kind and refer to all persons engaged.

Figures for Egypt and Sierra Leone were converted from weekly to monthly earnings using a rate of 4.3 weeks per month.

Table 11-9. Wages in construction. Data are from ILO, *Yearbook of Labor Statistics* (1988, 1993, 1994, 1995, and 1998). Refer to the definitions in Table 11-6.

Data for Burundi include family allowances. Data for Egypt are for establishments with 10 or more persons employed. Data for the Gambia are for establishments with five or more persons employed. Data for Kenya include the value of payments in kind. Data for Swaziland refer to skilled male workers only. Data for South Africa include private construction. Data for Swaziland refer to skilled male workers only. Data for Zimbabwe include the value of payments in kind and refer to all persons engaged.

Figures for Egypt and Sierra Leone were converted from weekly to monthly earnings using a rate of 4.3 weeks per month. Figures for the Gambia were converted from daily to monthly earnings using a rate of 22 days per month.

Table 11-10. Wages in transport, storage, and communications. Data are from ILO, *Yearbook of Labor Statistics* (1988, 1993, 1994, 1995, and 1998). Refer to the definitions in Table 11-6.

Data for Burundi include family allowances. Data for Egypt are for establishments with 10 or more persons employed. Data for the Gambia are for establishments with five or more persons employed. Data for Kenya include the value of payments in kind. Data for Swaziland refer to skilled male workers only. Data for Zimbabwe include the value of payments in kind and refer to all persons engaged.

Figures for Egypt and Sierra Leone were converted from weekly to monthly earnings using a rate of 4.3 weeks per month. Figures for the Gambia were converted from daily to monthly earnings using a rate of 22 days per month.

Table 11-11. Wages in community, social, and personal services. Data are from ILO Yearbook of Labor Statistics (1998). Refer to the definitions in Table 11-6. This sector comprises public administration and defense; sanitary and similar services; educational services; research and scientific institutes; medical, dental, and other health services; welfare institutions; business, professional, and labor associations; and other social and community services. Data for Egypt refer to wage earners. Figures for Egypt were converted from weekly to monthly earnings using a rate of 4.3 weeks per month.

Methodology used for regional aggregations and period averages in chapter 11

Table	Aggregations ^a		
	(1)	(6)	(8)
11-1			
Columns 1-3	x		
Columns 4-6		x	
11-2		x	
11-3			x
11-4		x	
11-5		x	
11-6			x
11-7			x
11-8			x
11-9			x
11-10			x
11-11			x

Note: Regional aggregations are shown in the rows for Sub-Saharan Africa, North Africa, and All Africa. Period averages are shown in the last three columns. This table shows only the methodologies used in this chapter.

a. Regional aggregations: (1) simple total; (2) simple total of the first indicator divided by the simple total of the second indicator (same country coverage); (3) simple total of the gap-filled indicator; (4) simple total of the gap-filled main indicator divided by the simple total of the gap-filled secondary indicator; (5) simple total of the first gap-filled main indicator less the simple total of the second gap-filled main indicator, all divided by the simple total of the secondary indicator; (6) weighted total (by population); (7) median; (8) no aggregation; (9) simple arithmetic mean.