

## Labor Force and Employment

**T**his 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 the education and health sectors, others leave them out. Staff of local, regional, and state or provincial governments is likewise treated differently.

The stipulations on wages take different forms among African countries. 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 because 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 Labour 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 Labour Report 1* (1987), many persons do not clearly come within either of these categories. 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, particularly females, who assist in family enterprises are included among the enumerated economically active population 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 in regard to the classification of the labor force according to industry. In some countries, such classification refers to the actual position 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 Labour Statistics*, and electronic ILO files kept in World Bank SIMA.

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

	<i>Total labor force (thousands)</i>			<i>Percentage of total labor force that is female</i>		
	<i>1980</i>	<i>1990</i>	<i>2003</i>	<i>1980</i>	<i>1990</i>	<i>2003</i>
<b>SUB-SAHARAN AFRICA</b>	172,518	225,619	312,307	42.2	42.0	42.3
excluding South Africa	162,356	211,888	293,168	42.6	42.3	42.6
excl. S. Africa & Nigeria	133,043	173,888	238,706	44.2	44.0	43.9
Angola	3,485	4,375	6,072	47.0	46.5	46.2
Benin	1,657	2,125	3,058	47.0	48.2	48.1
Botswana	395	541	756	50.0	47.4	44.4
Burkina Faso	3,732	4,509	5,671	49.7	48.8	47.9
Burundi	2,269	2,952	3,834	50.2	49.0	48.6
Cameroon	3,670	4,662	6,673	36.8	36.9	38.3
Cape Verde	94	126	197	34.3	39.5	38.7
Central African Republic	1,215	1,431	1,820	48.2	47.1	46.4
Chad	2,150	2,736	3,913	43.6	44.2	45.1
Comoros	151	194	283	43.9	43.6	43.1
Congo, Dem. Rep. of	12,420	15,905	21,464	44.5	43.9	43.3
Congo, Rep. of	760	1,045	1,527	42.5	43.2	43.2
Côte d'Ivoire	3,332	4,587	6,932	31.7	31.4	33.2
Djibouti	..	..	..	..	..	..
Equatorial Guinea	97	150	203	35.6	35.3	35.8
Eritrea	1,218	1,582	2,200	47.4	47.5	47.4
Ethiopia	17,354	23,098	30,141	42.1	42.0	41.4
Gabon	364	464	597	44.8	44.2	44.5
Gambia, The	330	472	731	44.8	44.7	45.0
Ghana	5,150	7,127	10,346	50.9	50.9	50.1
Guinea	2,312	2,875	3,920	47.2	47.4	47.1
Guinea-Bissau	386	479	677	40.0	40.2	40.7
Kenya	7,852	11,095	16,614	46.3	46.3	46.2
Lesotho	543	654	763	37.5	36.2	38.2
Liberia	790	889	1,315	38.3	39.5	39.5
Madagascar	4,404	5,657	8,093	44.8	44.7	44.5
Malawi	3,112	4,192	5,256	50.6	49.5	48.7
Mali	3,393	4,310	5,639	46.7	46.4	46.0
Mauritania	774	910	1,252	45.1	44.3	43.8
Mauritius	343	432	539	25.7	30.3	33.4
Mozambique	6,607	7,545	9,834	49.0	48.4	49.0
Namibia	421	574	800	41.2	41.6	41.7
Niger	2,686	3,605	5,389	43.9	43.3	43.4
Nigeria	29,313	38,000	54,462	35.5	34.6	36.5
Rwanda	2,639	3,647	4,568	49.1	48.9	50.2
São Tomé and Príncipe	..	..	..	..	..	..
Senegal	2,542	3,269	4,566	42.2	42.4	43.2
Seychelles	..	..	..	..	..	..
Sierra Leone	1,249	1,498	1,970	35.6	35.5	37.2
Somalia	2,933	3,128	4,079	43.4	43.3	43.4
South Africa	10,162	13,732	19,139	35.3	37.5	38.4
Sudan	7,168	9,395	13,402	27.0	27.1	30.3
Swaziland	202	273	410	33.8	34.0	36.4
Tanzania	9,508	13,081	18,582	49.8	49.7	48.9
Togo	1,077	1,447	2,068	39.3	39.9	40.0
Uganda	6,620	8,844	12,251	47.6	47.6	47.1
Zambia	2,473	3,367	4,404	44.1	43.7	43.0
Zimbabwe	3,168	4,639	5,899	44.3	44.0	44.0
<b>NORTH AFRICA</b>	29,266	38,360	56,666	27.3	27.6	31.8
Algeria	4,848	7,041	11,738	21.4	21.1	29.9
Egypt, Arab Rep.	14,319	18,281	26,681	26.5	27.1	31.4
Libya	943	1,276	1,925	18.6	18.4	24.7
Morocco	6,968	8,903	12,169	33.5	34.5	35.2
Tunisia	2,188	2,859	4,153	28.9	29.1	32.7
<b>ALL AFRICA</b>	201,784	263,980	368,973	40.0	39.9	40.7

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

	<i>As percentage of population age 10 to 14</i>			
	1970	1980	1990	1995-2003*
SUB-SAHARAN AFRICA	36.1	34.4	32.1	29.8
excluding South Africa	38.9	36.9	34.3	31.7
excl. S.Africa & Nigeria	40.9	38.9	36.0	33.4
Angola	31.4	29.7	28.1	25.6
Benin	34.4	30.3	28.6	25.9
Botswana	32.3	25.9	19.4	13.1
Burkina Faso	75.1	70.9	58.7	38.9
Burundi	50.8	50.0	49.4	48.2
Cameroon	38.9	33.9	27.5	21.6
Cape Verde	17.3	16.0	14.7	13.2
Central African Republic	45.0	39.4	33.8	27.0
Chad	41.9	41.6	40.0	35.6
Comoros	45.8	44.7	40.9	36.5
Congo, Dem. Rep. of	36.5	33.2	30.5	28.1
Congo, Rep. of	28.3	27.5	26.6	25.0
Côte d'Ivoire	34.6	28.4	22.3	17.7
Djibouti	..	..	..	..
Equatorial Guinea	42.7	40.4	35.8	30.9
Eritrea	46.1	43.8	40.8	37.7
Ethiopia	48.5	46.3	43.4	40.4
Gabon	35.6	29.1	22.7	11.5
Gambia, The	45.9	44.4	40.2	32.1
Ghana	16.3	16.2	14.6	11.2
Guinea	43.3	41.2	37.0	29.3
Guinea-Bissau	45.2	43.4	40.4	35.6
Kenya	44.9	45.0	43.4	37.9
Lesotho	31.0	27.6	23.5	19.9
Liberia	31.1	25.7	21.8	13.4
Madagascar	41.7	40.2	37.6	33.1
Malawi	50.7	45.2	38.9	29.3
Mali	62.5	61.2	57.9	49.1
Mauritania	33.3	29.6	25.8	21.0
Mauritius	5.8	4.8	4.0	1.4
Mozambique	40.7	39.5	35.2	31.6
Namibia	40.1	33.5	26.0	14.8
Niger	48.9	47.9	46.9	42.6
Nigeria	30.9	29.4	27.8	22.9
Rwanda	43.3	42.5	42.1	41.1
São Tomé and Príncipe	..	..	..	..
Senegal	46.9	42.9	35.4	24.9
Seychelles	..	..	..	..
Sierra Leone	21.7	19.4	17.1	13.1
Somalia	39.9	37.7	34.5	30.4
South Africa	2.7	0.9	0.0	0.0
Sudan	34.1	33.3	31.4	26.3
Swaziland	19.1	17.2	15.3	11.3
Tanzania	45.6	42.8	42.1	35.3
Togo	40.4	36.1	30.4	25.9
Uganda	50.4	48.9	46.8	42.9
Zambia	21.1	19.0	16.9	15.3
Zimbabwe	41.1	36.7	31.9	25.7
NORTH AFRICA	12.7	15.1	8.9	5.8
Algeria	11.4	7.1	3.3	0.0
Egypt, Arab Rep.	23.6	18.3	13.2	7.8
Libya	12.8	8.7	0.5	0.0
Morocco	21.5	20.9	10.6	0.4
Tunisia	12.2	5.8	0.0	0.0
ALL AFRICA	31.3	30.7	27.9	25.8

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

	Percentage of unpaid family workers in economically active workers (most recent year available between 1980-2001)		
	Female	Male	Total
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, Dem. Rep. of	..	..	..
Congo, Rep. of	..	..	..
Côte d'Ivoire	..	..	..
Djibouti	..	..	..
Equatorial Guinea	..	..	..
Eritrea	..	..	..
Ethiopia	..	..	..
Gabon	..	..	..
Gambia, The	..	..	..
Ghana	..	..	..
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	13.4
Algeria	..	5.6	6.2
Egypt, Arab Rep.	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		
	1980	1990	1995-2000	1980	1990	1995-2000	1980	1990	1995-2000
SUB-SAHARAN AFRICA	..	..	..	..	..	..	..	..	..
excluding South Africa	..	..	..	..	..	..	..	..	..
excl. S.Africa & Nigeria	69	64	..	11	12	..	20	24	..
Angola	76	75	..	8	8	..	16	17	..
Benin	67	64	..	7	8	..	26	28	..
Botswana	..	..	20	..	..	21	..	..	58
Burkina Faso	92	92	..	3	2	..	5	6	..
Burundi	..	..	..	..	..	..	..	..	..
Cameroon	73	70	..	8	9	..	19	22	..
Cape Verde	36	31	..	31	29	..	33	40	..
Central African Republic	85	80	..	3	4	..	12	16	..
Chad	88	83	..	3	4	..	9	13	..
Comoros	81	77	..	8	9	..	12	13	..
Congo, Dem. Rep. of	72	68	..	12	13	..	16	19	..
Congo, Rep. of	58	49	..	13	15	..	29	37	..
Côte d'Ivoire	65	60	..	8	10	..	27	31	..
Djibouti	..	..	..	..	..	..	..	..	..
Equatorial Guinea	78	75	..	5	5	..	17	20	..
Eritrea	83	81	..	5	5	..	12	15	..
Ethiopia	..	..	..	..	..	..	..	..	..
Gabon	66	52	..	12	16	..	22	33	..
Gambia, The	84	82	..	7	8	..	9	11	..
Ghana	..	..	..	..	..	..	..	..	..
Guinea	91	87	..	1	2	..	8	11	..
Guinea-Bissau	87	85	..	2	2	..	11	13	..
Kenya	23	19	19	22	20	20	55	61	62
Lesotho	40	40	..	34	28	..	26	32	..
Liberia	77	72	..	6	6	..	18	22	..
Madagascar	82	78	..	6	7	..	13	15	..
Malawi	..	..	..	..	..	..	..	..	..
Mali	89	86	..	2	2	..	9	12	..
Mauritania	71	55	..	7	10	..	22	34	..
Mauritius	29	16	15	25	44	40	43	38	46
Mozambique	84	83	..	8	8	..	8	9	..
Namibia	47	53	31	16	18	12	37	29	56
Niger	6	8	..	67	49	..	26	44	..
Nigeria	..	..	3	..	..	22	..	..	75
Rwanda	93	92	..	3	3	..	4	5	..
São Tomé and Príncipe	..	..	..	..	..	..	..	..	..
Senegal	81	77	..	6	8	..	13	16	..
Seychelles	..	..	..	..	..	..	..	..	..
Sierra Leone	70	67	..	14	15	..	16	17	..
Somalia	78	75	..	7	8	..	15	16	..
South Africa	..	..	11	..	..	25	..	..	61
Sudan	72	70	..	8	9	..	20	22	..
Swaziland	40	24	..	26	26	..	35	50	..
Tanzania	..	..	..	..	..	..	..	..	..
Togo	69	66	..	10	10	..	22	24	..
Uganda	..	..	..	..	..	..	..	..	..
Zambia	76	75	..	8	8	..	16	17	..
Zimbabwe	32	24	..	27	28	..	40	48	..
NORTH AFRICA	40	27	21	23	27	26	36	46	52
Algeria	36	26	..	27	31	..	37	43	..
Egypt, Arab Rep.	42	39	30	20	21	21	36	40	49
Libya	25	11	..	24	23	..	51	66	..
Morocco	..	4	6	..	36	33	..	60	61
Tunisia	39	..	..	30	..	..	31	..	..
ALL AFRICA	..	..	..	..	..	..	..	..	..

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	1990-02*	1980	1990-02*	1980	1990-02*	1980	1990-02*	1980	1990-02*	1980	1990-02*
SUB-SAHARAN AFRICA	..	..	..	..	..	..	..	..	..	..	..	..
excluding South Africa	..	..	..	..	..	..	..	..	..	..	..	..
excl. S.Africa & Nigeria	..	..	..	..	..	..	..	..	..	..	..	..
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	..	22	..	17	..	26	..	14	..	51	..	67
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	42	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	4	5
Congo, Dem. Rep. of	62	58	84	81	18	20	4	5	20	23	12	14
Congo, Rep. 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	..	3	..	0	..	11	..	1	..	78	..	88
Equatorial Guinea	71	66	91	91	7	7	3	2	23	27	6	8
Eritrea	79	77	88	85	7	8	2	2	14	16	11	13
Ethiopia	..	94	..	91	..	3	..	3	..	3	..	6
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	..	59	..	10	..	10	..	23	..	32
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	3	3
Kenya	23	20	25	16	24	23	9	10	53	57	65	75
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	..	50	..	73	..	25	..	7	..	25	..	20
Mali	86	83	92	89	2	2	1	2	12	15	7	9
Mauritania	65	49	79	63	11	16	2	4	25	35	19	34
Mauritius	29	15	30	13	19	39	40	43	47	46	31	45
Mozambique	72	70	97	96	14	15	1	1	14	15	2	3
Namibia	52	33	42	29	22	17	10	7	27	49	47	63
Niger	7	8	6	5	69	51	29	24	25	41	66	71
Nigeria	..	4	..	2	..	30	..	11	..	67	..	87
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	..	12	..	9	..	33	..	14	..	50	..	75
Sudan	66	64	88	84	9	10	4	5	24	26	8	11
Swaziland	40	..	38	..	29	..	14	..	30	..	48	..
Tanzania	..	78	..	90	..	7	..	1	..	15	..	8
Togo	70	66	67	65	12	12	7	7	19	22	26	29
Uganda	..	91	..	91	..	4	..	6	..	5	..	3
Zambia	69	68	85	83	13	13	3	3	19	19	13	14
Zimbabwe	29	23	50	38	31	32	8	10	40	46	42	52
NORTH AFRICA	..	..	27	23	..	..	13	21	..	..	54	56
Algeria	27	18	69	57	33	38	6	7	40	45	25	36
Egypt, Arab Rep.	45	27	10	39	21	25	13	7	33	48	69	54
Libya	16	7	63	28	29	27	3	5	55	66	34	68
Morocco	..	6	..	6	..	32	..	40	..	63	..	54
Tunisia	33	..	53	..	30	..	32	..	37	..	16	..
ALL AFRICA	..	..	..	..	..	..	..	..	..	..	..	..

\* Or most recent available data.

[illegible]



### 11-7. Wages in manufacturing

[illegible]

### 11-8. Wages in mining and quarrying

[illegible]

## 11-9. Wages in construction

[illegible]

### 11-10. Wages in transport, storage, and communications

	Monthly earnings in current U.S. dollars										
	1980	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
SUB-SAHARAN AFRICA	..	..	..	..	..	..	..	..	..	..	..
excluding South Africa	..	..	..	..	..	..	..	..	..	..	..
excl. S.Africa & Nigeria	..	..	..	..	..	..	..	..	..	..	..
Angola	..	..	..	..	..	..	..	..	..	..	..
Benin	..	..	..	..	..	..	..	..	..	..	..
Botswana	..	..	..	..	460	503	501	524	475	574	727
Burkina Faso	..	..	..	..	..	..	..	..	..	..	..
Burundi	..	..	..	..	..	..	..	..	..	..	..
Cameroon	..	..	..	..	..	..	..	..	..	..	..
Cape Verde	..	..	..	..	..	..	..	..	..	..	..
Central African Republic	..	..	..	..	..	..	..	..	..	..	..
Chad	..	..	..	..	..	..	..	..	..	..	..
Comoros	..	..	..	..	..	..	..	..	..	..	..
Congo, Dem. Rep. of	..	..	..	..	..	..	..	..	..	..	..
Congo, Rep. of	..	..	..	..	..	..	..	..	..	..	..
Côte d'Ivoire	..	..	..	..	..	..	..	..	..	..	..
Djibouti	..	..	..	..	..	..	..	..	..	..	..
Equatorial Guinea	..	..	..	..	..	..	..	..	..	..	..
Eritrea	..	..	..	..	..	..	..	..	..	..	..
Ethiopia	..	..	..	..	..	..	..	..	..	..	..
Gabon	..	..	..	..	..	..	..	..	..	..	..
Gambia, The	..	116	..	..	..	194	..	..	..	..	..
Ghana	194	..	..	..	..	..	..	..	..	..	..
Guinea	..	119	121	124	..	..	..	..	..	..	..
Guinea-Bissau	..	..	..	..	..	..	..	..	..	..	..
Kenya	237	125	168	186	131	..	..	..	..	..	..
Lesotho	..	..	..	..	..	..	..	..	..	..	..
Liberia	..	..	..	..	..	..	..	..	..	..	..
Madagascar	..	..	..	..	..	..	..	..	..	..	..
Malawi	99	37	25	..	..	..	..	..	..	..	..
Mali	..	..	..	..	..	..	..	..	..	..	..
Mauritania	..	..	..	..	..	..	..	..	..	..	..
Mauritius	..	..	..	..	..	..	398	438	411	426	492
Mozambique	..	..	..	..	..	..	..	..	..	..	..
Namibia	..	..	..	..	..	..	..	..	..	..	..
Niger	..	..	..	..	..	..	..	..	..	..	..
Nigeria	..	..	..	..	..	..	..	..	..	..	..
Rwanda	..	..	..	113	115	..	..	..	..	..	..
São Tomé and Príncipe	..	..	..	..	..	..	..	..	..	..	..
Senegal	..	..	..	..	..	..	..	..	..	..	..
Seychelles	..	739	838	827	844	835	823	796	787	905	..
Sierra Leone	..	..	..	..	..	..	..	..	..	..	..
Somalia	..	..	..	..	..	..	..	..	..	..	..
South Africa	..	1,140	1,288	1,138	1,140	1,042	872	812	714	682	..
Sudan	..	..	..	..	..	..	..	..	..	..	..
Swaziland	520	480	539	455	591	..	..	..	..	..	..
Tanzania	138	..	..	..	..	..	..	..	..	..	..
Togo	..	..	..	..	..	..	..	..	..	..	..
Uganda	..	..	..	..	..	..	..	..	..	..	..
Zambia	280	..	..	..	..	..	..	..	..	..	..
Zimbabwe	537	223	243	249	273	192	185	280	323	..	..
NORTH AFRICA	..	..	..	..	..	..	..	..	..	..	..
Algeria	..	260	232	231	..	..	..	..	..	..	..
Egypt, Arab Rep.	..	..	..	142	128	185	167	171	206	188	..
Libya	..	..	..	..	..	..	..	..	..	..	..
Morocco	..	..	..	..	..	..	..	..	..	..	..
Tunisia	..	..	..	..	..	..	..	..	..	..	..
ALL AFRICA	..	..	..	..	..	..	..	..	..	..	..

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

[illegible]

## Technical notes

### Tables

**Table 11-1. Number and gender structure of the labor force.** The data presented here (ILO data) provide 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 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 who 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—who 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).

**Information on the data used in Tables 11-6 to 11-11.**

<i>Country</i>	<i>Source</i>	<i>Labor type</i>	<i>Frequency</i>	<i>ISIC Revision</i>
Algeria	Survey	Employees	Monthly	3
Botswana	Survey	Employees	Monthly	3
Egypt	Census	Wage earners	Weekly	3
Eritrea	Survey	Employees	Monthly	3
Gambia	Census	Employees	Monthly	3
Ghana	Census	Employees	Monthly	2
Guinea	Admin. records	Employees	Monthly	2
Kenya	Census	Employees	Monthly	2
Malawi	Census	Employees	Monthly	2
Mauritius	Census	Employees	Monthly	3
Namibia	Census	Employees	Monthly	2
Rwanda	Admin. records	Employees	Monthly	2
Seychelles	Insurance records	Employees	Monthly	3
Sierra Leone	Unspecified	Unspecified	Weekly	2
South Africa	Survey	Employees	Monthly	2
Sudan	Census	Salaried employees	Monthly	2
Swaziland	Census	Skilled males	Monthly	2
Tanzania	Unspecified	Male employees	Monthly	2
Tunisia	Unspecified	Wage earners	Daily	2
Zambia	Unspecified	Employees	Monthly	2
Zimbabwe	Survey	Employees	Monthly	2

Note: conversion from weekly to monthly frequency involves multiplying the weekly value by 4.3. Conversion from daily to monthly frequency involves multiplication of the daily rate by 22.

Data for Mauritius reflects citizens only.

Data for Egypt is for establishments with 10 or more people employed.

Data for The Gambia reflects establishments with five or more people employed.

Data for Kenya includes the value of payments received in kind.

Data for Malawi includes forestry and fishing in agriculture.

Data for Rwanda is for December 1996 and June 1997.

Data for the Seychelles excludes hunting from agriculture, includes construction in manufacturing, and before 1992 included electricity and water in manufacturing.

Data for Sierra Leone reflect the mean of observations for adults in May and November of each year.

Data for Swaziland reflect the private sector only.

Data for Zambia are for nationals only, exclude domestic employees, and are for the fourth quarter prior to 1980 and the second quarter thereafter.

Data for Zimbabwe include agriculture and forestry in agriculture. Prior to 1990, employers' contributions to pension, provident, and other funds were included in earnings.

**Table 11-6. Wages in agriculture.** Data are from ILO, *Yearbook of Labour Statistics* (1988, 1993, 1994, 1995, 1998, and 2005) and show the monthly earnings at the average wage converted to U.S. dollars at the official 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.

**Table 11-7. Wages in manufacturing.** Data are from ILO, *Yearbook of Labour Statistics* (1988, 1993, 1994, 1995, 1998, and 2004). Refer to the definitions in Table 11-6.

**Table 11-8. Wages in mining and quarrying.** Data are from ILO, *Yearbook of Labour Statistics* (1988, 1993, 1994, 1995, 1998, and 2004). Refer to the definitions in Table 11-6.

**Table 11-9. Wages in construction.** Data are from ILO, *Yearbook of Labour Statistics* (1988, 1993, 1994, 1995, 1998, and 2004). Refer to the definitions in Table 11-6.

**Table 11-10. Wages in transport, storage, and communications.** Data are from ILO, *Yearbook of Labour Statistics* (1988, 1993, 1994, 1995, 1998, and 2004). Refer to the definitions in Table 11-6.

**Table 11-11. Wages in community, social, and personal services.** Data are from ILO *Yearbook of Labour Statistics* (2004). 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.



### Methodology used for regional aggregations and period averages in chapter 11

Table	Aggregations <sup>a</sup>		
	(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.