GUIDELINES FOR PRODUCING LABOUR MARKET INDICATORS FROM EXISTING DATA SOURCES IN AFRICA

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List of Acronyms

AfDB	African Development Bank
AFRISTAT	Economic and Statistical Observatory of Sub-Saharan Africa
AGEIE	African Group on Employment and Informal Economy
AU	African Union
AUC	African Union Commission
AUSTAT	Statistics Division of the African Union Commission
AP	Action plan for the production of harmonized statistics on the labour market in Africa
ASS	African Statistical System
EU	European Union
ICLS	International Conference of Labour Statisticians
ISCO	International Standard Classification of Occupations
ILO	International Labour Organization
LFS	Labour force survey – Labour market survey – Survey on employment
LMI	Labour market information
LMIS	Labour market information System
LMIS-HCF	Labour Market Information System Harmonization and Coordination Framework
LMS	Labour market statistics
LSMS	Living Standard Measurement Study/Survey
PAS	Pan-African Statistics Programme
CWIQ	Core Welfare Indicators Questionnaire
REC	Regional Economic Community
SADC	Southern African Development Community
SHaSA	Strategy for the Harmonization of Statistics in Africa
StatCom-Africa	Statistical Commission for Africa
STG	Specialized Technical Group
UNECA	United Nations Economic Commission for Africa
WAEMU	West African Economic and Monetary Union

Foreword

AUC will propose the foreword

The foreword should be signed by the Commissioner for the Economic Affairs of AUC

Foreword

Acknowledgement

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1. Introduction

In January 2015, the AU adopted Africa's Agenda 2063, which aims to mobilize all segments of African society to build a prosperous and united Africa based on shared values and a common destiny. A few months later, in September 2015, the United Nations adopted Agenda 2030, which defined new universal, transformative, integrated development goals with a broad and people-centered scope.

To enable effective planning and monitoring of the objectives contained in these two agendas and other continental and international development programs, such as *The Ouagadougou plus 10 Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development or The ILO's Decent Work Agenda*, the use of comparable, timely and quality statistics is imperative. In order to have such statistics, the African Union Commission, in collaboration with the African Development Bank (AfDB) and the United Nations Economic Commission for Africa (UNECA) has developed a Strategy for the Harmonization of Statistics in Africa (SHaSA). The main purpose of the SHaSA is to enable the African Statistical System to generate timely, reliable, and harmonized statistical information, covering all aspects of political, economic, social, and cultural integration for Africa and the Agenda 2063 and Agenda 2030.

Many initiatives and actions have been developed with the aim of contributing to the achievement of the SHaSA objectives. Especially in the field of Labour Statistics, the most important initiative is the adoption of a Labour Market Information Systems Harmonization and Coordination Framework (LMIS-HCF) including its 5-year action plan (2012-2016). The LMIS-HCF was prepared by the African Union Commission (AUC), in collaboration with the Economic and Statistical Observatory of Sub-Saharan Africa (AFRISTAT), the United Nations Development Programme (UNDP), the African Capacity Building Foundation (ACBF), the United Nations Economic Commission for Africa (UNECA) and the International Labour Office (ILO).

The four strategic themes of the LMIS-HCF action plan are to: (i) Produce high quality statistics on the labour and vocational training in Africa; (ii) Coordinate the production of quality statistics on the labour and vocational training in Africa; (iii) Strengthen the institutional capacities on the labour market information systems and (iv) Promote a culture of decision making based on labour statistics on employment promotion and poverty alleviation.

Some activities of the LMIS-HCF action plan have not been sufficiently implemented and AUSTAT intends to redeploy them. The present activity is within this framework and aims at enabling the production of harmonised Labour Market Statistics (LMS) from existing data while respecting as far as possible the new concepts concerning statistics of work, employment and labour underutilization adopted in 2013 by the 19th International Conference of Labour Statisticians (ICLS).

The aim of this document is to propose an approach and guidelines to assist African countries in producing and analysing a minimum of employment and labour indicators based on already collected data and in line with the new international standards.

The document is divided into six parts. After an introduction, the second part makes an inventory, review and assessment of the labour market information available in the African countries. The third part deals with the selection of a priority list of indicators to calculate. The fourth part defines the main concepts and describes the way to calculate the indicators. The fifth part shows how to present the outcomes and the sixth and last part indicates the implementation steps of the activity.

2. Inventory, review and assessment of LMS sources in African countries

The major sources of labour market information in African countries can be grouped into four main categories:

2.1. Household based surveys/censuses

The major household based surveys/population censuses conducted in recent times in Africa that provide labour market information include the following:

Population census

The population census is wide-range statistical activity which generally takes place once a decade in the entire country. Its purpose is to gather information about the general population, in order to present a full and reliable picture of the population in the country - its housing conditions and demographic, social and economic characteristics. The information collected includes data on age, gender, country of origin, year of immigration, marital status, housing conditions, marriage, number of children, education, employment, etc.

Questionnaire space constraints and operational considerations, however, place a limit on the labour-related topics included. So, as in the questionnaire of the 2013 General Census of Population, Housing, Agriculture and Livestock in Senegal, measurement is generally confined to core questions regarding literacy, education, vocational training, occupation status, main occupation, unemployment and capturing essential characteristics of persons in employment.

Population census data has the total population in view and covered both the economically and the non-economically active population. Information on types of school attended, levels of education of the employed labour force, etc. are also collected.

Population census data make possible to calculate and analyse headcounts and ratios indicators related to potential labour force, labour market participation, labour force, unemployment, other forms of under-utilization of the labour force and inactivity according to various geographical and demographic features.

The problem with population census data is that collected variables do not always respect international concepts for LMS. For example, in the aforementioned questionnaire of Senegal, a direct unique question (B36) is asked to determine the occupational status of individuals (employed, unemployed, inactive), while at least 3 questions were needed to identify unemployment status as recommended by the 13th ICLS resolution.

Moreover, population censuses are carried out only every 10 years. This allows only a situational and non-dynamic analysis of the labour market, except if taking into account available data from other sources with the risk that they could be inconsistent with those of the census.

Although this is the case of the majority of the countries on the continent, some have population censuses data more in line with international concepts for LMS. This is the case, for example, of South Africa, where the 2011 census questionnaire (Section F) makes possible to rigorously determine occupational status and other characteristics of employment such as income.

Population census data are available in almost all African countries. As the following table shows, most countries have organized a population census in the last 10 years and renewal is envisaged. The main challenge will be to respect the latest international resolutions, in particular the resolution concerning the statistics of work, employment and labour underutilization adopted at the 19th ICLS in 2013.

Table 1: Population census dates of African countries

Countries	1990 round of censuses (1985-1994)	2000 round of censuses (1995-2004)	2010 round of censuses (2005-2014)	2020 round of censuses (2015-2024)
Algeria	1987	1998	2008	2018[1]
Angola	-	-	2014	2024
Benin	1992	2002	2013	2023
Botswana	1991	2001	2011	2021
Burkina Faso	1985	1996	2006	2017
Burundi	1990	-	2008	2018
Cameroon	1987	-	2005	2016
Cape Verde	1990	2000	2010	2020
Central African Republic	1988	2003	-	
Chad	1993	-	2009	2019
Comoros	1991	2003	-	2016
Congo	1994	1996	2007	2017
Côte d'Ivoire	1988	1998	2014	2024
Democratic Republic of the Congo	-	-	-	2016
Djibouti	-	-	2009	2019
Egypt	1986	1996	2006	2016
Equatorial Guinea	1994	2002	-	2015
Eritrea	-	-	-	
Ethiopia	1994	-	2007	2017
Gabon	1993	2003	2013	2023
Gambia	1993	2003	2013	2023
Ghana	-	2000	2010	020)
Guinea	-	1996	2014	2024
Guinea Bissau	1991	-	2009	2019
Kenya	1989	1999	2009	2019
Lesotho	1986	1996	2006	2016
Liberia	-	-	2008	2018
Libya	-	1995	2006	2017
Madagascar	1993	-	-	
Malawi	1987	1998	2008	2018
Mali	1987	1998	2009	2019
Mauritania	1988	2000	2013	2023
Mauritius	1990	2000	2011	2020
Morocco	1994	2004	2014	2024
Mozambique	-	1997	2007	2017
Namibia	1991	2001	2011	2020
Niger	1988	2001	2012	2022
Nigeria	1991	-	2006	2017
Rwanda	1991	2002	2012	2022
Sahrawi Arab Democratic Republic	-	-	-	
Sao Tomé and Principe	1991	2001	2012	2021
Senegal	1988	2002	2013	2023
Seychelles	1987, 1994	1997, 2002	2010	2020
Sierra Leone	1985	2004	-	2015
Somalia	1987	-	-	
South Africa	1985, 1991	1996, 2001	2011	2021
South Sudan	1993	-	2008	2017
Sudan	1993	-	2008	2018
Swaziland	1986	1997	2007	2017
Togo	-	-	2010	2020
Tunisia	1994	2004	2014	2024
Uganda	1991	2002	2014	2024
Tanzania	1988	2002	2012	2022
Zambia	1990	2000	2010	2020
Zimbabwe	1992	2002	2012	2022

Source : UNSTATS (https://unstats.un.org/unsd/demographic/sources/census/censusdates.htm#AFRICA)

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[1] Planned dates

Multi topics household surveys

Like population censuses, some surveys are being organized in many African countries to cover general needs related to measuring the living standards of populations. These surveys generally have a labour component and are more frequent than population censuses (they are generally renewed every 2 to 6 years).

The two most known surveys of this type have been promoted by the World Bank. They are: (i) The Living Standards Measurement Surveys (LSMS) and (2) the Core Welfare Indicators Questionnaire Survey (CWIQ).

The LSMS are supported by the World Bank since the 1980s in Africa. They are living conditions surveys that provide data for conducting assessments of poverty. Most are nationally-representative, but some are subnational. The stated objective of the LSMS is to improve the type and quality of household data collected in developing countries and to increase usage of those data for policy decision making.

While not all LSMS are the same, many include a large set of questions on employment with concepts in line with international standards for LMS.

One of the advantages of this type of surveys is that it allows the analysis of the situation of individuals in the labour market with regard to their living conditions in general and their poverty status in particular.

As in the questionnaire for the 2015/16 Ethiopian Socioeconomic Survey, the labour market variables include education, training, migration, time use, labour market participation, unemployment, employment, hours of work, earnings and other job characteristics.

The same variables are in the questionnaire of "*Enquête Multisectorielle Continue en 2014*" in Burkina Faso.

Data from LSMS-type surveys provide more LMS than censuses, especially for job characteristics (socio-occupational categories, hours of work, earnings, etc.)

The non-exhaustive list of African countries that have organized LSMS-type surveys with the support of the World Bank is presented in table 2. Micro-data from some surveys are available online at the World Bank website.

Many other countries have organized similar surveys without support or very limited support from the World Bank. Unfortunately a reliable list of these countries is not available, so they are not included in this list.

Some of these surveys are Panel surveys. They were carried out identically over different periods on the same samples. In addition to situational analysis, they allow a rigorous dynamic analysis of the phenomena measured and therefore of the labour market statistics.

Table 2: African countries which have organized LSMS-type surveys with the support of the World Bank

Country	Year	Survey
Burkina Faso	1994, 1998, 2014	Enquête Multisectorielle Continue
Côte d'Ivoire	1985, 1986, 1987, 1988	Enquête Permanente Auprès des Ménages
Ethiopia	2011, 2013, 2014, 2015	Socioeconomic Survey
Ghana	1987, 1988, 1991, 1998, 2009	Living Standards Survey, Socioeconomic Panel Survey
Malawi	2004, 2010, 2013	Integrated Household Survey
Mali	2014	Enquête Agricole de Conjoncture Intégrée aux Conditions de vie
Morocco	1991	Enquête Nationale sur le Niveau de Vie des Ménages
Niger	2011, 2014	Enquête National sur les Conditions de Vie des Ménages
Nigeria	2010, 2012	GHS Panel Survey
South Africa	1993	Integrated Household Survey
Tanzania	1991, 1992, 1993, 1994, 2004, 2008, 2010	Kagera Health and Development Survey National Panel Survey
Uganda	2009, 2010, 2011, 2013	National Panel Survey

Source: LSMS, The World Bank (http://iresearch.worldbank.org/lsms/lsmssurveyFinder.htm)

The CWIQ survey is a simplified survey developed by the World Bank as an affordable tool to collect information on poverty, including access and satisfaction with social services and social welfare indicators. It has the advantage that it is simple, cheap and quick to implement.

The purpose of the CWIQ is to allow for the production of standardized indicators of poverty and welfare. Traditionally, poverty has been assessed through consumer expenditure surveys; the CWIQ provides a less expensive alternative that produced more reliable information quickly. The core questionnaire is intentionally short. It has been developed with the possibility of adding supplementary modules in structures/formats with responses that can be scanned with pre-developed processing and tabulation programmes.

Generally, the CWIQ surveys have national coverage and contain questions related to housing conditions, water and sanitation, education, health care use and access, employment, income and assets. CWIQ surveys often have World Bank funding or technical support, but have been also implemented without their direct involvement.

Despite simplicity, most of the CWIQ Surveys questionnaires include, as in the 2003 questionnaire in Ghana and 2007 questionnaire in Burkina Faso, a comprehensive section on employment which permitted to calculate headcounts and ratios on literacy, education attendance, training, labour market participation, unemployment, under-employment, inactivity and jobs characteristics in line with international standards.

Many African countries have carried out one or more CWIQ surveys or have been inspired by it, but the objective of sustaining them has not been achieved and since the emergence of Computer-Assisted Personal Interviewing (CAPI) surveys from the middle of the 2000-2010 decade, they are less and less organized. Among the countries which have carried them out, we can list those of the following table.

Table 3: Non-exhaustive list of African countries which have organized CWIQ-type surveys

Country	Year	Survey
Angola	2011	Angola Inquérito de Indicadores Básicos de Bem-Estar (QUIBB) 2011
Burkina Faso	2003, 2005, 2007	Enquête Burkinabé Sur Les Conditions De Vie Des Ménages (EBCVM) 2003 Enquête Annuelle sur les Conditions de Vie des Ménages au Burkina Faso, 2005 et 2007
Cape Verde	2006, 2007	Questionário Unificado de Indicadores Básicos de Bem-Estar
Congo	2005, 2011	Enquête Congolaise auprès des Ménages 2005
Ghana	1997, 2003	Ghana Core Welfare Indicators Survey 1997 Ghana Core Welfare Indicators Questionnaire Survey 2003
Guinea	2002-2003	Enquête sur le Questionnaire Unifié de Base des Indicateurs de Base du Bien-être (QUIBB)
Guinea-Bissau	2002	Inquérito Ligeiro para Avaliação de Pobreza 2002
Lesotho	2002	Lesotho Core Welfare Indicators Questionnaire 2002
Liberia	2007	Liberia Core Welfare Indicators Questionnaire Survey 2007
Malawi	2002	Malawi Core Welfare Indicators Questionnaire Survey 2002
Mauritania	2004	Enquête permanente sur les conditions de vie des ménages 2004
Mozambique	2000-2001	Questionário de Indicadores Básicos de Bem-Estar 2000-2001 (QUIBB)
Nigeria	2002, 2006	Nigeria Core Welfare Indicators Questionnaire Survey - 8 States 2002 Nigeria Core Welfare Indicators Questionnaire Survey 2006
Rwanda	2001	Enquête sur les Indicateurs de Base du Bien-être 2001
Sierra Leone	2007	Sierra Leone CoreWelfareIndicators Questionnaire Survey 2007
Tanzania	2003, 2004, 2005, 2006-2007	Tanzania Core Welfare Indicators Questionnaire Survey 2005, 2006-2007 Shinyanga Core Welfare Indicators Questionnaire Survey 2004 Kagera Core Welfare Indicators Questionnaire Survey 2003
Togo	2006	Questionnaire des Indicateurs de Base du Bien-être 2006

Source: Global Health Data Exchange (http://ghdx.healthdata.org/series/core-welfare-indicators-questionnaire-survey-cwiq)

Specific surveys on employment, labour market or labour force survey (LFS)

These surveys are best suited for collecting data on labour Market. They are the main source of statistics for monitoring labour markets, labour underutilization including unemployment, underemployment and the quality of jobs and working conditions of persons in employment. They are also a useful source when the objective is to capture general patterns of participation of the population in different forms of work.

Many African countries—listed below have conducted such surveys in the recent years to collect, collate, analyse, interpret and disseminate data on employment, unemployment, under employment, incomes, education and skills training of individuals both in the formal and informal economy.

Most of these surveys are designed and carried out with the support of International organisations such as ILO, AUC, UNECA, AfDB, ACBF, etc. They are detailed and contain the variables for obtaining a large set of LMIS and calculating the relevant indicators in line with international standards.

These surveys are the most appropriate for monitoring et evaluation of national, regional, continental, and international agendas in the working conditions domain such as national employment promotion strategies; the Five Year Priority Program on Employment, Poverty Eradication and Inclusive Development (5YPP) at the African level; the Decent work agenda at the international level.

They also have the most appropriate variables to estimate indicators according to the resolution of the 19th ICLS on the basis of the existing data, while waiting for the upcoming data based on new methodologies which are in test so far.

LFS initially covered only the main cities of the countries (as in the case of the 1-2-3 Surveys[2] carried out in the capitals of WAEMU countries in 2001-2002), and then they progressively covered urban areas and finally the entire national territories.

However, these surveys are so far irregular in most countries. This is far from the international requirements that recommend quarterly or annual surveys for a suitable and relevant monitoring and evaluation of the main labour market variables. Currently in Africa, only Morocco and South Africa are conducting a regular quarterly labour force survey.

The following countries, listed by the ILO (http://www.ilo.org/dyn/lfsurvey/lfsurvey.list?p_lang=en), have carried out one or more LFS or a Household survey with an extensive component on labour force issues.

Algeria, Benin, Botswana, Burkina Faso, Cameroon, Congo, Congo, Democratic Republic of, Côte D'Ivoire, Djibouti, Egypt, Ethiopia, Gabon, Gambia, Ghana, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mali, Mauritius, Morocco, Mozambique, Namibia, Nigeria, Rwanda, Senegal, Seychelles, Sierra Leone, South Africa, Sudan, Swaziland, Tanzania, Tunisia, Uganda, Zambia, and Zimbabwe.

Specialized and ad-hoc surveys

Some specialised household surveys have been carried out to provide information on specific topics of interest to countries. Some of these surveys provide limited but complementary information for the in-depth knowledge of the labour market or working conditions. The following surveys are the main among them.

> **The Child Labour Surveys** have been conducted in many African countries with the support of the ILO Statistical Information Monitoring Programme on Child Labour. This

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[2] Mixed surveys conducted in three phases. The 1st phase is a LFS, the 2nd phase is a survey on the informal units identified at the 1st phase and the 3rd phase is a household consumption survey.

survey sought to collect quantitative and qualitative data on children's activities, including schooling, economic, non-economic activities as well as household chores with the view to establishing a database to be updated on a continual basis to provide benchmarks for measuring progress with regard to the elimination of the problem of child labour, which constitutes unacceptable work and therefore decent work deficits.

The Time use surveys have been conducted mainly to provide statistics on the volume and amount of paid work, unpaid work and leisure. They also assist in the preparing national accounts of household production. In fact, consistent, regular and timely estimates of the time used in productive activities in the household are essential for the extension of the national monetary accounts to cover nonmarket transactions.

Youth employability surveys have been conducted to study the conditions for successful integration of young people into the labour market.

Vacancy and Skills surveys have been conducted in some countries to provide indications on the dynamics of the labour market, vacancies declared, type of skills or educational attainment required, and the sectors of the economy requiring labour.

Skills forecast surveys have been conducted to develop economy outlooks and identify new and emerging skills.

Consumer Price Index (CPI) Surveys are conducted bi-monthly or monthly in most of the countries to measure changes, over time, in retail prices of a fixed basket of goods and services representative of consumption expenditure by resident households. It is used to measure inflation that makes possible the evaluation of real wages and for other purposes.

2.2.   Establishment based surveys

Data from these surveys provide specific information on some variables which are only broadly covered in household surveys. Information from such surveys allows further analysis of aggregate data into specialized groups. Topics covered at the firm level include background information of firms, output and costs, investments, employment, financial markets and contractual relations; and entrepreneurial networking relations. The workers' component of the questionnaire deals with their demographic characteristics, educational background, occupation and wages and salaries.

These surveys were initially conducted only in formal enterprises. But, in the recent years, informal sector units, which are more numerous in African countries, have been taken into account, especially through mixed surveys whose methodology allows to identify in a preliminary's household survey the units to be investigated in a second phase.

2.3.   Administrative Records

Statistical surveys/censuses are not the only source of labour market statistics. Policy makers and other users of LMS need both statistical and non-statistical information. Non-statistical information derived from policy documents, legislation, or reviews and studies is essential to supplement the statistical information from household and other surveys. Some of the key sources of this type of information in African countries are:

- Administrative records of the social security funds and pension funds;

- Administrative Records of the education sector, which collects enrolment and manpower data on the three levels of education - basic, secondary and superior in addition to vocational training;

- Administrative records of literacy, adult education, entrepreneurship and youth employment programs;

- Administrative records from the civil service;

- Administrative records from the public sector payrolls;

- Annual reports of the universities, trade union confederations, labour inspection services, employers' organizations, professional chambers, NGO;

- Data from revenue authorities;

- Etc.

2.4.   Conclusion on available data on labour market in Africa

As demonstrated, much labour market information is available in most African countries. But this information is produced in irregular operations, in particular, with regard to household surveys. Some collection operations are in line with international standards and others do not.

The available data make possible to have some values over time (depending on the number of collection operations conducted in the country) of labour market indicators mainly related to:

- potential labour force;

- participation in the labour market;

- employment and its characteristics;

- unemployment, underemployment and inactivity;

- school attendance and illiteracy;

- cost of wages and labour.

- poverty.

The challenge will be to produce this information for all countries on a harmonized basis. This is what the rest of the document is about.

3. Definition of a priority list of indicators

In order to define a priority list of labour market indicators to be produced, it is necessary to examine several lists of available indicators.

3.1. Proposed Indicators for Agenda 2030

Indicators are proposed to monitor progress towards achieving the Sustainable Development Goals defined in the United Nations 2030 Agenda. Employment issues are mainly addressed in Goal n°8. The main targets related to employment and the corresponding indicators are shown in the following table.

Table 4: Main targets and indicators related to employment proposed for the SDG

Goals and targets from the 2030 Agenda	Indicators
Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	
8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors	8.2.1 Annual growth rate of real GDP per employed person
8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services	8.3.1 Proportion of informal employment in non-agriculture employment, by sex
8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities
	8.5.2 Unemployment rate, by sex, age and persons with disabilities
8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training	8.6.1 Proportion of youth (aged 15-24 years) not in education, employment or training
8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	8.7.1 Proportion and number of children aged 5-17 years engaged in child labour, by sex and age

Source: Extract from the final list of proposed Sustainable Development Goal indicators

It is recommended that indicators should be disaggregated, where relevant, by income, sex, age, race, ethnicity, migratory status, disability and geographic location, or other characteristics relevant in national contexts.

Related metadata (under development for some indicators) are available by following this link:

https://unstats.un.org/sdgs/files/metadata-compilation/Metadata-Goal-8.pdf

3.2. Indicators to follow up Africa Agenda 2063

A list of core indicators has been established to monitor progress towards achieving the goals of Africa's Agenda 2063. Among these indicators, three are directly related to employment. They are listed below:

1. Unemployment rate by age, by sex, vulnerability

2. Underemployment rate by age, sex

3. Proportion of employed people living below the minimum wage

However, in a minimum list for which metadata is being developed, the only employment-related indicator selected is the first listed above i.e. the unemployment rate by age group, by sex, vulnerability.

3.3. The ILO Key Indicators of the Labour Market (KILM)

The KILM is a collection of 17 "key" indicators of the labour market released by ILO, covering employment and other variables relating to employment (status, economic activity, occupation, hours of work, etc.), employment in the informal economy, unemployment and the characteristics of the unemployed, underemployment, education, wages and compensation costs, labour productivity and working poverty. They are as follows:

1. Labour force participation rate

2. Employment-to-population ratio

3. Status in employment

4. Employment by sector

5. Employment by occupation

6. Part-time workers

7. Hours of work

8. Employment in the informal economy

9. Unemployment

10. Youth unemployment

11. Long-term unemployment

12. Time-related underemployment

13. Persons outside the labour force

14. Educational attainment and illiteracy

15. Wages and compensation costs

16. Labour productivity

17. Poverty, income distribution, employment by economic class and working poverty

KILM provide a strong basis for assessing and addressing key questions related to productive employment and decent work. For metadata, please check the KILM 9th Report released in July 2016 by following this ILO website link.

http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_498929.pdf .

3.4. The AUSTAT Minimal list of indicators for employment policies monitoring

In its work, AUSTAT has prepared a minimum list of 24 indicators that includes most of the KILM and are complemented by others indicators mainly of vocational training. These indicators are as follows:

1. Employment-to-population ratio (15-64 years)
2. Unemployment rate
3. Youth not in education and not in employment (15-24 years)
4. Youth not in education and not in employment (15-35 years)
5. Informal employment Rate (proxy)
6. Youth unemployment rate (15-24 years)
7. Youth unemployment rate (15-35 years)
8. Proportion of own-account workers and contributing family workers in total employment
9. Share of wage employment in non-agricultural employment
10. Labour underutilization related to the hour of work
11. Working poverty rate
12. Employment in excessive working time
13. Child labour (5-17 years) rate
14. Precarious employment rate
15. Female share of employment in high-status occupations (ISCO-08 groups 11 and 12 or group 1 depending on availability)
16. Share of women in wage employment in the non-agricultural sector
17. Share of population aged 65 years and above benefiting from a pension
18. Share of economically active population contributing to a pension scheme
19. Labour productivity growth rate,
20. Expenditure Rate for Active Labour Market Policy
21. Self-employment rate
22. Enterprise Growth Rate
23. Vocational Training Ratio
24. Insertion Rate of graduates of Vocational Training

3.5.   The Decent work indicators

The ILO adopted in 2008 a framework of Decent Work Indicators that was presented to the 18th ICLS in December 2008. The Framework on the Measurement of Decent Work covers ten substantive elements which are closely linked to the four strategic pillars of the Decent Work Agenda, that is, (i) International labour standards and fundamental principles and rights at work (ii) Employment creation (iii) Social protection and (iv) Social dialogue and tripartism. The 10 elements are as follows:

1. employment opportunities;

2. adequate earnings and productive work;

3. decent working time;

4. combining work, family and personal life;

5. work that should be abolished;

6. stability and security of work;

7. equal opportunity and treatment in employment;

8. safe work environment;

9. social security; and;

10. social dialogue, employers' and workers' representation.

There are a total of 60 decent work statistical indicators and 21 legal framework indicators (follow the link for details and metadata: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/publication/wcms_229374.pdf).

3.6.   Indicators of the baseline information on the implementation of the Ouaga+10 and the agenda 2063

AUC is currently working to set up a baseline information on the implementation of the Ouagadougou Declaration (Ouaga+10) and the Agenda 2063 at country level. In this framework, a minimal list of indicators has been developed. This list is similar to the Decent work indicators however with some specificities.

3.7.   Indicators recommended by the 19th ICLS Resolution

The 19th ICLS held in 2013 has defined new concepts concerning statistics of work, employment and labour underutilization. In the resolution, it is recommended that a set of indicators should be selected by countries for dissemination. The set should comprise selected indicators from among the three identified groups to monitor labour market performance, participation in own-use production work, unpaid trainee work, volunteer work, and for assessing volume of work.

The three groups of indicators for monitoring labour market performance are:

a) headcounts of the labour force, of persons outside the labour force, of persons in employment, of persons in time-related underemployment, of persons in unemployment, of the potential labour force and of subsistence foodstuff producers;

b) rates computed in relation to the working-age population (e.g. employment-to-population ratio, labour force participation rate, rate of subsistence foodstuff producers);

c) measures of labour underutilization, of which more than one amongst the following headline indicators is needed so as to reflect the nature of underutilization in different settings and phases of the economic cycle:

> LU1: Unemployment rate;
>
> LU2: Combined rate of time-related underemployment and unemployment;
>
> LU3: Combined rate of unemployment and potential labour force;
>
> LU4: Composite measure of labour underutilization;

d) other labour underutilization measures include:

> i. long-term unemployment rate computed in relation to the labour force;
>
> ii. rate of volume of time-related underemployment, according to the international statistical standards on the topic.

Indicators for the population of working age in own-use production work, in unpaid trainee work and in volunteer work include:

a) headcounts, participation rates and volume measures by activity cluster of own-use producers of goods;

b) headcounts, participation rates and volume measures by activity cluster of own-use providers of services;

c) headcounts, participation rates and volume measures by programme type of unpaid trainees;

d) headcounts, participation rates and volume measures by type of economic unit

As part of the national indicator set, countries should include, additional measures for monitoring labour market performance relating to, in particular:

a) work in the informal economy, especially informal sector employment and informal employment, according to the relevant international statistical standards;

b) activities to "seek employment" by persons in employment, indicating pressure on the labour market;

c) inadequate employment situations due to skills, income or excessive working time, according to the relevant international statistical standards;

d) slack work among the self-employed;

e) gross labour market flows between labour force statuses and within employment.

To monitor working conditions and the relationship between the different forms of work, poverty and livelihoods, countries should endeavour to compute on a regular basis indicators relating to decent work and quality of employment, in line with emerging policy needs, in particular measures of income poverty and inequality such as rates of low pay and working poor, and distribution of income.

3.8. Proposed priority list of indicators

After consideration of the previous lists, it is proposed to align as closely as possible with the latest concepts adopted at the 19th ICLS and hence the recommended list of indicators. On the basis of this list and taking into account the existing information, the 20 following indicators are proposed as priority list.

Table 4: Proposed list of indicators to be calculated with existing data

Category	Indicator identifier	Indicator
Headcounts	HEAD-1	Persons in labour force
	HEAD-2	Persons outside the labour force
	HEAD-3	Persons in employment
	HEAD-4	Persons in time-related underemployment
	HEAD-5	Persons in unemployment
	HEAD-6	Potential labour force
Rates	RATE-1	Employment-to-population ratio
	RATE-2	Labour force participation rate
	RATE-3	Proportion of children aged 5-17 years engaged in child labour
Labour underutilization	LU-1	Unemployment rate
	LU-2	Combined rate of time-related underemployment and unemployment
	LU-3	Combined rate of unemployment and potential labour force
	LU-4	Composite measure of labour underutilization
	LU-5	Long-term unemployment rate
	LU-6	Proportion of youth aged 15-24 years not in education, employment or training
Informal economy	INFORM-1	Rate of employment in informal sector
	INFORM-2	Rate of informal employment
Poverty	POV-1	Rate of low pay in employment
	POV-2	Rate of working poor
Gender	GEN-1	Average hourly earnings of female and male employees

These indicators will be disaggregated by relevant characteristics.

This priority list contains the essential indicators of all the previous lists but it is clear that it will not be sufficient for some programs.

4. Concepts and guidelines to calculate the indicators

Given the decision to align as closely as possible to the standards adopted at the 19th ICLS, all the recommendations in the resolution apply. The concepts are defined as follows (See the resolution of the 19th ICLS for more operational details).

4.1. Main concepts as defined in the 19th ICLS Resolution

Work

Work comprises any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use.

a) Work is defined irrespective of its formal or informal character or the legality of the activity.

b) Work excludes activities that do not involve producing goods or services (e.g. begging and stealing), self-care (e.g. personal grooming and hygiene) and activities that cannot be performed by another person on one's own behalf (e.g. sleeping, learning and activities for own recreation).

c) The concept of work is aligned with the General production boundary as defined in the System of National Accounts 2008 (2008 SNA).

d) Work can be performed in any kind of economic unit.

Forms of work

Five mutually exclusive forms of work are identified for separate measurement. These forms of work are distinguished on the basis of the intended destination of the production (for own final use; or for use by others, i.e. other economic units) and the nature of the transaction (i.e. monetary or non-monetary transactions, and transfers), as follows:

a) **own-use production work** comprising production of goods and services for own final use;

b) **employment work** comprising work performed for others in exchange for pay or profit;

c) **unpaid trainee work** comprising work performed for others without pay to acquire workplace experience or skills;

d) **volunteer work** comprising non-compulsory work performed for others without pay;

e) **other work activities** (including such activities as unpaid community service and unpaid work by prisoners, when ordered by a court or similar authority, and unpaid military or alternative civilian service).

Persons may engage in one or more forms of work in parallel or consecutively, i.e. persons may be employed, be volunteering, doing unpaid trainee work and/or producing for own use, in any combination.

The form of work identified as **employment** sets the reference scope of activities for labour force statistics. The concept **labour force** refers to the current supply of labour for the production of goods and services in exchange for pay or profit.

Labour force equals the sum of persons in employment and in unemployment.

Persons outside the labour force are those of working age who were neither in employment nor in unemployment in the short reference period.

Priority is given to employment over the other two categories and to unemployment over outside the labour force. The three categories of labour force status are, thus, mutually exclusive and exhaustive.

The concept of work can be schematized as in the following figure.
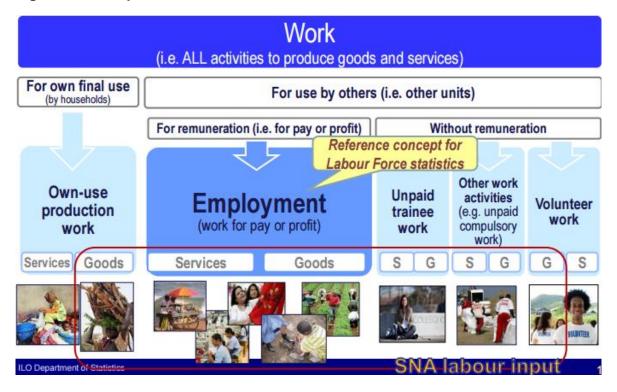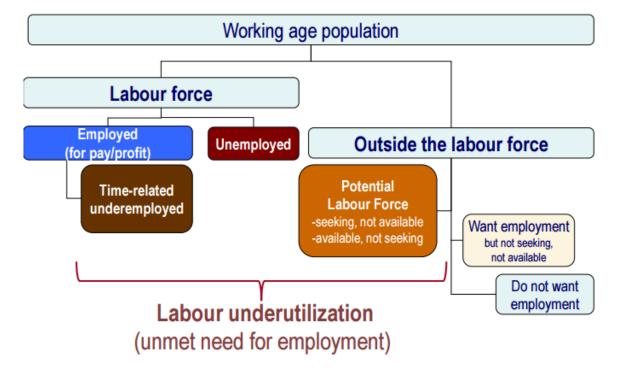
Figure 1: Concept of work

Figure 2: Working age population repartition

4.2. Guidelines for indicators calculation

Data sources

All of the selected indicators should be provided by data from household surveys or/and administrative source data. The data from employment component of general household surveys and specific surveys on employment are more appropriate.

To reflect the change in the key concepts in 2013, all indicators will need to be recalculated with the micro-data from household surveys. It will therefore be necessary to collect micro-data files making sure that they can be used by any statistical software (SPSS, STATA, R, etc.). This collection should concern all the surveys carried out over the last 10 years in the country.

There is no particular tool for collecting core files. It will be necessary to ensure that all the sections of the survey concerning employment and the relevant metadata (questionnaires, collection manuals, concept definitions, analysis reports, etc.) are exhaustive.

Statistical and analytical units

Different units are relevant for each form of work. For compiling and reporting, three basic units are persons, jobs or work activities, and time units:

(a) Persons are the basic unit for producing statistics on the population engaged in each form of work.

(b) A job or work activity is defined as a set of tasks and duties performed, or meant to be performed, by one person for a single economic unit.

(i) The term job is used in reference to employment. Persons may have one or several jobs. Those in self-employment will have as many jobs as the economic units they own or co-own, irrespective of the number of clients served. In cases of multiple job-holding, the main job is that with the longest hours usually worked, as defined in the international statistical standards on working time.

(ii) This statistical unit, when relating to own-use production work, unpaid trainee work, and volunteer work is referred to as work activity.

(c) Time units are used for producing statistics of volume of work in reference to each form of work or to any combination thereof. These units may be short such as minutes or hours, or long such as half-days, days, weeks or months.

Tabulation variables

All the indicators should be systematically tabulated for the population as a whole and by the following characteristics:

- *Sex* = Male or Female;

- *Area of residence* = *Urban or rural*;

- Geographic location = *Region or states*;

- *Levels of educational attainment* = No school, Primary/basic education, Secondary/intermediate education, Superior/University, Technical Vocational Education and Training;

- *Standard age ranges* = Following age bands must be used: 5-17 years (if possible), 15–24 years, 15-34 years, 15-64 years, 25–34 years, 35–54 years, 55–64 years, 65–74 years and 75 years and above.

- *Migratory status = Migrant, Non-migrant*

- *Disability status = With a disability, Without disability*

- *Etc.*

Indicators

To facilitate understanding, especially for the use of proxies, the indicators calculation is applied to a specific case of an employment survey. This is the survey on employment carried out in 2005 in Cameroon (see annex for the numbers and the modalities of the questions in the questionnaire). This survey is chosen because its questionnaire is typical of a national Labour force survey. In addition, it is one of the firsts specific surveys on employment conducted at the national level in Central and Western Africa.

Headcounts

HEAD-1 : Persons in labour force

 = Persons in employment (See HEAD-3) + Persons in unemployment (See HEAD-5)

HEAD-2 : Persons outside the labour force

= Persons of working age (15 years or above) who were neither in employment nor in unemployment in a short reference period (last 7 days).

(See HEAD-3 and HEAD-5)

HEAD-3: Persons in employment

= Persons of working age (15 years or above) who, during a short reference period (last 7 days), were engaged in any activity to produce goods or provide services for pay or profit.

In the questionnaire, Persons in employment can be estimated by those who have responded to the questions as follows:

(1) 1=Yes at SE2 (Within the last 7 days, have you worked, even just for an hour ?) or,

(2) 2=No at SE2 (Within the last 7 days, have you worked, even just for an hour?)

   a. and (01= Working in a private business or 02= Making product for sale or 03= Working at home against an income or 09= Any other activity for an income) at SE3 (Although you said you did not work within the last 7 days, have you done one of the following activities within the last 7 days, out of the house or at home to help the family?),

   b. and (04=Rendering a service or 05=Helping in a family business or 06= As an apprentice, paid or not or 07= As a student who works or 08= Working for another household) at SE3 (Although you said you did not work within the last 7 days, have you done one of the following activities within the last 7 days, out of the house or at home to help the family?),

        i. and AP12 (How are you paid or how do you get your income from your main employment ?) is not 7= Not paid,

   c. and 10= None of such activities at SE3 (Although you said you did not work within the last 7 days, have you done one of the following activities within the last 7 days, out of the house or at home to help the family?)

      i.   and 1=Yes at SE4 (Although you did not work within the last 7 days, do you have an employment ?)

        1. and (1= Leave or public holidays or 2= Sickness or 3= Strike or 4= Provisional halt of work or 5= End of agric campaign / season) at SE5 (Why did you not work within the last 7 days ?),

        2. and (6=Termination or end of contract or 7=Other) at SE5 (Why did you not work within the last 7 days ?) and 1= Less than 4 weeks at SE6. (After how long will you start work again or get an employment (first job)?)

HEAD-4: Persons in time-related underemployment

Persons in employment (see HEAD 3) who, during a short reference period (last 7 days), wanted to work additional hours, whose working time in the main job was less than a specified hours threshold (35 hours in the week), and who were available to work additional hours given an opportunity for more work

In the questionnaire, Persons in time-related underemployment can be estimated by those who have responded to the questions as follows:

(1) They are in employment as defined in HEAD-3

(2) and (less than 35) at AP10c (How many hours did you devote to your main employment within the last 7 days (or usually devote to it per week) ?)

(3) and (2=Time table fixed by the law or the employer or 3= Less work due to the bad conjuncture or 5=Other) at AP11a (If you worked less than 35 hours within the last 7 days, why?)

(4) and 1=Yes at R3a (You devoted.< less than 35>. hours to your main employment within the last 7 days (see AP10C). Are you ready to work more than that ?)

HEAD-5: Persons in unemployment
= Persons of working age (15 years or above):

(1) who were not in employment during a short reference period (last 7 days),

(2) who carried out activities to seek employment during a recent period (in the last 4 weeks)

(3) and who were available (immediately or in a maximum of 15 days) to take up employment given a job opportunity.

In the questionnaire, Persons in unemployment can be estimated by those who have responded to the questions as follows:

(1) 2=No at SE2 (Within the last 7 days have you worked, even just for an hour ?) and 10= None of such activities at SE3 (Although you said you did not work within the last 7 days, have you done one of the following activities within the last 7 days, out of the house or at home to help the family ?) and 2=No at SE4 (Although you did not work within the last 7 days, do you have an employment ?)

    a. and 1=Yes at SE7a (Did you look for a job within the last 7 days ?) and (1=. Immediately or 2= Within 15 days) at SE7c (Would you be ready to work ?),

    b. and 2=No at SE7a (Did you look for a job within the last 7 days ?) and 1=Yes at SE7b (Did you look for a job within the last 4 weeks?) and (1=. Immediately or 2= Within 15 days) at SE7c (Would you be ready to work ?),

(2) 2=No at SE2 (Within the last 7 days have you worked, even just for an hour ?) and 10= None of such activities at SE3 (Although you said you did not work within the last 7 days, have you done one of the following activities within the last 7 days, out of the house or at home to help the family ?) and 1=Yes at SE4 (Although you did not work within the last 7 days, do you have an employment ?) and 7=Other at SE5 (Why did you not work within the last 7 days ?) and (2= More than 4 weeks or 3= Don't know) at SE6 (After how long will you start work again or get an employment (first job)?)

    a. and 1=Yes at SE7a (Did you look for a job within the last 7 days ?) and (1=. Immediately or 2= Within 15 days) at SE7c (Would you be ready to work ?),

    b. and 2=No at SE7a (Did you look for a job within the last 7 days ?) and 1=Yes at SE7b (Did you look for a job within the last 4 weeks?) and (1=. Immediately or 2= Within 15 days) at SE7c (Would you be ready to work ?),

HEAD-6: Potential labour force

Persons of working age (15 years or above) who, during the short reference period (last 7 days), were neither in employment nor in unemployment and:

(a) carried out activities to "seek employment", were not "currently available" but would become available within a short subsequent period established in the light of national circumstances (i.e. unavailable jobseekers); or

(b) did not carry out activities to "seek employment", but wanted employment and were "currently available" (i.e. available potential jobseekers).

In the questionnaire, Potential labour force can be estimated by those who have responded to the questions as follows:

(1) 2=No at SE2 (Within the last 7 days have you worked, even just for an hour ?) and 10= None of such activities at SE3 (Although you said you did not work within the last 7 days, have you done one of the following activities within the last 7 days, out of the house or at home to help the family ?) and 2=No at SE4 (Although you did not work within the last 7 days, do you have an employment ?)

    a. and 1=Yes at SE7a (Did you look for a job within the last 7 days ?) and (3= Within 15 and 30 days or 4= In more than one month) at SE7c (Would you be ready to work ?)

    b. and 2=No at SE7a (Did you look for a job within the last 7 days ?)

      i. and 1=Yes at SE7b (Did you look for a job within the last 4 weeks?) and (3= Within 15 and 30 days or 4= In more than one month) at SE7c (Would you be ready to work ?),

      ii. and 2=No at SE7b (Did you look for a job within the last 4 weeks?) and 1=Yes at SE8b2 (Although you did not look for a job within the last 4 weeks are you ready to work now if you are given a job?),

(2) 2=No at SE2 (Within the last 7 days have you worked, even just for an hour ?) and 10= None of such activities at SE3 (Although you said you did not work within the last 7 days, have you done one of the following activities within the last 7 days, out of the house or at home to help the family ?) and 1=Yes at SE4 (Although you did not work within the last 7 days, do you have an employment ?) and 7= Other at SE5 (Why did you not work within the last 7 days ?) and (2= More than 4 weeks or 3= Don't know) at SE6 (After how long will you start work again or get an employment (first job)?)

    a. and 1=Yes at SE7a (Did you look for a job within the last 7 days ?) and (3= Within 15 and 30 days or 4= In more than one month) at SE7c (Would you be ready to work ?),

    b. and 2=No at SE7a (Did you look for a job within the last 7 days ?)

      i. and 1=Yes at SE7b (Did you look for a job within the last 4 weeks?) and (3= Within 15 and 30 days or 4= In more than one month) at SE7c (Would you be ready to work ?),

      ii. and 2=No at SE7b (Did you look for a job within the last 4 weeks?) and 1=Yes at SE8b2 (Although you did not look for a job within the last 4 weeks are you ready to work now if you are given a job?),.

Rates

RATE-1: Employment-to-population ratio

= [Persons in employment / Working age population] x 100

See HEAD-3 for Persons in employment, The Working age population is the population of 15 years or above.

RATE-2: Labour force participation rate

= [Persons in labour force / Working age population] x 100

See HEAD-1 for Persons in labour force, The Working age population is the population of 15 years or above.

RATE-3: Proportion of children aged 5-17 years engaged in child labour

= [Children aged 5-17 years in Employment / Children aged 5-17 years] x 100

See HEAD-3 for Persons in employment by age range.

<u>Labour underutilization</u>

LU-1: Unemployment rate:

= [Persons in unemployment / Persons in labour force] x 100

= [HEAD-5 / HEAD-1] x 100

LU-2: Combined rate of time-related underemployment and unemployment:

= [(Persons in time-related underemployment + Persons in unemployment) / Persons in labour force] x 100

= [(HEAD-4 + HEAD-5) / HEAD-1] x 100

LU-3: Combined rate of unemployment and potential labour force

= [(Persons in unemployment + Potential labour force) / (Persons in extended labour force)] x 100

= [(HEAD-5 + HEAD-6) / (HEAD-1 + HEAD-6)] x 100

LU-4: Composite measure of labour underutilization:

= [(Persons in time-related underemployment + Persons in unemployment + Potential labour force) / (Extended labour force)] x 100

= [(HEAD-4 + HEAD-5 + HEAD-6) / (HEAD-1 + HEAD-6)] x 100

LU-5: Long-term unemployment rate

= [Persons in unemployment since at least 12 months / Persons in labour force] x 100

= [HEAD-5 where duration resulting of C1 is at least 12 months / HEAD-1] x 100

LU-6: Proportion of youth aged 15-24 years not in education, employment or training

= [Youth aged 15-24 years – Youth aged 15-24 years in Employment – Youth aged 15-24 years not in Employment but in Education or Training] / [Youth aged 15-24 years] x 100

See HEAD-3 for Persons in employment by age range.

According to the International Standard Classification of Education (ISCED), education is defined as organized and sustained communication designed to bring about learning. Formal education is defined in ISCED as education that is institutionalized, intentional, and planned through public organizations and recognized private bodies and, in their totality, make up the formal education system of a country. Non-formal education is defined in ISCED as education that is institutionalized, intentional and planned by an education provider but is considered an addition, alternative and/or a complement to formal education.

Informal learning is defined in ISCED as forms of learning that are intentional or deliberate, but not institutionalized. It may include learning activities that occur in the family, in the work place, in the local community, and in daily life, on a self-directed, family-directed or socially-directed basis.

Persons are considered in education if they are in formal or non-formal education, as described above, but excluding informal learning.

For the purposes of this indicator, persons are considered to be in training if they are in a non-academic learning activity through which they acquire specific skills intended for vocational or technical jobs. The coverage of vocational and technical training includes only programmes that are solely school-based vocational and technical training. Employer-based training is, by definition, excluded from the scope of this indicator.

Informal economy

INFORM-1: Rate of employment in informal sector

= [(Persons working in the informal sector) / Persons in employment] x 100

(Harmonised definition of informal sector to be proposed)

INFORM-2: Rate of informal employment

= [(Persons working either in the formal or informal sector who don't have formal contract or social protection) / Persons in employment] x 100

(Harmonised definition of informal employment to be proposed)

Poverty

POV-1: Rate of low pay in employment

= [(Persons in employment earning less than official minimum wage rate) / Persons in employment] x 100

POV-2: Rate of working poor

= [(Persons in employment living in a household whose standard of living is below the poverty line) / Persons in employment] x 100

Gender

GEN-1: Average hourly earnings of female and male employees

= [(Total amount of earnings of employees of a given sex) / (Total number of hours worked by persons of that sex)]

Earnings refers to regular remuneration received from employers, in cash and in kind, and includes direct wages and salaries for time worked or work done, remuneration for time not worked (e.g. paid annual leave), as well as bonuses and gratuities that are regularly received. It excludes contributions paid by employers to social security and pension schemes in respect of their employees, benefits received by employees under these schemes, and severance and termination pay.

This indicator allows computing **the gender wage gap** which is measure by the relative difference between the average hourly earnings for men and the average hourly earnings for women. It is computed as the difference between the gross average hourly earnings of male and female employees expressed as percentage of gross average hourly earnings of male employees.

The indicator is calculated for paid employees only, as earnings data are typically available for employees. Hence, the gender pay gap does not cover large numbers of own-account workers or employers, especially in the informal sector.

5. A template of an indicator presentation

Any indicator should be presented in the following template to facilitate future exploitation of data.

Table 5: Template for indicator presentation

Indicator
Category
Code
Unit
Definition
Data sources
Comments

	2010	2011	2012	2013	2014	2015	2016
National							
Area of residence							
Urban							
Rural							
Sex							
Female							
Male							
Age range (years)							
5 - 17							
15 – 24							
15 - 34							
15 - 64							
25 – 34							
35–54							
55–64							
65–74							
75 and above							
Level of educational attainment							
No school							
Primary							
Secondary							
Superior							
TVET							
Migratory status							
Migrant							
Non-migrant							
Disability status							
With a disability							
Without disability							
Region/State							
R1							
R2							
Rn							

6. Implementation steps of the activity

6.1. Preparation and launching of the pilot exercise

The first step of the activity is to develop and test the data collection approach.

The data collection approach preparation was carried out by AUSTAT.

After its adoption, the draft approach will be shared with countries which must implement it in a pilot operation.

The pilot countries are selected from the five major African sub-regions. The proposal list is as follows:

- Northern Africa: Mauritania, Tunisia, Algeria;

- West Africa: Benin, Burkina Faso, Côte d'Ivoire, Nigeria;

- Central Africa: Cameroon, Chad, Gabon;

- Eastern Africa: Ethiopia, Rwanda, Tanzania;

- Southern Africa: Angola, Mozambique, Namibia, Zimbabwe.

AU Stat will validate this list and officially contact the selected countries, which will nominate a focal point based in the NSO. Contact will be then made electronically with the focal points for explanation of the methodology and technical support for the implementation.

After two to three weeks of implementation, the pilot countries will be invited to an evaluation workshop in Abidjan, Côte d'Ivoire, in June 2017.

6.2. Workshop to evaluate the pilot exercise

The workshop will bring together the focal points, experts from AUSTAT, and possibly experts from Regional economic communities (RECs) and specialized regional organizations (ECOWAS, ECCAS, SADC, EAC, AMU, AFRISTAT, ILO, UNECA).

The workshop will permit to finalize the compilation of data and the calculation of the indicators. It will also help to fine-tune the structure of the country profile template. Each country will present its experience of implementation and lessons learned to be taken into account.

The lessons will cover all aspects, both technically and in terms of collaboration between different institutions. These lessons will also benefit to others data collections to be carried out by the AU Stat in others statistical domains.

A new version of the approach and guidelines will be developed.

6.3. Generalization to all the countries of the continent

After the evaluation of the pilot operation and the finalization of the approach, the major collection operation will be launched for all countries. It will be carried out under the same conditions as the test operation. The involvement of the RECs in country monitoring will be necessary at this stage.

REPUBLIQUE DU CAMEROUN	REPUBLIC OF CAMEROON
Paix- Travail- Patrie	**Peace- Work- Fatherland**
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INSTITUT NATIONAL	**NATIONAL INSTITUTE**
DE LA STATISTIQUE	**OF STATISTICS**
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SURVEY ON EMPLOYMENT AND THE INFORMAL SECTOR- 2005 SEIS

PHASE 1
SURVEY ON EMPLOYMENT

INDIVIDUAL QUESTIONNAIRE

IDENTIFICATION
(to be copied from the household form and to be verified)
Interviewee's name :
IDENTIFICATION CODE

Survey Region		**Area of resi dence**	**Sequential N° of the EA**			**Sequential N° of the household in the EA**			**Serial N° of the individual**		
Interviewee's age |__|__|			**Number of IPU identified**						|__|		

STRICTLY CONFIDENTIAL AND NOT AIMED FOR TAXES

Information collected during this survey are strictly confidential following law N° 91/023 of 16th December 1991 on censuses and statistical surveys which mentions in its article 5 that «Individual information related to economic or financial situation recorded in any statistical survey form can never be used for economic control or repression».

<table>
<tr><td colspan="2">This questionnaire is for persons aged 10 years or more.</td></tr>
</table>

This questionnaire is for persons aged 10 years or more.	**INTERVIEWER'S NAME**	
		|_|_|
DATE OF THE SURVEY	**CONTROLLER'S NAME**	
		|_|_|
DAY |_|_| **MONTH** |_|_| **YEAR** |_0_|_5_|		
DURATION OF THE INTERVIEW	**SUPERVISOR'S NAME**	
Starting Hour |_|_|**H**|_|_|**MN** Ending Hour |_|_|**H**|_|_|**MN**		|_|_|_|

QUALITY OF THE SURVEY

Who answered at the interview?
1. Him/ herself   **2.** Another person |_|

If another person,
   Who? (Name) _____   **Serial N°** |_|_|
                                             (00 if is not member of the household)

   Why ? :
1. Absent **2.** unfit to answer (illness) **3.** Other _____(Specify) |_|

In your opinion (Interviewer), the quality of the answers given by the interviewee is :

1. Very good   **2.** Good
3. Average   **4.** Bad
5. Very bad

|_|

OBSERVATIONS AND INDICATIONS ON THE DETECTION OF UPI

<u>INTERVIEWER</u>	<u>CONTROLLER</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

TO BE FILLED BY THE CONTROLLER AT THE END OF THE INTERVIEW

TO BE FILLED ONLY FOR BOSSES (EMPLOYERS) AND "OWN ACCOUNT" : MAIN ACTIVITY

Socio-professional Category	Accounts	Taxpayer's Nº	Eligibility	Activity
1. Employer **2. Own account** ☐	**1. Nothing** **2. STR or formal accounts** **3. Non detailed accounts** **4. Do not know/other** ☐	**1. Yes** **2. NO** ☐	**1. Yes** **2. NO** ☐	-------------------- -------------------- -------------------- |_|_|_|

TO BE FILLED ONLY FOR BOSSES (EMPLOYERS) AND "OWN ACCOUNT" : SECONDARY ACTIVITY

Socio-professional Category	Accounts	Taxpayer's Nº	Eligibility	Activity
1. Employer **2. Own account** ☐	**1. Nothing** **2. STR or formal accounts** **3. Non detailed accounts** **4. Do not know/other** ☐	**1. Yes** **2. NO** ☐	**1. Yes** **2. NO** ☐	-------------------- -------------------- -------------------- |_|_|_|

ELIGIBILITY AS IPU: ACCOUNTS = 1, 3, 4 OR TAXPAYER'S N° = 2
As far as accounts is concerned, a coherence control should be made with questions AP6A and AS7A

SE. EMPLOYMENT SITUATION		**SE7a. Did you look for a job within the last 7 days ?** 1. Yes → **Go To SE7c** 2. No	|_|
SE1. Within the last 7 days did you carry out one or several of the following activities ? (Εnumerate the 5 options and note the number of hours corresponding) **1**. Studies (schooling) **2**. Domestic works in one's house, caring for children, aged or sick persons, without remuneration **3**. To fetch water or wood, make market for own household **4 .** Building his own house **5**. Free of charge services to community **6**. None of these activities	|_|_| |_|_| |_|_| |_|_| |_|_| |_|	**SE7b. Did you look for a job within the last 4 weeks?** 1. Yes 2. No → **Go to SE8a**	|_|
		SE7c. Would you be ready to work ? 1. Immediately → **Go to module C** 2. Within 15 days 3. Within 15 and 30 days 4. In more than one month	|_|
SE2. Within the last 7 days have you worked, even just for an hour ? **1.** Yes **2.** No → Go to module AP	|_|	**SE7d. Why are you not ready to work within 15 days ?** **1.** Invalid or protracted sickness **2.** Going to school, student **3.** Retired **4.** Housewife **5.** Stock holder (income from properties) **6.** Other _____(specify) → **Go to SE8c**	|_|
SE3. Although you said you did not work within the last 7 days, have you done one of the following activities within the last 7 days, out of the house or at home to help the family ? **01.** Working in a private business **02.** Making product for sale **03.** Working at home against an income **04.** Rendering a service **05.** Helping in a family business **06.** As an apprentice, paid or not **07.** As a student who works **08.** Working for another household **09.** Any other activity for an income **10**. None of such activities	|_|_| **Go to module AP**	**SE8a. You are not working and you are not seeking for a job because you are :** **1.** Invalid or have a protracted sickness **2.** Going to school, student **3.** Retired **4.** Housewife **5.** Stock holder (income from properties) **6.** Other _____(specify)	|_|
SE4. Although you did not work within the last 7 days, do you have an employment ? **1.** Yes **2.** No → **Go to SE7a**	|_|	**SE8b1. Why did you not look for a job (or do you not want to work)** *Involuntary* **1.** There is no job **2.** Don't think can get a job without qualification **3.** Don't know how to look for a job 4. Other involuntary reason _____ (specify) *Voluntary* → **If 5, 6, 7 or 8, go to SE8c** **5.** Waiting for the reply to a job application **6.** Don't need or don't want to work **7.** Is not big enough to work **8.** Other voluntary reason _____(specify)	|_|
SE5. Why did you not work within the last 7 days ? **1.** Leave or public holidays **2.** Sickness **3.** Strike **4.** Provisional halt of work **5.** End of agric campaign / season **6.** Termination or end of contract **7.** Other _____(specify) → **Go to module AP**	|_|	**SE8b2. Although you did not look for a job within the last 4 weeks are you ready to work now if you are given a job?** → **Go to module C** **1.** Yes **2.** No	|_|
SE6. After how long will you start work again or get an employment (first job)? **1.** Less than 4 weeks → **Go to module AP** **2.** More than 4 weeks **3.** Don't know	|_|	**SE8c. How do you provide for your needs ?** (main resource) **1.** Receives a work pension **2.** Other pension or aid (family, friend, divorce, widowhood, orphanage) **3.** Stock holder (income from properties) **4.** Live on his savings **5.** Beg **6.** Receives a scholarship **7.** Taking care of by family or another person **8.** Others _____ (specify)	|_|
		FILTER **If 10-14 years, go to module Out of Employment income (RHE). If 15 years and above, go to the module Path and prospects (TP).**	

AP. MAIN ACTIVITY	
We are going to talk about your MAIN EMPLOYMENT (either the one you did within the last 7 days or you use to do)	
AP1. How do you call the profession, the duty, the task of the main employment you did within the last 7 days or you use to do? See nomenclature _____ _____ **Name of establishment** : _____	|__|__|__|__|
AP2. What is the activity of the enterprise where you have your main employment or which type of product does it make ? See nomenclature _____ _____	|__|__|__|
AP3. What is your socio-professional category? *Wage Earner* **01.** High rank officer/engineer and assimilated **02.** Average cadre, supervisor, foreman **03.** Skilled employee / labourer **04.** Semi skilled employee / labourer **05.** Labourer ***Non wage earner*** **06.** Boss / Employer **07.** Worker for own account) **08.** Family aid **09.** Apprentice **10** Can't be classified (describe) _____	|__|__|
AP4. The enterprise where you have your main employment (or that you manage) is a : **1.** Public Administration → Go to AP8a1 **2.** Public or Para public Enterprise **3.** Private non agricultural Enterprise **4.** Agricultural farms (plantation, farms, livestock, fishery, etc) **5.** International Organization **6.** Associative Enterprise (cooperative, NGO, syndicate,.etc.) **7.** Household → Go to AP8a1	|__|
AP5. How many persons in total work in this establishment (including you)? **1.** One person (self-employed) **2.** 2 persons **3.** 3 – 5 persons **4.** 6 – 10 persons **5.** 11 – 20 persons **6.** 21 – 50 persons **7.** 51 – 100 persons **8.** 101 – 500 persons **9.** More than 500 persons	|__|
AP6a. This enterprise is under which tax regime? 1. Global tax **2.** Basis Regime 3 Simplified regime of the real .**4.** Regime of the real 5. Don't pay tax 6. Don't know	|__|
AP6b. Is the enterprise in which you exercise your main employment (or that you manage) registered? a) Taxpayer's N° 1. Yes 2. No 3. Don't know b) Business Registration N° 1. Yes 2. No 3. Don't know c) NSIF 1. Yes 2. No 3. Don't know	|__| |__| |__|
AP6c. Availability of relevant documents? a) Taxpayer's card **1.** Yes **2.** No b) Pay voucher **1.** Yes **2.** No	|__| |__|

AP7. Where do you exercise your main employment ?	
AP7. Where do you exercise your main employment ? **01.** Hawker, nomadic **02.** Improvised post on the highway **03.** Permanent post on the highway **04.** Vehicle/ motor bike / bike **05.** Customer's home **06.** In your home without special installation **07.** In your home with special installation **08.** Market place **09.** Business premises (office, store, warehouse, factory) **10.** Farm /plantation/fish point/river	|__|__|
AP8a1. How long have you been doing that work? (Completed years)	|__|__|
AP8a2. Since how many years are you working in this enterprise ? (completed years)	|__|__|
AP8a3. Have you had a promotion in your enterprise ? **1.** Yes **2.** No	|__|
AP8a41. Did you have a professional training/refresher course corresponding to your main job and paid by the enterprise ? **1.** Yes **2.** No	|__|
AP8a42 Does the employment you exercise correspond to the training you lastly made? **1**.yes → Go to AP8a5 **2.**No	|__|
AP8a43 If no, does it correspond to another training you made previously? **1**.yes **2.**No	|__|
AP8a5. You said… is your main employment. For how long did you do that work in your active life ? (completed years)	|__|__|
AP8b.How did you get your job? **1.** Personal Relations (parents or friends) **2.** Directly with the employer **3.** Small announcements (radio, newspaper, etc.) 4.National Employment Fund (NEF), 5.Labour Office (LO) **6.** Employment Agency (private) **7.** Competitive Examination **8.** Personal initiative **9.** Other_____ (specify)	|__|
FOR EMPLOYERS AND OWN ACCOUNT (AP8c1 and AP8c2)	
AP8c1. Do you keep accounts? 1. Nothing 3. Non detailed accounts 2. STR or formal account 4. Don't know/other	|__|
AP8c2. When you started managing the enterprise, how many persons were working there, including yourself ?	|__|__|__|__|
FOR WAGE EARNERS AND FAMILY AID (AP8d1 and AP8d2)	
AP8d1. Do you have a pay voucher ? **1.** Yes **2.** No	|__|
AP8d2. Do you have a work contract? **1.** Written agreement with undetermined duration **2.** Written agreement with fixed duration **3.** Verbal agreement **4.** Nothing at all	|__|
AP9a. Is the work you are doing in this enterprise: **1.** Regular → Go to AP10a **2.** Occasional	|__|
AP9b. It is about : **1.** an occasional daily employment **2.** an occasional task **3.** an occasional seasonal job	|__|

AP10a. How many months did you devote to your main employment within the past 12 months (or usually devote to it per year) ?	|__|__|
AP10b. How many days did you devote to your main employment within the last 7 days (or usually devote to it per week) ?	|__|
AP10c. How many hours did you devote to your main employment within the last 7 days (or usually devote to it per week) ?	|__|__|
Go to AP12 if between 35 and 48 h	
AP11a. If you worked less than 35 hours within the last 7 days, why? 1. Don't want to work more than that 2. Time table fixed by the law or the employer 3. Less work due to the bad conjuncture 4. Personal problem (health domestic works, etc) 5. Other _____ (specify**)** — **Then go to AP12**	|__|
AP11b. If you worked more than 48 hours within the last 7 days, why ? 1. Normal time table 2. Much work due to the good conjuncture 3. Much work in order to survive 4. Other _____ (specify)	|__|
AP12. How are you paid or how do you get your income from your main employment ? 1. Fixed salary (month, fortnight, week) 2. Daily or per hour of work 3. According to the task 4. On commission 5. Benefits 6. In kind (products, food, lodging, etc.) 7. Not paid ——► **Go to AP15a**	|__|
AP13a. In your main employment, how much did you earn last month or during the last 12 months (or at how much do you estimate your income from this work)? put in thousand of CFAF. 1. Gives the amount: Monthly evaluation 2. Gives the amount: Annual evaluation 3. Don't know/don't want to say ——► **Go to AP13b** **Amount declared** (in thousands) **Go to AP14**	|__| |_|_|_|_|_|_|
AP13b. Within which income interval do you fall ? *Monthly evaluation* *Annual Evaluation* **01.** Less than 23 500 Cfaf 08. Less than 200.000 Cfaf **02.** [23 500 - 47 000 [09. [200 000-400 000 [**03.** [47 000- 94 000 [10. [400 000-800 000 [**04.** [94 000- 188 000 [11. [800 000-1500 000 [**05.** [188 000- 376 000 [12. [1500 000- 3000000 [**06.** [376 000- 752 000 [13. [3000 000- 5000 000[**07.** 752 000 Fcfa or more 14. [5000 000 Cfaf or more[	|__|__|
AP14. If you have not changed employment since one year, has your payment changed ? 1. Yes 2. No 3. Not concerned └——► AMOUNT ? _____ [Amount of the same month of last year (monthly evaluation) or of the previous year(annual evaluation) in thousand of CFAF]	|__| |_|_|_|_|_|_|
AP15a. Is there any syndicate in the enterprise where you have your main job or in your profession? 1. Yes 2. No 3. Don't know. ——► **Go to AP16**	|__|
AP15b. If yes, do you belong to any of these syndicates? 1. Yes 2. No	|__|

AP16. In your main employment are you given the following allowances or benefits : (convert the amounts and code their monthly equivalent in thousands of CFA) *Allowances included in the salary*	
Housing, water, electricity or transport allowances **1.** Yes **2.** No Periodicity _____ Amount (CFAF) _____	|__| |__|__|__|__|
Others (NSIF, etc) **1.** Yes **2.** No Periodicity _____ Amount (CFAF) _____	|__| |__|__|__|__|
Allowances not included in the salary	
Bonus **1.** Yes **2.** No Periodicity _____ Amount (CFAF) _____	|__| |__|__|__|__|
Paid leaves **1.** Yes **2.** No Periodicity _____ Amount (CFAF) _____	|__| |__|__|__|__|
Special medical services **1.** Yes **2.** No Periodicity _____ Amount (CFAF) _____	|__| |__|__|__|__|
NSIF , Other bonuses **1.** Yes **2.** No Periodicity _____ Amount (CFAF) _____	|__| |__|__|__|__|
Benefits in kind **1.** Yes **2.** No **(housing, electricity, transport etc)** Periodicity _____ Amount (FCFA) _____	|__| |__|__|__|__|
Other_____ **1.** Yes **2.** No Periodicity _____ Amount (CFAF) _____	|__| |__|__|__|__|
AS. SECONDARY ACTIVITIES	
AS1a. In addition to your main employment, did you have other jobs of any type (paid, self employment, not paid, etc.) within the past 12 months ? 1. Yes 2. No ——► **Go to R1**	|__|
AS1b. Give by order of importance (number of hours) the list of these other jobs (see nomenclature for the codes) 1. _____ 2. _____ 3. _____ 4. _____ **Total number of secondary jobs**	|__|__|__|__| |__|__|__|__| |__|__|__|__| |__|__|__|__| |__|
AS1c. In addition to your main employment, did you have other jobs of any type within the past 7 days ? 1. Yes ——► **Go to AS2** 2. No	|__|
AS1d. Although you did not have other jobs of any type within the past 7 days, do you usually have other jobs of any type, in addition to your main employment 1. Yes 2. No ——► **Go to R1**	|__|
We are going to interview you on the most important of the other jobs you had within the last 7 days or that you usually have in addition to your main employment	

AS2. What is the name of the work, the profession of the secondary job you made within the last 7 days or the one you usually do in addition to your main employment ? (see nomenclature)

_____
_____

Name of establishment: _____

|__|__|__|__|__|

AS3. What is the activity of the enterprise where you had your secondary job or which type of product does it make ? (see nomenclature)

_____
_____

|__|__|__|__|

AS4. What is your socio-professional category in this secondary job?
Wage Earner
01. High rank officer/engineer and assimilated
02. Average cadre, supervisor, foreman
03. Skilled Employee / labourer
04. Semi-skilled employee / labourer
05. Labourer

Non Wage Earner
06. Boss / employer
07. Worker for own accounts
08. Family aid
09. Apprentice
10. Can't be classified (describe**)**

|__|__|

AS5. The enterprise where you had your secondary job (or that you manage) is:
1. Public Administration → Go to AS9
2. Public or para-public Enterprise
3. Non agricultural Private Enterprise
4 Agricultural farms (plantation, farms, fishery, …)
5. International Organization
6. Associative Enterprise (cooperative, syndicate, church, NGO,…)
7. Household (domestic workers) → Go to AS9

|__|

AS6. How many persons in total work in this establishment (you included)
1. One person (Self employed)
2. 2 persons

Article I.   **3.** 3 - 5 persons

4. 6 - 10 persons
5. 11 - 20 persons
6. 21 - 50 persons
7. 51 - 100 persons
8. 101 - 500 persons
9. More than 500 persons

|__|

AS7a. This enterprise is under which tax regime?
1. Global tax   **2.** Basis Regime
3. Simplified regime of the real **4.** Regime of the real
5.Don't know

|__|

AP7b. Is the enterprise in which you exercise your main employment (or that you manage) registered?
a) Taxpayer's N°   1.Yes 2.No 3.Don't know
b) Business Registration 1.Yes 2.No 3.Don't know
c) NSIF   1.Yes 2. No 3.Don't know

|__|
|__|
|__|

AS7C. Availability of relevant documents
a) Taxpayer's card   **1.** Yes   **2.** No
b) Pay voucher   **1.** Yes   **2.** No

|__|
|__|

AS8. Where do you carry on your secondary job?
01. Hawker, nomadic
02. Improvised port on the highway
03. Permanent post on the highway
04. Vehicle
05. Customer's home
06. In your home without special installation
07. In your home with special installation
08. Market place
09. Business premises (office, store, warehouse, factory, …)
10. Plantation/champ/fish point/river

|__|__|

AS9a. How many months did you devote to your secondary job within the past 12 months (or usually per year) ?

|__|__|

AS9b. How many hours did you devote to your secondary job within the last 7 days (or usually per week) ?

|__|__|

AS10a. In your secondary job, how much did you earn last month or during the last 12 months (or at how much do you estimate your income from this job) ?
1. Gives the amount: Monthly evaluation
2 Gives the amount: Annual evaluation
3. Don't know/don't want to say → Go to AS10b

Amount declared (in thousands Cfaf)

|__|

|__|__|__|__|__|__|

Go to AS11a

AS10b. Within which income interval do you fall in your secondary job?
Monthly interval   Annual Evaluation
01. less than 23 500 Cfaf **08.** Less than 200.000 Cfaf
02. [23 500 - 47 000 [**09.** [200 000-400 000 [
03. [47 000- 94 000 [**10.** [400 000-800 000 [
04. [94 000- 188 000 [**11.** [800 000-1500 000 [
05. [188 000- 376 000 [**12.** [1500 000- 3000000 [
06. [376 000- 752 000 [**13.** [3000 000- 5000 000[
07. 752 000 Fcfa or more **14.** [5000 000 Cfaf or more

|__|__|

AS11a. FOR BOSSES, EMPLOYERS AND OWN ACCOUNT
Do you keep accounts?
1. Nothing   **3.** Non detailed accounts
2. STR or formal accounts **4.** Don't know/Other

|__|

AS11b. FOR WAGE EARNERS AND FAMILY AID
Do you have a pay voucher ?
1. Yes
2. No

|__|

R. SEEKING FOR EMPLOYMENT

R1. Within The past 4 weeks, did you look for a job (as a wage earner, independent, or of any form) ?
1. Yes → Go to R3
2. No

|__|

R2. Why do you look for a new job ?
1. To improve your income
2. To improve on your working conditions
3. To get a more interesting job
4. Other _____ (specify)

|__|

R3. You devoted... hours to your main employment within the last 7 days (see AP10C). Are you ready to work more than that ?
1. Yes   **2.** No

|__|

If yes, how many more hours per week ?

|__|__|

IF 10-14 YEARS, GO TO THE MODULE OUT OF EMPLOYMENT INCOME (RHE)

IF 15 YEARS AND MORE GO TO THE MODULE PATH AND PROSPECTS

C. UNEMPLOYMENT

C1. Since when are you without employment and seeking for a job ?

Month _____ |__|__|
Year _____ |__|__|

C2. Why are you seeking for a job ?
1. Loss of previous employment
2. Looking for first job
(never worked before) → **Go to C4**

|__|

C3. What is the main reason which made you to loose your employment ?
Involuntary
01. Laying off of staff (public sector)
02. Laying off of staff (private sector)
03. Closing down (private sector)
04. Liquidation of a public enterprise
05. Denationaliation, restructurating
06. Sacking
07. End of contract (retirement, etc)
Voluntary
08. Insufficient remuneration
09. Unsatisfactory working conditions
10. Uninteresting work
11. Family reasons
12. Other _____ (specify)

|__|__|

C4 How do you provide for your needs now that you have no job ? (Main resource)
1. Have a work pension
2. Receive a pension (parents, widowhood, divorce, orphanage)
3. Stock holder (income from properties)
4. Live on his savings
5. Beg
6. Receive a scholarship
7. Taken care of by the family or another persons
8. Other _____ (specify)

|__|

C5. Which means do you use to seek for a job ? (Main means)
0. None
1. Personal relationship (parents or friends)
2. Directly with the employers
3. Small announcements (radio,newspapers,placards etc)
4. Public employment office (N.E.F., Labour office)
5. Private employment agency
6. Competitive examination
7. Other _____ (specify)

|__|

C6a. Why do you not create or work in a small business (small trade by the road side, small workshop, or small agricultural farm (farm, breeding etc.)?
1. Incomes got are very small
2. Do not correspond to my training and qualification
3. That prevents me from seeking for better other jobs
4. Absence or insufficiency of financial means
5 It is not easy to create such an activity
6. Other _____ (specify)

|__|

C6b. If the unemploment period continues would you be ready to do that type of activity?
1. Yes   2. No

→ **If yes, within how many months ?**

|__|

|__|__|

C7. Which type of employment are you seeking for ?

C7a. 1. Wage earner
2. Independant
3. Indifferent

|__|

C7b. 1. Permanent, full time
2. Permanent, part time
3. Provisional (temporary)
4. Indifferent

|__|

C7c. 1. Corresponding with your profession (or to Your qualification)
2. In a different profession or different activity
3. Indifferent

→ **Which activity?** _____

|__|

|__|__|__|

C7d. 01. Public Administration
02. Public or Para-public enterprise
03. Big private company
04. Small or medium size enterprise
05. Micro enterprise or own account (small workshop, small business by road side)
06. Agricultural farm (farm, breeding, plantation, fishing, etc)
07. International Organisation
08. Associative enterprise (cooperative, NG0, syndicate,.etc.)
09. Household
10. Indifferent

|__|__|

C8a. If seeking for a wage earning job, why ?
1. Did not succeed to settle on own account in good conditions
2. Hope to gain more
3. To have a salary and employment safety
4. It exists a possibility of promotion
5. To get a social welfare provisions
6. Other _____ (specify)

|__|

C8b. If seeking for independent job, why ?
1. Did not find a satisfactory wage-earning job
2. Hope to gain more
3. for the flexibility of the time table
4. To have a more varying and interesting job
5. To be his own boss (autonomous)
6. Other_____ (specify)

|__|

C9. How many hours per week would you like to work ? _____

|__|__|

C10a. For that number of hours how much would you like to earn ? (convert and code the amount in thousand of CFAF per month**)**
_____

|__|__|__|__|

C10b. Are you ready to change your ambitions if the unemployment period continues ?
1. Yes
2. No → **Go to C11**

|__|

C10c. Minimum monthly acceptable salary or income _____
(Convert and Code in thousand of CFAF)

|__|__|__|__|

C11. Have you already an experience with respect to that job? 1. Yes **2.** No |__|

C12a. Are you registered with any structure promoting employment ?
  1. Yes **2.** No ⟶ **Go to C12d** |__|

C12b. With which structures ?
- NEF **1.** Yes **2.** No |__|
- Labour office (LO) **1.** Yes **2.** No |__|
- NGO **1.** Yes **2.** No |__|
- Private structure **1.** Yes **2.** No |__|
- Other public structure_____ **1.** Yes **2.** No |__|

C12c. What do you expect from them?
  1. Job offers
  2. A training
  3. A financing
  4. Other _____ (specify)
⟶ Go to the module TP if 15 years and more and to RHE if 10-14 years |__|

C12d. Why are you not registered with such a structure?
  1. Don't know such structures
  2. Don't know how to register
  3. Don't think that such a structure can help me
  4. Other reason_____ (specify) |__|

IF 10-14 YEARS, GO THE MODULE RHE.

IF 15 OR MORE CONTINUE BELOW

TP. PATH AND PROSPECTS
For persons aged 15 years or more

FATHER'S ACTIVITY

TP1. When you were 15, was your father working ?
  1. Yes
  2. No
  3. Father absent
  4. Doesn't know
⟶ **Go to TP5** |__|

TP2. What was his socio-professional category ?
Wage Earner
01. High rank officer/engineer and assimilated
02. Average cadre, supervisor, foreman
03. Skilled Employee / labourer
04. Semi-skilled employee/ labourer
05. Labourer
  Non Wage Earner
06. Boss / employer
07. Worker for own accounts
08. Family aid
09. Apprentice
10 Can't be classified (describe)_____ |__|__|

TP3. In which type of enterprise was he working ?
1. Public Administration
2. Public or Para-public enterprise
3. Big private company
4. Small or medium size enterprise
5. International Organisation
6. Micro enterprise or own account
7. Agriculture (farm, breeding, plantation, fishing etc)
8. Associative enterprise (cooperative, NG0, syndicate, church, etc.)
9. Household |__|

TP4. In which sector was he working ?
  1. Agriculture, breeding, fishing, hunting
  2. Industry **3.** Commerce **4.** Services |__|

TP5. What is the last class he successfully attended ?
  1. Give the answer 2. Doesn't know |__|
  ⟶ **If Give the answer, see nomenclatures** ⟶ |__|__|__|

PREVIOUS EMPLOYMENT

TP6. You are today (occupied active, unemployed, inactive person). Did you have a previous other employment ?
  1. Yes
  2. No ⟶ **Go to TP15** |__|

TP7. What was the name of the trade, profession, of the post, of the task of your previous emploment?
_____
_____
Name of the establishment :_____
_____
|__|__|__|__|

TP8. What is the activity of the enterprise or of the exploitation in which you had your previous job ? (See nomenclatures)
_____
_____
|__|__|__|

TP9. What was your socio-professional category ?
Wage Earner
01. High rank officer/engineer and assimilated
02. Average cadre, supervisor, foreman
03. Skilled Employee / labourer
04. Semi-skilled employee/labourer
05. Labourer
  Non Wage Earner
06. Boss / employer
07. Worker for own accounts
08. Family aid
09. Apprentice
10 Can't be classified (describe)_____ |__|__|

TP10. The enterprise or the exploitation where you had your previous employment (or that you were managing) was :
1. Public Administration ⟶ **Go to TP13a**
2. Public or Para-public enterprise
3. Big private company
4. Small or medium size enterprise
5. International Organization
6. Micro enterprise or own account
7. Agricultural farm (farm, breeding, plantation, fishing etc)
8. Associative enterprise (cooperative, NG0, church syndicate,.etc.)
9. Household ⟶ **Go to TP13a** |__|

TP11. How many persons (including yourself) were working in that establishment ? **1.** One person (Self employed) **2.** 2 persons **3.** 3 - 5 persons **4.** 6 - 10 persons **5.** 11 - 20 persons **6.** 21 - 50 persons **7.** 51 - 100 persons **8.** 101 - 500 persons **9.** More than 500 persons	|__|

TP16. Wanted employment	
TP16a. Name of the employment (profession, duty, post, etc) (See nomenclatures): _____ _____	|__|__|__|__|
TP16b. Activity: ? (See nomenclature.) _____ _____	|__|__|__|

TP12. The enterprise where you had your previous employment (or that you managed) was registered ? a) Taxpayer's N° **1.** Yes **2.** No **3.** Don't know b) Business Registration **1.** Yes **2.** No **3.** Don't know c) NSIF **1.** Yes **2.** No **3.** Don't know	|__| |__| |__|

TP16c. Type of enterprise : **01.** Public Administration **02.** Public or Para-public enterprise **03.** Big private company **04.** Small or medium size enterprise **05.** International Organisation **06.** Micro enterprise or own account **07.** Agricultural farm (farm,breeding,plantation,fishing etc) **08.** Associative enterprise (cooperative, NG0, church syndicate,.etc.) **09.** Household **10.** Indifferent	|__|__|

TP13a. When did you start your previous job ? Year (date) _____	|__|__|

TP13b. How many years did you put in your previous employment ? Number of years (complete years) _____	|__|__|

TP16d. Socio-professional category : ***Wage Earner*** **01.** High rank officer/engineer and assimilated **02.** Average cadre, supervisor, foreman **03.** Skilled Employee / labourer **04.** Semi-skilled employee/labourer **05.** Labourer ***Non Wage Earner*** ⟶ **Go to TP17b** **06.** Boss / employer **07.** Worker for own accounts **08.** Family aid **09.** Apprentice **10.** Can't be classified (describe)	|__|__|

TP14. Why did you leave your previous job ? ***Involuntary departure*** **1.** Retirement **2.** Sacking, bankrupting, restructuring **3.** Industrial accident or other invalidity ***Voluntary Departure*** **4.** For a better remuneration **5.** For better working conditions **6.** Abandon of activity **7.** For a more interesting employment **8.** For family reasons **9.** Other _____ (specify)	|__|

TP17a. If the desired job is wage earning, why? **1.** Don't think can settle on own account under good conditions **2.** Hope to gain more **3.** To have salary and employment safety **4.** A possibility of promotion exists **5.** To get social allowances **6.** Other _____ (specify)	|__|

EMPLOYMENT PROSPECTS	
TP15. What are your employment projects for the future ? **1.** To get first employment **2.** To get a new employment in the same enterprise (promotion in the employment) **3.** To get a new employment in a different enterprise **4.** To keep the present employment or remain inactive ⟶ **RHF**	|__|

TP17b. If the desired job is independent, why? **1.** Don't think can get a satisfactory wage earning job **2.** Hope to gain more **3.** For the flexibility of the time table **4.** To get more diversified and more interesting job **5.** To be his own boss **6.** Other _____ (specify)	|__|
TP18. How long will you take to get the job ? Number of years (completed years) _____	|__|__|

RHE. OUT OF EMPLOYMENT INCOMES. Apart from employment incomes, do you have other incomes ?

	1. Yes 2. No	Periodicity	Amount in thousand of Cfaf	Monthly amount in thousand of Cfaf
RHE1. Work pension	|__|			|__|__|__|__|__|
RHE2. Other pensions	|__|			|__|__|__|__|__|
RHE3. Land and real estate incomes	|__|			|__|__|__|__|__|
RHE4. Stocks and share incomes	|__|			|__|__|__|__|__|
RHE5. Transfer received from other households	|__|			|__|__|__|__|__|
RHE6. Scholarship	|__|			|__|__|__|__|__|
RHE7. Other incomes	|__|			|__|__|__|__|__|

End if active occupied person since a year or more (AP8a1≥1) having a continuous employment (AP9a=1). Continue to EH if no

Month (write down the 12 last months starting by the last month)	EH1. During the month of …did you work even for an hour ? 1. Yes 2. No Go to EH5	EH2. What is the name of the duty, the profession, the post, the task, the job that you exercised ?	EH3. What is the activity of the enterprise in which you worked or which product does it make?	EH4. How much did you earn in that job this month ? (In thousand of francs CFA) Go to the next month	EH5. Did you seek for a job in the course of this month? 1. Yes 2. No	EH6. Were you immediately available to work if you got a job ? 1. Yes 2. No
EH. USUAL EMPLOYMENT This module does not concern active persons occupied since 1 year and over (AP8a1≥1) having a continuous job (AP9a=1)						
Month 1	|__|	|__|__|__|__|	|__|__|__|	|__|__|__|__|__|	|__|	|__|
Month 2	|__|	|__|__|__|__|	|__|__|__|	|__|__|__|__|__|	|__|	|__|
Month 3	|__|	|__|__|__|__|	|__|__|__|	|__|__|__|__|__|	|__|	|__|
Month 4	|__|	|__|__|__|__|	|__|__|__|	|__|__|__|__|__|	|__|	|__|
Month 5	|__|	|__|__|__|__|	|__|__|__|	|__|__|__|__|__|	|__|	|__|
Month 6	|__|	|__|__|__|__|	|__|__|__|	|__|__|__|__|__|	|__|	|__|
Month 7	|__|	|__|__|__|__|	|__|__|__|	|__|__|__|__|__|	|__|	|__|
Month 8	|__|	|__|__|__|__|	|__|__|__|	|__|__|__|__|__|	|__|	|__|
Month 9	|__|	|__|__|__|__|	|__|__|__|	|__|__|__|__|__|	|__|	|__|
Month 10	|__|	|__|__|__|__|	|__|__|__|	|__|__|__|__|__|	|__|	|__|
Month 11	|__|	|__|__|__|__|	|__|__|__|	|__|__|__|__|__|	|__|	|__|
Month 12	|__|	|__|__|__|__|	|__|__|__|	|__|__|__|__|__|	|__|	|__|
END OF QUESTIONNAIRE						

Annex 2: SPSS Syntaxes for indicators compilation

NB: The syntaxes are compiled and tested on the data collected with the questionnaire in Annex 1.

***CREATING ANALYSIS VARIABLES.

GET FILE='C:\Users\Arouna\Desktop\EESI-05_CMR\EESI-05-CMR.sav'.
DATASET NAME EESI05CMR WINDOW=FRONT.

**Working age population.

*10 years or above.

COMPUTE WAP10=0.
IF (M5 GE 10) WAP10=1.
VAR LAB WAP10 'WAP 10 years or above'.
VAL LAB WAP10 1"10 years or above".

*15 years or above.

COMPUTE WAP15=0.
IF (M5 GE 15) WAP15=1.
VAR LAB WAP15 'WAP 15 years or above'.
VAL LAB WAP15 1"15 years or above".

*15-64 years.

COMPUTE WAP1564=0.
IF (M5 GE 15) WAP1564=1.
VAR LAB WAP1564 'WAP15-64 years'.
VAL LAB WAP1564 1"15-64 years".

**Labour force status.

COMPUTE LABOUR=5.

*Employment.

IF (SE2 = 1) LABOUR=1.
IF (SE2 = 2 AND (SE3 LE 03 OR SE3=09)) LABOUR=1.
IF (SE2 = 2 AND (SE3 GE 04 AND SE3 NE 09) AND AP12 NE 7) LABOUR=1.
IF (SE2 = 2 AND SE3 = 10 AND SE4 = 1 AND SE5 LE 5) LABOUR=1.
IF (SE2 = 2 AND SE3 = 10 AND SE4 = 1 AND SE5 GE 6 AND SE6 =1) LABOUR=1.

*Unemployment.

IF (SE2 = 2 AND SE3 = 10 AND SE4 = 2 AND SE7a = 1 AND (SE7c = 1 OR SE7c = 2)) LABOUR=2.
IF (SE2 = 2 AND SE3 = 10 AND SE4 = 2 AND SE7a = 2 AND SE7b = 1 AND (SE7c = 1 OR SE7c = 2)) LABOUR=2.
IF (SE2 = 2 AND SE3 = 10 AND SE4 = 1 AND SE5 = 7 AND (SE6 = 2 OR SE6 = 3) AND SE7a = 1 AND (SE7c = 1 OR SE7c = 2)) LABOUR=2.
IF (SE2 = 2 AND SE3 = 10 AND SE4 = 1 AND SE5 = 7 AND (SE6 = 2 OR SE6 = 3) AND SE7a = 2 AND SE7b = 1 AND (SE7c = 1 OR SE7c = 2)) LABOUR=2.

*Potential labour force (Unavailable jobseekers).

IF (SE2 = 2 AND SE3 = 10 AND SE4 = 2 AND SE7a = 1 AND (SE7c = 3 OR SE7c = 4)) LABOUR=3.
IF (SE2 = 2 AND SE3 = 10 AND SE4 = 2 AND SE7a = 2 AND SE7b = 1 AND (SE7c = 3 OR SE7c = 4)) LABOUR=3.
IF (SE2 = 2 AND SE3 = 10 AND SE4 = 1 AND SE5 = 7 AND (SE6 = 2 OR SE6 = 3) AND SE7a = 1 AND (SE7c = 3 OR SE7c = 4)) LABOUR=3.
IF (SE2 = 2 AND SE3 = 10 AND SE4 = 1 AND SE5 = 7 AND (SE6 = 2 OR SE6 = 3) AND SE7a = 2 AND SE7b = 1 AND (SE7c = 3 OR SE7c = 4)) LABOUR=3.

*Potential labour force (Available potential jobseekers).

IF (SE2 = 2 AND SE3 = 10 AND SE4 = 2 AND SE7a = 2 AND SE7b = 2 AND SE8b2 = 1) LABOUR=4.
IF (SE2 = 2 AND SE3 = 10 AND SE4 = 1 AND SE5 = 7 AND (SE6 = 2 OR SE6 = 3) AND SE7a = 2 AND SE7b = 2 AND SE8b2 = 1) LABOUR=4.

VAR LAB LABOUR 'Labour force status'.
VAL LAB LABOUR 1"Employed" 2"Unemployed" 3"Unavailable jobseekers" 4"Available potential jobseekers" 5"Other persons out of LF".

**Sex.

COMPUTE Sex = m4.
VAR LAB Sex 'Sex'.
VAL LAB Sex 1'Male' 2'Female'.

**Area of residence.

COMPUTE Area = milieu.
VAR LAB Area 'Area of residence'.
VAL LAB Area 1'Urban' 2'Rural'.

**Region.

COMPUTE Region = g1.
VAR LAB Region 'Survey region'.
VAL LAB Region 1'Douala city' 2'Yaounde city' 3'Adamaoua' 4'Center outside of Yaounde' 5'East' 6'Far-North' 7'Littoral outside of Douala' 8'North' 9'North-West' 10'West' 11'South' 12'South-West'.

**Level of education.

RECODE m15 (0=0) (1=1) (2,3=2) (4, 5=3) (6=4) INTO Education.
VAR LAB Education 'Level of education'.
VAL LAB Education 0'No school' 1'Primary' 2'General secondary' 3'TVET' 4'Superior'.

**Age ranges.

RECODE m5 (10 thru 14=1) (15 thru 19=2) (20 thru 24=3) (25 thru 29=4) (30 thru 34=5) (35 thru 39=6) (40 thru 44=7) (45 thru 49=8) (50 thru 54=9) (55 thru 59=10) (60 thru 64=11) (65 thru 69=12) (70 thru 74=13) (75 thru HI=14) INTO Age_Range1.

RECODE m5 (10 thru 14=1) (15 thru 24=2) (25 thru 34=3) (35 thru 54=4) (55 thru 64=5) (65 thru HI=6) INTO Age_Range2.

RECODE m5 (10 thru 17=1) (18 thru 24=2) (25 thru 54=3) (55 thru 64=4) (65 thru HI=5) INTO Age_Range3.

RECODE m5 (10 thru 14=1) (15 thru 64=2) (65 thru HI=3) INTO Age_Range4.

VAR LAB Age_Range1 'Five-year age groups' Age_Range2 'Age in 6 groups' Age_Range3 'Age in 5 groups' Age_Range4 'Age in 3 groups'.
VAL LAB Age_Range1 1'10-14 years' 2'15-19 years' 3'20-24 years' 4'25-29 years' 5'30-34 years' 6'35-39 years' 7'40-44 years'
8'45-49 years' 9'50-54 years' 10'55-59 years' 11'60-64 years' 12'65-69 years' 13'70-74 years' 14'75 years or above'.
VAL LAB Age_Range2 1'10-14 years' 2'15-24 years' 3'25-34 years' 4'35-54 years' 5'55-64 years' 6'65 years or above'.
VAL LAB Age_Range3 1'10-17 years' 2'18-24 years' 3'25-54 years' 4'55-64 years' 5'65 years or above'.
VAL LAB Age_Range4 1'10-14 years' 2'15-64 years' 3'65 years or above'.

**Migratory status.

COMPUTE Migration = m11a.
VAR LAB Migration 'Migratory status'.
VAL LAB Migration 1'Non-migrant' 2'Migrant'.

**Disability status.

RECODE m9 (1=1) (2 thru HI=2) INTO Disability.
VAR LAB Disability 'Disability status'.
VAL LAB Disability 1'Without disability' 2'With a disability'.

***INDICATORS COMPUTATION.

**Setting variables measurement levels.

VARIABLE LEVEL WAP10 WAP15 WAP1564 LABOUR Sex Area Region Education Migration
 Disability Age_Range1 to Age_Range4 (NOMINAL).

**Choosing WAP.

FILTER BY WAP15.

**Weighting.

WEI BY COEFEXT.

**HEAD-1 : Persons in labour force.

CTABLES
 /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4 LABOUR
 DISPLAY=DEFAULT
 /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
   Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY LABOUR [C][COUNT F40.0, COLPCT.TOTALN
PCT40.1]
 /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
 /CATEGORIES VARIABLES=LABOUR [1,2] TOTAL=YES POSITION=AFTER
 /TITLES TITLE='HEAD-1 : Persons in labour force'.

**HEAD-2 : Persons outside the labour force.

```
CTABLES
 /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4 LABOUR
 DISPLAY=DEFAULT
 /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
  Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY LABOUR [C][COUNT F40.0, COLPCT.TOTALN
PCT40.1]
 /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
 /CATEGORIES VARIABLES=LABOUR [3,4,5] TOTAL=YES POSITION=AFTER
 /TITLES TITLE='HEAD-2 : Persons outside the labour force'.
```

**HEAD-3 : Persons in employment.

```
CTABLES
 /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4 LABOUR
 DISPLAY=DEFAULT
 /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
  Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY LABOUR [C][COUNT F40.0, TABLEPCT.COUNT
PCT40.1]
 /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
 /CATEGORIES VARIABLES=LABOUR [1]
 /TITLES TITLE='HEAD-3 : Persons in employment'.
```

**HEAD-4 : Persons in time-related underemployment.

```
COMPUTE TRUNDER=0.
IF (LABOUR=1 AND ap10c LT 35 AND (ap11a=2 OR ap11a=3 OR ap11a=5) AND r3a=1) TRUNDER=1.
```

```
CTABLES
 /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4 TRUNDER
 DISPLAY=DEFAULT
 /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
  Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY TRUNDER [C][COUNT F40.0,
TABLEPCT.COUNT PCT40.1]
 /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
 /CATEGORIES VARIABLES=TRUNDER [1]
 /TITLES TITLE='HEAD-4 : Persons in time-related underemployment'.
```

**HEAD-5 : Persons in unemployment.

```
CTABLES
 /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4 LABOUR
 DISPLAY=DEFAULT
 /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
  Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY LABOUR [C][COUNT F40.0, TABLEPCT.COUNT
PCT40.1]
 /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
 /CATEGORIES VARIABLES=LABOUR [2]
 /TITLES TITLE='HEAD-5 : Persons in unemployment'.
```

**HEAD-6 : Potential labour force.

CTABLES
  /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4 LABOUR
  DISPLAY=DEFAULT
  /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
   Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY LABOUR [C][COUNT F40.0, COLPCT.TOTALN
PCT40.1]
  /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
  /CATEGORIES VARIABLES=LABOUR [3,4] TOTAL=YES POSITION=AFTER
  /TITLES TITLE='HEAD-5 : Persons in potential labour force'.

**RATE-1: Employment-to-population ratio.

COMPUTE RATE1=100*(LABOUR=1).

CTABLES
  /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4 RATE1
  DISPLAY=DEFAULT
  /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
   Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY RATE1 [S][MEAN F40.1]
  /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
  /TITLES TITLE='RATE-1: Employment-to-population ratio (in %)'.

**RATE-2: Labour force participation rate.

COMPUTE RATE2=100*(LABOUR LE 2).

CTABLES
  /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4 RATE2
  DISPLAY=DEFAULT
  /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
   Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY RATE2 [S][MEAN F40.1]
  /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
  /TITLES TITLE='RATE-2: Labour force participation rate (in %)'.

FILTER OFF.

**RATE-3: Proportion of children aged 5-17 years engaged in child labour.

****
Instead of the 5-17 age group as recommended for this indicator, the 10-17 age group is taken into account
due to the minimum age of 10 years used in the employment survey
**.

COMPUTE CHILDREN=(m5 GE 10 AND m5 LE 17).

FILTER BY CHILDREN.

CTABLES
  /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4 RATE1
  DISPLAY=DEFAULT
  /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
   Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY RATE1 [S][MEAN F40.1]
  /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
  /TITLES TITLE='RATE-3: Proportion of children aged 10-17 years engaged in child labour (in %)'.

FILTER OFF.

**LU-1: Unemployment rate.

COMPUTE LABOURF=(WAP15=1 AND LABOUR LE 2).
COMPUTE LU1=100*(LABOUR=2).

FILTER BY LABOURF.

CTABLES
 /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4 LU1
 DISPLAY=DEFAULT
 /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
  Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY LU1 [S][MEAN F40.1]
 /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
 /TITLES TITLE='LU-1: Unemployment rate (in %)'.

FILTER OFF.

**LU-2: Combined rate of time-related underemployment and unemployment.

COMPUTE LU2=100*(LABOUR=2 OR TRUNDER=1).

FILTER BY LABOURF.

CTABLES
 /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4 LU2
 DISPLAY=DEFAULT
 /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
  Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY LU2 [S][MEAN F40.1]
 /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
 /TITLES TITLE='LU-2: Combined rate of time-related underemployment and unemployment (in %)'.

FILTER OFF.

**LU-3: Combined rate of unemployment and potential labour force.

COMPUTE EXLABOURF=(WAP15=1 AND LABOUR LE 4).
COMPUTE LU3=100*(LABOUR GE 2 AND LABOUR LE 4).

FILTER BY EXLABOURF.

CTABLES
 /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4 LU3
 DISPLAY=DEFAULT
 /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
  Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY LU3 [S][MEAN F40.1]
 /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
 /TITLES TITLE='LU-3: Combined rate of unemployment and potential labour force (in %)'.

FILTER OFF.

**LU-4: Composite measure of labour underutilization.

COMPUTE LU4=100*(LABOUR GE 2 AND LABOUR LE 4 OR TRUNDER=1).

FILTER BY EXLABOURF.

CTABLES
  /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4 LU4
  DISPLAY=DEFAULT
  /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
    Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY LU4 [S][MEAN F40.1]
  /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
  /TITLES TITLE='LU-4: Composite measure of labour underutilization (in %)'.

FILTER OFF.

**LU-5: Long-term unemployment rate.

COMPUTE LU5=100*(LABOUR=2 AND durch GT 12).

FILTER BY LABOURF.

CTABLES
  /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4 LU5
  DISPLAY=DEFAULT
  /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
    Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY LU5 [S][MEAN F40.1]
  /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
  /TITLES TITLE='LU-5: Long-term unemployment rate (in %)'.

FILTER OFF.

**LU-5b: Proportion of long-term unemployed.

COMPUTE UNEMPL=(LABOUR=2).

FILTER BY UNEMPL.

CTABLES
  /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4 LU5
  DISPLAY=DEFAULT
  /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
    Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY LU5 [S][MEAN F40.1]
  /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
  /TITLES TITLE='LU-5b: Proportion of long-term unemployed (in %)'.

FILTER OFF.

**LU-6: Proportion of youth aged 15-24 years not in education, employment or training.

COMPUTE Y15_24=(m5 GE 15 AND m5 LE 24).
COMPUTE LU6=100*(LABOUR NE 1 AND (m20 NE 1 OR m14=2 OR se8a NE 2)).
RECODE LU6 (SYSMIS=0).

FILTER BY Y15_24.

CTABLES
  /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4 LU6

```
  DISPLAY=DEFAULT
 /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
   Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY LU6 [S][MEAN F40.1]
 /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
 /TITLES TITLE='LU-6: Proportion of youth aged 15-24 years not in education, employment or training (in %)'.
```

FILTER OFF.

**INFORM-1: Rate of employment in informal sector.

```
*********************************************************************
```
In this survey, persons working in the informal sector are persons working mainly in units which do not have the tax payer's number
and/or do not keep formal accounts as stipulated by the official accounting plan
```
*********************************************************************.
```

```
COMPUTE INFORM1a=100*(LABOUR=1 AND siind=3).
COMPUTE INFORM1b=100*(LABOUR=1 AND siind=4).
COMPUTE INFORM1c=100*(LABOUR=1 AND (siind=3 OR siind=4)).
VAR LAB INFORM1a 'Non-agricultural informal sector'  INFORM1b 'Agricultural informal sector' INFORM1c
'Overall informal sector' .
```

```
COMPUTE EMPL=(LABOUR=1).
```

FILTER BY EMPL.

```
CTABLES
 /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4
 INFORM1a INFORM1b  INFORM1c  DISPLAY=DEFAULT
 /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
   Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] BY INFORM1a  [S][MEAN F40.1] + INFORM1b
[S][MEAN F40.1]
    + INFORM1c [S][MEAN F40.1]
 /CATEGORIES VARIABLES=Age_Range4 TOTAL=YES POSITION=AFTER
 /TITLES TITLE='INFORM-1: Rate of employment in informal sector (in %)'.
```

FILTER OFF.

**INFORM-2: Rate of informal employment.

```
*********************************************************************
```
According to the available variables in the survey, informal employment is defined as any employed person in any structure
 not registered at the social insurance fund or without a written contract or a payslip.
```
*********************************************************************.
```

```
COMPUTE INFORM2a=100*(LABOUR=1 AND (ap6b3=2 OR ap8d GT 1 OR ap8e GT 2)).
COMPUTE INFORM2b=100*(LABOUR=1 AND ap6b3=2).
COMPUTE INFORM2c=100*(LABOUR=1 AND (ap8d GT 1 OR ap8e GT 2)).
COMPUTE INFORM2d=100*(LABOUR=1 AND ap8e GT 2).
VAR LAB INFORM2a 'No social security or contract or payslip' INFORM2b 'No social security'.
 VAR LAB INFORM2c 'No contract or payslip' INFORM2d 'No payslip' .
```

```
COMPUTE EMPL=(LABOUR=1).
```

FILTER BY EMPL.

```
CTABLES
 /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4
  INFORM2a INFORM2b INFORM2c INFORM2d typempl siind DISPLAY=DEFAULT
 /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
   Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] + siind [C] + typempl [C] BY INFORM2a  [S][MEAN
F40.1] +
   INFORM2b  [S][MEAN F40.1] + INFORM2c  [S][MEAN F40.1] + INFORM2d  [S][MEAN F40.1]
  /CATEGORIES VARIABLES=siind TOTAL=YES POSITION=AFTER
  /TITLES TITLE='INFORM-2: Rate of of informal employment (in %)'.

FILTER OFF.

**POV-1: Rate of low pay in employment.

*****************************************************************
This indicator is calculated for paid workers in their main job and in relation to the income reported or estimated for
that job.
The indicator is calculated for both monthly and hourly income. In 2005, the official minimum wage was 23,514
CFA francs
 per month either the equivalent of 137.165 FCFA per hour.
*****************************************************************.

COMPUTE POV1a=100*(LABOUR=1 AND revactp LT 23.514).
COMPUTE POV1b=100*(LABOUR=1 AND (revactp/(ap10c*4.286)) LT 0.137165).

VAR LAB POV1a 'Insufficient monthly income from main job' POV1b 'Insufficient hourly income from main job'.

FILTER BY EMPL.

CTABLES
 /VLABELS VARIABLES=Sex Area Region Education Migration Disability Age_Range1 Age_Range2
Age_Range3 Age_Range4
  POV1a POV1b typempl siind DISPLAY=DEFAULT
 /TABLE Sex [C] + Area [C] + Region [C] + Education [C] + Migration [C] + Disability [C] + Age_Range1 [C] +
   Age_Range2 [C] + Age_Range3 [C] + Age_Range4 [C] + siind [C] + typempl [C] BY POV1a  [S][MEAN
F40.1] + POV1b [S][MEAN F40.1]
   /CATEGORIES VARIABLES=siind TOTAL=YES POSITION=AFTER
  /TITLES TITLE='INFORM-2: Rate of of informal employment (in %)'.

FILTER OFF.
WEI OFF
```