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**INSTITUT NATIONAL DE LA  
STATISTIQUE**



**REPUBLIC OF CAMEROON**

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**NATIONAL INSTITUTE OF  
STATISTICS**

## **SECOND SURVEY ON EMPLOYMENT AND THE INFORMAL SECTOR (EESI 2)**

### **Phase 1: Survey on employment**

#### *Main report*

*October 2011*







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# ACRONYMS AND ABBREVIATIONS

|          |   |  |
|----------|---|--|
| AFRISTAT | : | Subsaharian African Economic and Statistical Observatory |
| LO       | : | Labour Office  |
| BUCREP   | : | Central Bureau for Census and Population Studies         |
| CDD      | : | Fixed Term Contract                                      |
| CDI      | : | Open Ended Contract                                      |
| CFAF     | : | Franc of Financial Cooperation in Central Africa         |
| CNS      | : | National Council of Statistics                           |
| CSTC     | : | Central Syndicate for Cameroon Workers                   |
| EA       | : | Enumeration Area   |
| ECAM     | : | Cameroon Household Survey                                |
| EESI     | : | Survey on Employment and the Informal Sector             |
| EFA      | : | Education For All  |
| GESP     | : | Growth and Employment Strategy Paper                     |
| GPHC     | : | General Population and Housing Census                    |
| IFORD    | : | Institute for Demographic and Research Training          |
| ILO      | : | International Labour Office                              |
| INSEE    | : | National Institute of Statistics and Economic Studies    |
| IPU      | : | Informal Production Unit                                 |
| MDG      | : | Millennium Development Goals                             |
| MIGW     | : | Minimum Interprofessionnal Garanteed Wage                |
| MINEFOP  | : | Ministry of Employment and Vocational Training           |
| MINEPAT  | : | Ministry of Economy, Planning and Regional Development   |
| MINFOPRA | : | Ministry of Public Service and Administrative Reform     |

|           |   |   |
|-----------|---|---|
| MINPMEESA | : | Ministry of Small and Medium size Enterprises, of Social Economy and Handicraft |
| MINTSS    | : | Ministry of Labour and Social Security  |
| NEF       | : | National Employment Fund  |
| NIS       | : | National Institute of Statistics  |
| NSDS      | : | National Strategy for the Development of Statistics                             |
| NTIC      | : | New Technology of Information and Communication                                 |
| ONEFOP    | : | National Observatory for Employment and for Vocational Training                 |
| PAGER-U   | : | Support Programme to Rural and Urban Youths                                     |
| PAGT/FP   | : | Programme for the Improvement of Governance and Transparency in Public Finances |
| PIAASI    | : | Integrated Programme for Support to Informal Sector Actors                      |
| PNE       | : | National Policy of Employment   |
| PRSP      | : | Poverty Reduction Strategy Paper  |
| RGE       | : | General Census of Enterprises   |
| SEG       | : | Socio-Economic Group  |
| SMSE      | : | Small and Medium Size Enterprises   |
| SPC       | : | Socio Professional Category   |
| TBA       | : | Gross Rate of Completion  |
| TNA       | : | Net Rate of Completion  |
| TNS       | : | Net School Attendance rate  |
| UEMOA     | : | West African Monetary and Economic Union  |
| VSE       | : | Very Small Enterprises  |
| ZEP       | : | Priority Education Areas  |

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# FOREWORD

The National Institute of Statistics is pleased to present to you the main report of the results of the first phase of the second national Survey on Employment and the Informal Sector (EESI 2) of 2010. It is part of the operations retained in the National Strategy for the Development of Statistics (NSDS). Its implementation will enable to have quantitative and qualitative indicators useful to measure the progress accomplished in the realization of the Millennium Development Goals (MDG) and for the follow-up and evaluation of programmes implemented in the country.

This main report analyses the results of the whole population and some specific groups that deserve a special attention. The indicators elaborated from these results deal with the sociodemographic characteristics of households and of the population, the living environment and equipment of households, the insertion into the market labour, the unemployment and its characteristics, the structure and the dynamics of employments, work incomes and conditions of activity and the social mobility. Finally, the report tackles the evolution of the main indicators of the market labour between 2005 and 2010.

The survey was financed by the Government, with the financial support of the European Union through the funds of the Programme for Improvement of Governance and Transparency in Public Finances (PAGT/FP) and the International Labour Office (ILO). The National Institute of Statistics expresses his gratitude to these two Government partners.

The realization of the activities of the survey was possible thanks to the technical assistance of international experts of the National Institute of Statistics and Economical Studies (INSEE) and of the Economic and Statistical Observatory of Sub-Saharan Africa (AFRISTAT). To all these experts, the NIS is very grateful. Finally, the NIS thanks the technical team of EESI 2, all the sectorial administrations, research and training institutes for their contributions for the enriching of this report as well as all the temporary workers recruited for the data collection and data processing phases for their required services.

About the conditions to have access to data, the users who are interested can contact the NIS through its addresses below:

[www.statistics-cameroon.org](http://www.statistics-cameroon.org)

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# EXECUTIVE SUMMARY

## 1- Context

The distortions and shortcomings noticed during the evaluation of the implementation of the PRSP led the Government to elaborate a Vision of development of Cameroon with the goal of becoming an emerging country by the year 2035, and to revise to this effect its strategy for poverty alleviation by henceforth placing the challenges of the creation of wealth and employments at the centre of its actions for poverty alleviation. That is why the Growth and Employment Strategy Paper (GESP) was adopted in 2009.

The follow-up/evaluation of the implementation of GESP and the sectorial strategies is based on the National Strategy of Development of Statistics (NSDS). This strategy has adopted series of major operations of data collection among which the survey on employment and the informal sector (EESI) to be realized every 5 years.

The second edition of the Survey on Employment and the Informal Sector (EESI 2), realized in 2010, is within this new deal. It aims at providing to the users a set of indicators on (i) the labour market, the conditions of activity and the incomes and (ii) the informal sector and its contribution in the economy, in terms of employments and added value. Besides the modules examined in 2005, EESI 2 tackles the issue of social dialogue.

The Government will use the results obtained as a guide for the implementation of the Employment Strategy of the GESP. These results will also enable to follow-up and evaluate the on-going programmes.

## 2- Scope, goal and methodology

The Survey on Employment and the Informal Sector (EESI 2) is a two phase statistical survey with the first one tackling employment (Employment Survey) and the second one evaluating the economical activities of the non agricultural informal sector (Informal Sector Survey). The two phases of EESI 2 took place at the same period whereas in EESI 1, they did not take place at the same time.

The sampling base used for the first phase is given by the updated mapping of the third General Census of Population and Housing (GCPH) of 2005. It permitted to randomly select a sample of 8 160 households stratified according to the 10 regions and the area of residence. Yaoundé and Douala cities have been considered each as a survey region. On the methodological aspect, the first phase enabled to identify 4 705 non agricultural Informal Production Units (IPU) interviewed during the Survey on the informal sector (phase 2).

## 3- Sociodemographic characteristics

The average size of households in Cameroon is 4.4 persons. This size has been quasi stable since 2005. It was 4.5 persons in 2005 (EESI 1) and 4.4 in 2007 (ECAM 3). The households are bigger in rural area (4.7) than in urban area (4.0).

The proportion of female household heads is 26.0%. The average age of household heads is 41.8 years. This age is 39.0 years in urban area and 43.8 in rural area.

Majority of household heads have a primary level of education (32.9%) or secondary (33.9% among which 21.5% for secondary 1st cycle and 12.4% for secondary 2nd cycle). Nevertheless, the proportion of those who have never gone to school is great (22.0%).

The structure of the population by sex shows that men represent 49.6% and women 50.4%. This population is made up of 43.7% of persons between 0-14 years, 53.1% between 15-64 years and 3.3% of 65 years or more. The target population of the survey (10 years or more) represents 68.7% of the total population. It is made up of 51.6% of women and 48.4% of men.

The proportion of non migrant persons is 32.7%. The main reasons given in order to justify this migrations are, family regrouping (53.3%) and the search of an employment or work (25.1%).

Overall, nearly 7 persons out of 10 (71.2%) of 15 years or more are literate. This proportion is higher by 4.5 points to that observed in 2005. The school attendance rate is 80.9%. This rate has remained virtually unchanged since it stood at 78.1% in 2005. The net enrolment rate (TNS) at the primary school level for the 6-11 years is 78.8%. This rate has virtually remained stable since 2005 (79.8%). The net enrolment rate at the secondary school level is 49%. This rate has increased by nearly 12 points compared to 2005.

Within the population aged 10 years or more, there is a low demand for vocational training. As a matter of fact, nearly one person out of four has already received such a training. Demand and supply of vocational training remain low and dominated by training on the job.

#### **4- Living environment and equipment of households**

The majority of households (59.9%) are owners of their lodging (of which 11.4% with land title and 48.5% with no land title), 32.6% of households are on rent (of which 32.2% on simple renting) and 7.2% are housed by someone (of which 6.0% freely lodged by a relative or friend). In urban area, more than half of households (54.8%) are on simple renting.

About the comfort, 5 households out of 10 (48.8%) live in houses with permanent materials. The use of gas for cooking, the access to electricity and to drinking water are far fetch from being a reality for most households. At five years from the deadline of the MDG<sup>2</sup>, 62.6% of the populations have access to a harnessed source of water, a difference of 9 points. One household out of four (24.5%) in rural area has access to potable water and one household out of three (35.1%) to electricity.

The mobile telephone is no longer a luxury equipment; nearly 68% of households have it at the national level, 92.3% in urban area and 51.6% in rural area.

#### **5- Insertion in the labour market**

According to the ILO, nearly 7 persons out of 10 are active (69.0%). This rate hides significant regional disparities. So, located well above the average, the West (83.6%), the Littoral (83.2%), and the Centre (82.0%) stand out from other regions with more than four active persons out of

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<sup>2</sup> The target 10 of the MDG report stipulates that by 2015, at least 72% of the population must enjoy an access to drinking water.

five of 10 years or more whereas at the other end, the cities of Yaoundé (57.3%), Douala (62.4%) and the regions of Adamawa (49.0%) and South-West (66.3%) have low rates of activities.

The activity rate is 74.1% for men, 9.9 points difference compared to women's own (64.2%). In urban areas, 67.2% of men are active against 52.2% of women, a difference of 15 points. On the other hand, in rural area, the difference between the men activity rate and women own is less pronounced than in urban area.

The employment rate is 66.4% in 2010 against 68.3% in 2005. Despite this decrease, it remains close to the activity rate. There are disparities by sex and area of residence. The employment rate is 71.7% for men against 61.4% for women. The rural populations have a higher employment rate than the urban (74.6% against 54.7%).

The average age of the active occupied persons is 33 years. This age is 33.3 years in urban area and 32.9 years in rural area. It varies according to the survey region. It is lower in the North (29.2 years) and higher in the South (34.6 years).

The labour market is characterized by a preponderance of the informal sector. The informality rate is situated at 90.5% in 2010 against 90.4% in 2005. So, jobs are distributed into sectors i) non-agricultural informal (53.0%), ii) agricultural informal (37.5%), iii) public (5.8%) and iv) formal private (3.7%) sectors. The youths, aged 15-34 years are in majority (92.0%) in the informal sector.

The average durations in the employment and in the enterprise are respectively 9.1 years and 9.3 years at the national level. According the area of residence, in rural area, the active occupied persons remain longer in their jobs and enterprise than in urban area. This is also the case in the cities of Douala and Yaoundé where workers remain averagely less than 5 years in the employment or in the enterprise.

The salarization rate at the national level is 20.2% against 18.0% in 2005. This rate is higher in urban area (41.1%) than in rural area (9.4%), and in the cities of Douala (41.9%) and of Yaoundé (50.5%). Wage-earning employment is mostly observed in Adamawa and South regions than in other regions. Indeed, nearly a quarter of active occupied persons are wage-earners.

The rate of pluriactivity, which is the ratio of the number of persons engaged in one or more secondary jobs to the active employed population, is situated at 26.5%. This rate is lower in urban areas (14.3%), particularly in the cities of Douala (11.0%) and Yaoundé (10.1%).

According to the socioprofessional category, executives occupy 5% of jobs and employees and workers 15.2%. The majority is made up of own account workers (especially in the informal sector) and family aids with 47.2% and 29.7% respectively.

Child labour remains a concern in Cameroon. As a matter of fact, 1.41 million children aged 10-17 years are engaged in an employment, this is 39.6% of children in this age group. This phenomenon is more pronounced for boys than for girls.

## **6- Unemployment**

At the national level, the ILO unemployment rate is estimated at 3.8% for those aged 10 years or more. This level of unemployment varies according to the survey region, the area of residence, the sex and the age. Indeed, Yaoundé (10.0%) and Douala (9.1%) have the highest

unemployment rates compared to other survey areas. However, apart from these two major cities, the level of this indicator is above the national average in the survey regions of South (5.5%), South-West (4.4%) and Adamawa (4.3%). It goes from 8.1% in urban area to 1.4% in rural area where this phenomenon appears marginal. Unemployment is therefore essentially an urban phenomenon.

Women are most affected with an unemployment rate of 4.5% against 3.1% for men. Unemployment according to the ILO is higher (7.2%) in the age group 20-24 years. The unemployment rate for persons with higher level of education is 12.9%.

In the broadened sense (ILO Unemployed persons plus discouraged unemployed ones), the unemployment rate is at 5.6%. From this point of view, women are still the most affected by discouragement. The broadened unemployment rate is higher among the 15-34 age group (8.9%) than among the 35-64 years (2.9%) and 65 years or more (0.2%).

The average level of education of unemployed is 9.6 years of successful studies. For the majority of the unemployed, the seeking of employment is carried out either through the mobilization of family solidarity network, or direct prospecting to employers. The unemployed persons are not registered in the placing structures especially because they do not know the services offered by these structures.

The majority of the unemployed (53.2%) are preferably looking for a wage-earning employment, nearly one third (33.8%) prefer self-employment and less than 20% are indifferent to the type of employment sought. Despite the desire to have an income of 96 000 CFAF per month, nearly three out of four unemployed persons (74.2%) are willing to revise their salary expectations if unemployment were prolonged and the acceptable minimum income were 59 800 CFAF per month.

## **7- Conditions of activity**

Conditions of activity refer to the characteristics of the main employment, underemployment, security at work and social dialogue.

Just as in 2005 (90.4% of active occupied persons), the informal sector remains the biggest provider of employments in Cameroon by concentrating 90.5% of occupied active persons among who 53.0% in the agricultural informal sector.

Regarding the status of dependent workers, 68.3% of them are permanent workers. The proportion of dependent workers with fixed-term contract (CDD) or open ended contracts (CDI) is low in general (20.3%), and similarly, that of those with a pay slip remains low (19.1%). These elements illustrate the precarious nature of employments in general.

The average duration in the employment is 12 and a half years. The non agricultural informal sector has the smallest duration in the employment (6.4 years). So, in addition to easiness of entry and exit in the informal sector in general and especially non-agricultural informal sector, the active persons generally spend less time in the latter that employs 37.5% of active occupied persons. This instability of the activities of this sector consolidates its vulnerability and reflects the fact that it can not really serve as a springboard at the present stage of the economy.

The average monthly income from main employment is 39 400 CFAF, an increase in nominal value of 12 600 CFAF compared to 2005. The salary increase of April 2008 in the Civil Service contributed to this development.

The occupied active persons spend an average of 40 hours per week in their main employment; which is almost the number of hours worked per week not to go beyond in all non agricultural public or private enterprises.

The global underemployment affects 70.6% of all active persons; this is 6.3 millions of active occupied persons. The phenomenon is more prevalent in the rural area (78.8%) than in the urban areas (55.7%). In addition, women are more affected than men (78.0% against 63.7%).

Nearly 12% of active occupied persons reported having been victims of an industrial accident in their main employment during the twelve months preceding the passage of interviewers.

The proportion of workers who suffered from a vocational disease within the past twelve months is 7.5% at the national level and varies little according to the institutional sector or the area of residence.

Active occupied persons of the agricultural informal sector and of rural area are much further behind in terms of trade union culture, especially in terms of knowledge of at least one text that regulates the employment or labour in Cameroon compared to their counterparts in other sectors.

## **8- Paths and prospects**

The structural school mobility is improving. Indeed, 66.1% of fathers have never gone to school against 37.9% of children; 23.7% of fathers are of primary school level against 28.8% of children, 8.9% of fathers are of secondary school level against 24.7% children and 1.4% of fathers are of higher education level against 8.5% of children. The general trends observed are almost the same according to the area of residence.

The analysis of the employment distribution by sector shows that the primary sector is the largest provider of employment both for fathers (74.4%) and children (56.7%). As far as the sector of activity of the mother is concerned, we observe the same trend as at the level of the fathers.

Despite this improvement at the structural level, the social reproduction between father and child, in terms of education, remains strong. Indeed, out of 100 non educated parents, 55 have non educated children. Out of 100 fathers of secondary school level, 54 have children of the secondary school level and out of 100 fathers with a higher level of education, 57 have children of higher level of education. However, it is convenient to point out an upward mobility among children whose father is of primary level of education. These results are similar between the generation of mothers and children.

The analysis of structural mobility in terms of sector of activity, reveals a relative mobility of children whose father was in the primary sector towards other sectors. This trend might result from the changes observed in the economy.

With regard to fathers working in the primary sector, social reproduction is very strong in general (67.3%) and in rural area (80.3%). In the urban area (56.4%), a high social reproduction has been observed for fathers working in the service sector.

The matrix of mobility between the sector of activity of the previous employment and the present one shows a relative stability for the primary sector and services. As a matter of fact, respectively 82.7% and 55.4% of active persons who had their previous employment in these sectors have remained there. There is a relative decrease of employment in industry and in

commerce. The active occupied might leave these sectors in order to integrate themselves mostly in the primary sector and services.

In the matter of employment project, 48.7% of respondents want to keep their current status in the employment, 30.4% want to get a new employment in another enterprise, 7.5% are seeking a new employment in the same enterprise, whereas 13.5% want a first employment. Taking into account the area of residence, 18.4% of respondents in urban area want a first employment against 9.8% in rural area. According to the request for future employment, 12.7% of men against 14.1% of women have plans to get a first employment. The trends observed at the national level remain the same in the survey regions. The results are different concerning the perception of employment where out of two persons, one wishes to keep his present employment. According to the survey region, the active employed population of the Far-North (64.8%), of Adamawa (60.7%) and North (58.0%) are more likely to want to keep their present employment.

The youths prefer employments in the informal sector (51.1%), despite the precariousness and instability of employment in this sector. Moreover, most of the employments held by young people aged of 15-34 years in 2009 were concentrated in the informal sector (57.8%).

For stability and security reasons in the employment, the youth also desire employments in the administration and public enterprises (43.8%), institutional sectors for which 34.0% of youth employments have been observed in 2009.



# Introduction

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## 1. Economic and social context

The implementation of the Poverty Reduction Strategy Paper (PRSP), adopted in 2003, has enabled the Cameroon Government to maintain the macroeconomic stability and to registers positive growth rates. However, the general profile of the growth (less than 4% averagely) has remained below the expected level to substantially absorb poverty. The monetary poverty rate has remain quasi stable over the period 2001-2007, going from 40.2% in 2001 (ECAM 2) to 39.9% in 2007 (ECAM 3).

The distortions or shortcomings noticed during the evaluation of the implementation of the PRSP led the government to elaborate a Vision of Cameroon development with the goal of becoming an emerging country by the year 2035, and to revise to this effect, its strategy for poverty alleviation by henceforth placing the challenges of creation of wealth and employment at the centre of actions in favour of poverty alleviation

To this effect, the Growth and Employment Strategy Paper (GESP) has been elaborated and adopted in 2009. It is for the 2010-2020 period the reference framework of the development strategy of the country

The elaboration of the GESP is based not only on the Vision of the National Development but also, on numerous great works notably the revision of sectorial strategies, the participative consultations, and the results and recommendations of various statistical surveys and studies carried out during the 2001-2008 period. Among these works are the third Cameroon Household Survey (ECAM 3) that enabled to update the poverty profile and the living conditions of populations, the reporting and the costing of the Millennium Development Goals (MDG), the medium-term macroeconomic and budgetary framing in coherence with the growth goals.

In the framework of fight against poverty, the Government granted a area of choice to the issues of employment in GESP so as to increase the offer of decent employments, to put in line with the offer and demand of employment and to improve the efficiency of the labour market.

The follow-up/evaluation of the implementation of the GESP and sectorial strategies lies on the National Strategy of the Development of Statistics (SNDS). This strategy has retained series of major data collection operations among which the survey on employment and the informal sector (EESI) to be carried out every 5 years.

After the 1-2-3 survey on employment, the informal sector and the household consumption of 1993 in Yaoundé, the Cameroon Household Surveys (ECAM), realized in 1996, 2001 and 2007,

and the first Survey on Employment and the Informal Sector (EESI) of 2005, the Government, through the NIS organized in 2010 the second edition of the Survey on Employment and the Informal Sector (EESI 2). As the previous edition (EESI 1 of 2005), the EESI 2 is a nationwide survey that has two phases: the first phase concerns the employment and the second the informal sector.

EESI 1 of 2005 gave for the first time data at the national level on the functioning of the labour market, the characteristics of employment, underemployment and unemployment, the constitution of income, the reasons of inactivity, the informal activities, the contribution of the non agricultural informal sector to the national economy and the relations that this sector has with the rest of the economy, the difficulties encountered by the employees of the informal sector and their expectations vis-à-vis the Cameroon authorities.

From this survey it is noted that in 2005, the level of unemployment in Cameroon is low and is found at 4.4% according to ILO<sup>3</sup> and at 6.2% in the broadened way. This level of unemployment nevertheless hides a global underemployment found at 75.8%, a preponderance of the informal sector that employs 90% of the active occupied population. Five years later, it is a matter through EESI 2 to update the labour market data and to provide information for the follow-up/evaluation of programmes/projects in terms of professional insertion.

## **2. Objectives of EESI 2 phase 1**

The objective of the second survey on employment and the informal sector (EESI 2) of 2010 is to provide indicators for the follow-up and evaluation of the evolution compared to the year 2005, of employment and the informal sector in Cameroon. The first phase that studies employment enables to follow up/evaluate the participation in labour market and conditions of activity. The second phase concerns the analysis of the informal sector.

More precisely, it is for Phase 1 a matter of:

- Studying the evolution of the labour market, notably in terms of the offer of manpower from the households;
- Studying the evolution of the level and of the characteristics of the underemployment and the unemployment;
- Studying the pluriactivity;
- Analysing the evolution of the working conditions and the determinants of the mobility of employment;
- Laying hold on the various sources of income and analysing the evolution of their distribution and their differentiation;
- Exploring the situation of inactivity considering its reasons and means of subsistence of persons that face it;
- Evaluating the impact of public programmes/projects implemented these last years in the domain of employment;
- Evaluating the level of social dialogue, of social security in the country;
- Identifying the promoters of Informal Production Units (IPU) who are the respondents in phase 2, about the informal sector.

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<sup>3</sup> This is unemployment according to ILO definition.

The present main report of EESI 2, phase 1 (employment survey), and the main report of phase 2 (informal sector survey) are the two main products expected from this survey. They will be completed in the forthcoming months with thematic reports.

### **3. Wording Plan**

This report has eight chapters. The first chapter presents the methodological synthesis of the survey, the second the socio demographic characteristics of Cameroon population in 2010. The third chapter tackles the living environment of populations and the household equipment. The fourth chapter is about the economical activity, the fifth treats unemployment and the characteristics of the unemployed. The sixth examines the conditions of activity of the active occupied persons. The seventh analyses the paths and prospects and the eight compares the situation of labour market between 2005 and 2010 from the main indicators.





# Chapter 1: Methodological synthesis

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This chapter presents the methodology used to realize the EESI 2. It has six points namely: the constitution of the sample, the distribution of the sample, data collection tools, the unfolding of the survey, the data processing and the data evaluation.

## 1.1 Constitution of the sample

The sample of EESI 2 is constituted with the goal of obtaining estimates on the indicators of employment and the informal sector at the national level, according to the area of residence (urban, rural) and this for twelve survey regions: Yaoundé, Douala and the 10 administrative regions that are Adamawa, Centre excluding Yaoundé city, East, Far-North, Littoral excluding Douala city, North, North-West, West, South and South-West.

The sampling base used is constituted of enumeration areas (EA)<sup>4</sup> from the mapping works of the last General Census of Population and Housing (GPHC 3) of 2005. It was supplied by the Central Bureau for Censuses and Population Studies (BUCREP).

The sample of EESI 2 is stratified and drawn at two degrees. The various strata are obtained through the combination of the 12 survey regions with the three strata of the area of residence<sup>5</sup> (urban, semi urban, rural). In total 32 survey strata have been defined among which Douala and Yaoundé that have only urban strata.

At the first degree, 756 EA have been drawn with a probability proportional to the number of households. At the second degree, a fixed number of households have been selected in each of the EA selected at first degree after the updating of the households list in these EA. The number of households selected per EA was 14 in Douala, 12 in Yaoundé and 10 in the other strata.

The size of the sample of EESI 2 is 8 160 households. The household considered is the ordinary one (in opposition to collective households like pupils in boarding schools, militaries in barracks, long-term sick persons confined in hospitals, religious persons in convents, prisoners, children in the street or those living in orphanages, etc.) living on the national territory.

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<sup>4</sup> An EA is portion of the territory limited by visible details and having in principle 700 to 1 100 inhabitants, which is between 140 and 220 households averagely. The Cameroon territory has been divided into 17 800 EA that constitute the basic units.

<sup>5</sup> The urban stratum is composed of agglomerations of 50 000 inhabitants or more, the semi urban stratum has 10 000 to 49 999 inhabitants and the rural stratum has agglomerations of less than 10 000 inhabitants.

## 1.2 Distribution of the sample

Out of the 8 160 households previewed by the sample, 7 932 have been identified and interviewed, it means a coverage of 97.2%. All the sampled EA have been covered. A total of 22 949 persons of 10 years or more have been recorded in the households. Among these, 99.2% have been successfully interviewed.

Table 1.1 gives a distribution of the number of EA, sample households and households interviewed with success by region and by stratum of residence.

**Table 1.1: Distribution of enumeration areas and households according to the region and the stratum of residence**

|                      | Number of EA |            |            |            | Number of households previewed |             |             |             | Number of households interviewed |             |             |             |
|----------------------|--------------|------------|------------|------------|--------------------------------|-------------|-------------|-------------|----------------------------------|-------------|-------------|-------------|
|                      | Urban        | Semi-urban | Rural      | Overall    | Urban                          | Semi-urban  | Rural       | Overall     | Urban                            | Semi-urban  | Rural       | Overall     |
| <b>Survey region</b> |              |            |            |            |                                |             |             |             |                                  |             |             |             |
| Douala               | 100          | ///        | ///        | 100        | 1400                           | ///         | ///         | 1400        | 1323                             | ///         | ///         | 1323        |
| Yaoundé              | 100          | ///        | ///        | 100        | 1200                           | ///         | ///         | 1200        | 1139                             | ///         | ///         | 1139        |
| Adamawa              | 15           | 10         | 15         | 40         | 150                            | 100         | 150         | 400         | 148                              | 99          | 148         | 395         |
| Centre-Yaoundé       | 12           | 15         | 24         | 51         | 120                            | 150         | 240         | 510         | 113                              | 146         | 236         | 495         |
| East                 | 12           | 7          | 15         | 34         | 120                            | 70          | 150         | 340         | 117                              | 70          | 148         | 335         |
| Far-North            | 29           | 20         | 55         | 104        | 290                            | 200         | 550         | 1040        | 285                              | 199         | 548         | 1032        |
| Littoral-Douala      | 18           | 11         | 6          | 35         | 180                            | 110         | 60          | 350         | 176                              | 108         | 60          | 344         |
| North                | 25           | 8          | 33         | 66         | 250                            | 80          | 330         | 660         | 244                              | 80          | 328         | 652         |
| North-West           | 23           | 13         | 31         | 67         | 230                            | 130         | 310         | 670         | 226                              | 129         | 310         | 665         |
| West                 | 36           | 12         | 28         | 76         | 360                            | 120         | 280         | 760         | 355                              | 117         | 280         | 752         |
| South                | 12           | 7          | 10         | 29         | 120                            | 70          | 100         | 290         | 113                              | 68          | 99          | 280         |
| South-West           | 28           | 5          | 21         | 54         | 280                            | 50          | 210         | 540         | 266                              | 49          | 205         | 520         |
| <b>Overall</b>       | <b>410</b>   | <b>108</b> | <b>238</b> | <b>756</b> | <b>4700</b>                    | <b>1080</b> | <b>2380</b> | <b>8160</b> | <b>4505</b>                      | <b>1065</b> | <b>2362</b> | <b>7932</b> |

Source: EESI 2, Phase 1, NIS

## 1.3 Data collection tools

Two questionnaires have been used to collect the information during phase 1 of EESI 2 notably the household form and the individual questionnaire phase 1: Employment survey.

The household questionnaire or household form enabled to collect information about the characteristics of the household members and the habitat. It has four sections that are: identification of the household, composition and characteristics of household members, characteristics of the habitat and durable goods. It is administered to household members, and particularly to the household head.

The questionnaire phase 1 on employment survey enabled to get the information on the employment situation (i), the main activity (ii), the social security (iii), the social dialogue (iv), the secondary activities (v), the unemployment (vi), paths and prospects, the out of employment income (viii) and the usual employment (ix). It is administered to any person aged 10 years or more whose household is selected for EESI 2 sample.

## **1.4 Data collection**

Data collection was preceded by a set of activities which are:

- Preparatory works that took place from November 2009 to April 2010;
- The pilot survey that took place from the 30<sup>th</sup> July to the 12<sup>th</sup> August 2009;
- The workshop for the validation of technical documents that took place from the 10<sup>th</sup> to the 14<sup>th</sup> November 2009;
- The trainers' and interviewers' training from January to March 2010.

The data collection all over the nation took place from the 16th May to 17th July 2010. It mobilized on the field, 235 interviewers, 60 controllers and 27 supervisors. At the end of this data collection, its evaluation took place during a seminar from the 26th September to 1st October 2010.

## **1.5 Data entry and data processing**

The data entry and data processing were done with the software CSPro version 4.0. The preselected agents for data entry underwent a five days training in order to get use to the data processing tools (questionnaires, data entry form) of EESI 2. The data entry itself started on the 14th June and ended on the 14th September 2010. In order to minimize data entry errors, all questionnaires of EESI 2 were entered doubly. In total, 4 supervisors, 4 controllers and 40 temporary data entry agents have been employed for data entry.

Data cleansing works took place from the 1st September to 24th December 2010. They enabled to make internal verifications and control of coherence. Errors detected were systematically corrected. After data cleansing, the variables necessary for the various analyses were created. Data cleansing benefited from the technical assistance of experts from AFRISTAT and INSEE.

## **1.6 Evaluation of data quality**

In order to appreciate the quality of data obtained from EESI 2, an external evaluation (i) and an internal evaluation (ii) were done.

### **1.6.1 External Evaluation**

The external evaluation of the data quality has been done by comparing some indicators obtained in EESI 2 with the same indicators of some recent statistical operations. From table 1.2 the structural indicators of the population and households vary less from one source of data to another.

**Table 1.2: Demographic indicators according to some statistical operations**

|  | Average size of households | Average Age | Structure by sex of the population (in %) |        | Sex ratio (in %) | Proportion (in %) of 10 years or more | Proportion (in %) of 65 years or more | Proportion (in %) of population of towns of more than 50 000 inhabitants |
|--|----------------------------|-------------|---|--------|------------------|---------------------------------------|---------------------------------------|--|
|  |                            |             | Male                                      | Female |                  |                                       |                                       |  |
| EESI 1 (2005)                          | 4.5                        | 21.8        | 49.4                                      | 50.6   | 97.6             | 67.6                                  | 3.0                                   | 34.1   |
| GPHC 3 (2005)                          | 4.6                        | 22.1        | 49.4                                      | 50.6   | 97.7             | ND                                    | 3.4                                   | ND   |
| ECAM 3 (2007)                          | 4.4                        | 21.9        | 49.0                                      | 51.0   | 96.1             | 69.4                                  | 3.5                                   | 35.3   |
| BUCREP, Demographic Projections (2010) | ND                         | 22.1        | 49.5                                      | 50.5   | 97.9             | 68.7                                  | 3.3                                   | ND   |
| EESI 2 (2010)                          | 4.4                        | 21.7        | 49.6                                      | 50.4   | 98.4             | 68.7                                  | 3.3                                   | 38.4   |

Sources: NIS; BUCREP

ND: Not Available

## 1.6.2 Internal Evaluation

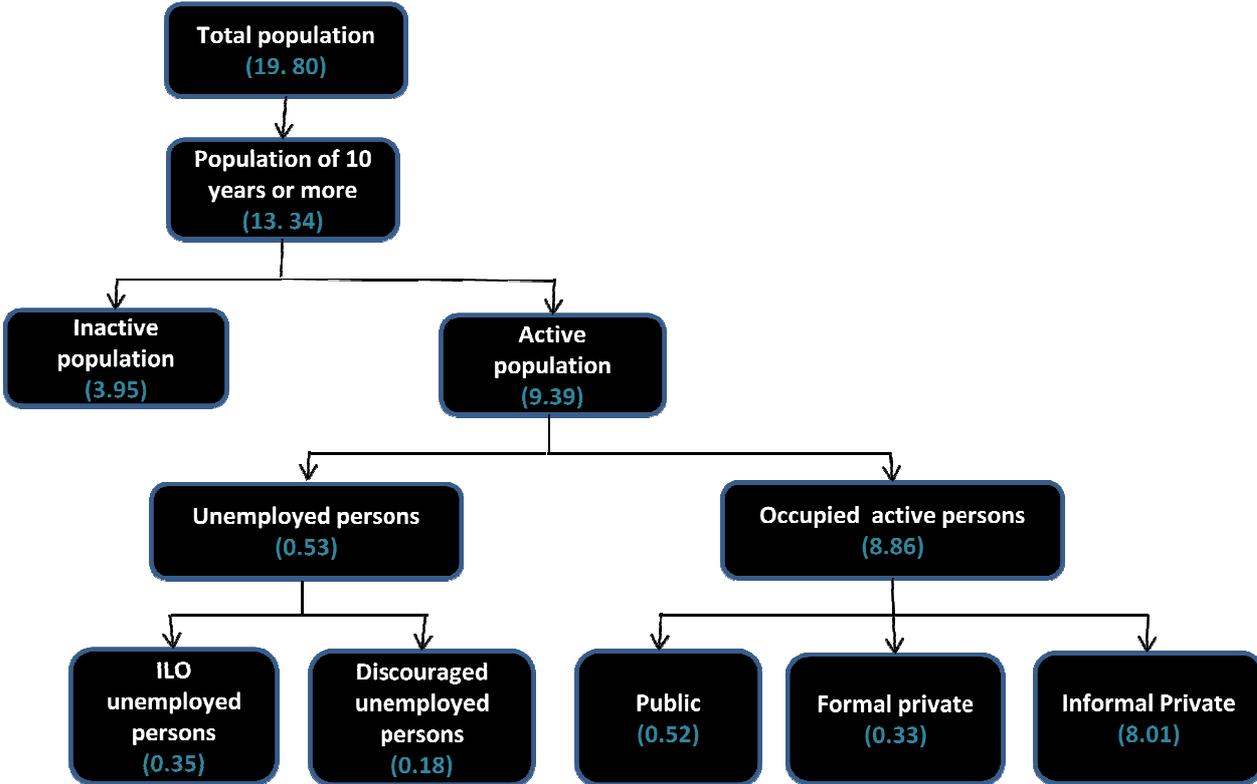
The internal evaluation of data enables to appreciate among others, the quality of estimates and the implementation of the sample. About the quality of estimates, generally, sampling errors and some parameters are calculated (standard error, coefficient of variation, effect of the sampling plan) to appreciate this quality. The method used to calculate the sampling errors is that of the linearization of Taylor. The calculation of sampling mistakes has been done while considering the sampling base of EESI 2 which is stratified at two degrees. The results obtained for the whole country and the area of residence (urban, rural) are presented for some indicators in tables a.1, a.2 and a.3 in the appendix.

The quality of estimates realized is good for the indicators retained and presented in these tables if they are judged through the coefficient of variation (ET/M) found at less than 0.25 and through the standard error which is generally inferior to 5<sup>6</sup>. This good quality is also observed for some indicators that are not presented in the above mentioned tables. However, it was noted that this quality was declining when the estimates of the parameter took in to account thinner levels of disaggregation.

*NB: in the continuation of this report will be considered as “Littoral” the survey region “Littoral excluding Douala” and as “Centre” the survey region of “Centre excluding Yaoundé”.*

<sup>6</sup> The interval of confidence of the standard error is generally estimated at the threshold of 5%. Considering the fact that the indicator is given in percentage, this threshold has been multiplied by 100.

**Diagram 1: Distribution (in million) of the population of 10 years or more according to the situation of activity**



Source: EESI 2, Phase 1, NIS





## Chapter 2: Sociodemographic characteristics

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This chapter describes households and the population. It tackles aspects linked to migration, education and vocational training.

### 2.1 Characteristics of households

This section treats the characteristics of households. These ones concern the size, the composition of the household and the profile of its head.

#### 2.1.1 Size and composition of households

The average size of households is 4.4 persons. This size has remained virtually unchanged since 2005. It was 4.5 persons in 2005 (EESI 2) and 4.4 in 2007 (ECAM 3). It varies according to the survey region, the area of residence, the sex of the household head and the marital status.

Compared to the national average, the size of households is higher in the North (5.9), Far-North (5.4) and in Adamawa (4.9). On the other hand it is lower in the South (3.3).

Households of the rural area (4.7) averagely have a size higher than those of the urban area (4.0). However, this situation is different in the survey regions of South, Centre excluding Yaoundé and West. In the two major cities of Douala and Yaoundé, the household size is about 4 persons.

Households headed by men have averagely a size higher (4.6) than those led by women (3.7). The household size varies with the marital status of its head. Indeed, compared to the average size of households led by celibates, the one of households led by the married persons is 3 times higher (1.9 against 5.6).

**Table 2.1: Average household size according to the survey region, the sex of the household head, his marital status by area of residence**

|   | Area of residence |            | Overall    |
|---|-------------------|------------|------------|
|   | Urban             | Rural      |            |
| <b>Survey region</b>                        |                   |            |            |
| Douala                                      | 3.9               | ///        | 3.9        |
| Yaoundé                                     | 4.0               | ///        | 4.0        |
| Adamawa                                     | 4.8               | 4.9        | 4.9        |
| Centre                                      | 4.7               | 4.2        | 4.3        |
| East  | 3.7               | 4.7        | 4.5        |
| Far-North                                   | 4.9               | 5.5        | 5.4        |
| Littoral                                    | 3.7               | 4.0        | 3.9        |
| North                                       | 5.0               | 6.1        | 5.9        |
| North-West                                  | 3.6               | 4.7        | 4.4        |
| West  | 4.0               | 4.0        | 4.0        |
| South                                       | 3.8               | 3.1        | 3.3        |
| South-West                                  | 3.3               | 3.7        | 3.7        |
| <b>Sex of the household head</b>            |                   |            |            |
| Male  | 4.1               | 5.0        | 4.6        |
| Female                                      | 3.7               | 3.6        | 3.7        |
| <b>Marital status of the household head</b> |                   |            |            |
| Celibate                                    | 1.9               | 1.9        | 1.9        |
| Married                                     | 5.4               | 5.7        | 5.6        |
| Free union                                  | 4.1               | 4.5        | 4.3        |
| Widow /widower                              | 4.3               | 3.4        | 3.7        |
| <b>Overall</b>                              | <b>4.0</b>        | <b>4.7</b> | <b>4.4</b> |

Source: EESI 2, Phase 1, NIS

Table 2.2 shows that extended households<sup>7</sup> (30.2%) and nuclear ones<sup>8</sup> (28.3%) are predominant. In addition, 18.6% of households are unipersonal<sup>9</sup>. The typology of households varies according to the characteristics of the household head. Households headed by women are in majority either extended monoparental<sup>10</sup> (30.6%), or nuclear monoparental<sup>11</sup> (28.7%) or unipersonal (21.7%). On the other hand, households headed by men are mainly of the nuclear type (38%) or extended (34.6%). This situation can be explained by the fact that in general, in a patriarchal society as it is the case in Cameroon, women become household head only in the (permanently or temporarily) absence of their spouse.

According to the area of residence, a part from the households of the single-person type and those made of couple with children, the typology of households of the urban area is almost similar to that of the rural area.

<sup>7</sup> Extended households are those that integrate members different from the head, the spouse or their children.

<sup>8</sup> Nuclear households are those made of a couple and his children.

<sup>9</sup> Unipersonal households are those having only one person.

<sup>10</sup> Extended monoparental households are those constituted of one of the parents, his children and other persons related or not.

<sup>11</sup> Nuclear monoparental households are those made of only one of the parents and his/her children.

**Table 2.2: Distribution (%) of households by type according to some contextual characteristics**

|   | Unipersonnal | Couple with no child | Couple with child(ren) (nuclear) | Nuclear monoparental | Extended monoparental | Extended    | Total        |
|---|--------------|----------------------|----------------------------------|----------------------|-----------------------|-------------|--------------|
| <b>Survey region</b>                        |              |                      |                                  |                      |                       |             |              |
| Douala                                      | 22.7         | 4.4                  | 28.6                             | 8.3                  | 10.8                  | 25.2        | 100.0        |
| Yaoundé                                     | 20.2         | 4.0                  | 21.3                             | 9.9                  | 10.8                  | 33.7        | 100.0        |
| Adamawa                                     | 15.8         | 5.9                  | 35.0                             | 5.7                  | 7.0                   | 30.6        | 100.0        |
| Centre                                      | 16.9         | 6.6                  | 27.7                             | 7.5                  | 9.2                   | 32.1        | 100.0        |
| East  | 16.1         | 6.8                  | 31.4                             | 8.1                  | 10.0                  | 27.7        | 100.0        |
| Far-North                                   | 8.9          | 6.0                  | 45.3                             | 6.7                  | 3.6                   | 29.5        | 100.0        |
| Littoral                                    | 21.9         | 3.0                  | 25.3                             | 7.7                  | 12.8                  | 29.3        | 100.0        |
| North                                       | 12.7         | 6.3                  | 30.2                             | 5.9                  | 4.2                   | 40.7        | 100.0        |
| North-West                                  | 15.8         | 3.8                  | 24.0                             | 8.1                  | 13.4                  | 34.8        | 100.0        |
| West  | 22.6         | 3.4                  | 22.9                             | 13.4                 | 11.9                  | 25.7        | 100.0        |
| South                                       | 30.6         | 8.6                  | 18.7                             | 12.5                 | 6.5                   | 23.0        | 100.0        |
| South-West                                  | 25.9         | 4.4                  | 20.8                             | 11.4                 | 8.5                   | 28.9        | 100.0        |
| <b>Sex of the household head</b>            |              |                      |                                  |                      |                       |             |              |
| Male  | 17.5         | 6.7                  | 38.0                             | 1.9                  | 1.3                   | 34.6        | 100.0        |
| Female                                      | 21.7         | 0.3                  | 0.9                              | 28.7                 | 30.6                  | 17.8        | 100.0        |
| <b>Marital status of the household head</b> |              |                      |                                  |                      |                       |             |              |
| Celibate                                    | 59.0         | //                   | //                               | 10.5                 | 8.3                   | 22.3        | 100.0        |
| Married                                     | 3.9          | 7.0                  | 43.3                             | 4.8                  | 3.7                   | 37.3        | 100.0        |
| Free union                                  | 3.1          | 13.8                 | 55.2                             | 2.4                  | 1.5                   | 24.0        | 100.0        |
| Widow /widower                              | 23.4         | //                   | //                               | 24.3                 | 31.7                  | 20.6        | 100.0        |
| <b>Area of residence</b>                    |              |                      |                                  |                      |                       |             |              |
| <b>Urban</b>                                | <b>21.4</b>  | <b>4.6</b>           | <b>24.3</b>                      | <b>9.8</b>           | <b>10.3</b>           | <b>29.6</b> | <b>100.0</b> |
| Douala                                      | 22.7         | 4.4                  | 28.6                             | 8.3                  | 10.8                  | 25.2        | 100.0        |
| Yaoundé                                     | 20.2         | 4.0                  | 21.3                             | 9.9                  | 10.8                  | 33.7        | 100.0        |
| Other urban                                 | 21.3         | 5.3                  | 23.1                             | 10.9                 | 9.5                   | 29.9        | 100.0        |
| <b>Rural</b>                                | <b>16.5</b>  | <b>5.4</b>           | <b>31.3</b>                      | <b>8.2</b>           | <b>7.9</b>            | <b>30.8</b> | <b>100.0</b> |
| <b>Overall</b>                              | <b>18.6</b>  | <b>5.0</b>           | <b>28.3</b>                      | <b>8.8</b>           | <b>8.9</b>            | <b>30.2</b> | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

## 2.1.2 Characteristics of the household head

The analysis of the characteristics of the households head shows that one household out of four is headed by a woman (26.0%). This proportion has remained almost stable over the 2005-2010 period. Disparities are observed according to some characteristics of the household head. So, according to the survey region, the West records the highest proportion of women household heads whereas the northern regions are those in which the lowest proportions of women households head are found. The case of the northern regions could be explained by the cultural and social elements.

**Table 2.3: Characteristics of the household head according to some socio demographic variables**

|   | Sex         |             |              | Average age | Level of education |             |                                 |                                 |             |              |
|---|-------------|-------------|--------------|-------------|--------------------|-------------|---------------------------------|---------------------------------|-------------|--------------|
|   | Male        | Female      | Total        |             | Non educated       | Primary     | Secondary 1 <sup>st</sup> cycle | Secondary 2 <sup>nd</sup> cycle | Higher      | Total        |
| <b>Survey region</b>                        |             |             |              |             |                    |             |                                 |                                 |             |              |
| Douala                                      | 75.3        | 24.7        | 100.0        | 39.2        | 4.1                | 22.6        | 30.6                            | 23.5                            | 19.3        | 100.0        |
| Yaoundé                                     | 69.4        | 30.6        | 100.0        | 37.9        | 3.4                | 16.9        | 31.8                            | 19.8                            | 28.1        | 100.0        |
| Adamawa                                     | 82.8        | 17.2        | 100.0        | 39.3        | 43.2               | 33.9        | 13.3                            | 6.8                             | 2.8         | 100.0        |
| Centre                                      | 74.7        | 25.3        | 100.0        | 44.8        | 7.7                | 40.7        | 29.0                            | 12.5                            | 10.1        | 100.0        |
| East  | 77.7        | 22.3        | 100.0        | 39.4        | 18.4               | 43.7        | 24.8                            | 10.1                            | 3.0         | 100.0        |
| Far-North                                   | 85.2        | 14.8        | 100.0        | 43.2        | 60.3               | 24.8        | 9.0                             | 3.3                             | 2.6         | 100.0        |
| Littoral                                    | 68.3        | 31.7        | 100.0        | 44.8        | 8.6                | 38.6        | 29.9                            | 18.2                            | 4.7         | 100.0        |
| Nord  | 85.4        | 14.6        | 100.0        | 40.9        | 48.1               | 35.2        | 10.7                            | 3.5                             | 2.5         | 100.0        |
| North-West                                  | 67.4        | 32.6        | 100.0        | 46.3        | 24.8               | 43.8        | 11.5                            | 8.9                             | 11.0        | 100.0        |
| West  | 57.3        | 42.7        | 100.0        | 47.1        | 17.6               | 42.7        | 20.4                            | 9.7                             | 9.5         | 100.0        |
| South                                       | 70.6        | 29.4        | 100.0        | 39.0        | 6.1                | 32.6        | 26.8                            | 26.9                            | 7.6         | 100.0        |
| South-West                                  | 72.7        | 27.3        | 100.0        | 38.8        | 5.6                | 47.2        | 26.5                            | 8.9                             | 11.9        | 100.0        |
| <b>Age group</b>                            |             |             |              |             |                    |             |                                 |                                 |             |              |
| Less than 15 years                          | 100.0       | 0.0         | 100.0        | 14.0        | 0.0                | 0.0         | 100.0                           | 0.0                             | 0.0         | 100.0        |
| 15-34 years                                 | 78.6        | 21.4        | 100.0        | 27.5        | 11.5               | 32.3        | 28.1                            | 15.0                            | 13.1        | 100.0        |
| 35-64 years                                 | 73.0        | 27.0        | 100.0        | 46.2        | 21.9               | 34.1        | 20.1                            | 12.6                            | 11.2        | 100.0        |
| 65 years or more                            | 61.5        | 38.5        | 100.0        | 72.4        | 60.2               | 29.6        | 4.2                             | 1.9                             | 4.1         | 100.0        |
| <b>Marital status of the household head</b> |             |             |              |             |                    |             |                                 |                                 |             |              |
| Celibate                                    | 65.2        | 34.8        | 100.0        | 30.1        | 4.8                | 27.8        | 29.3                            | 20.0                            | 18.1        | 100.0        |
| Married                                     | 90.4        | 9.6         | 100.0        | 43.8        | 24.2               | 34.8        | 19.1                            | 10.8                            | 11.1        | 100.0        |
| Free union                                  | 93.3        | 6.7         | 100.0        | 34.5        | 11.1               | 32.2        | 31.4                            | 15.2                            | 10.1        | 100.0        |
| Widow/widower                               | 19.3        | 80.7        | 100.0        | 54.6        | 43.6               | 33.9        | 13.7                            | 6.1                             | 2.8         | 100.0        |
| <b>Area of residence</b>                    |             |             |              |             |                    |             |                                 |                                 |             |              |
| <b>Urban</b>                                | <b>72.5</b> | <b>27.5</b> | <b>100.0</b> | <b>39.0</b> | <b>7.8</b>         | <b>24.1</b> | <b>28.3</b>                     | <b>20.1</b>                     | <b>19.6</b> | <b>100.0</b> |
| Douala                                      | 75.3        | 24.7        | 100.0        | 39.2        | 4.1                | 22.6        | 30.6                            | 23.5                            | 19.3        | 100.0        |
| Yaoundé                                     | 69.4        | 30.6        | 100.0        | 37.9        | 3.4                | 16.9        | 31.8                            | 19.8                            | 28.1        | 100.0        |
| Other Urban                                 | 72.6        | 27.4        | 100.0        | 39.6        | 14.4               | 31.1        | 23.8                            | 17.5                            | 13.2        | 100.0        |
| <b>Rural</b>                                | <b>75.0</b> | <b>25.0</b> | <b>100.0</b> | <b>43.8</b> | <b>32.2</b>        | <b>39.3</b> | <b>16.6</b>                     | <b>6.9</b>                      | <b>5.0</b>  | <b>100.0</b> |
| <b>Overall</b>                              | <b>74.0</b> | <b>26.0</b> | <b>100.0</b> | <b>41.8</b> | <b>22.0</b>        | <b>32.9</b> | <b>21.5</b>                     | <b>12.4</b>                     | <b>11.2</b> | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

According to the marital status, the proportion of women household heads is more important in the group of widows/widowers/divorcee than in other groups. As a matter of fact, 80.7% of widows/widowers/divorcee are women household heads against 34.8%; 9.6% and 6.7% respectively for the celibates, married and those in free union.

The average age of the household heads is 41.8 years. This age is 39 years in urban area and 43.8 years in rural area. The celibate household heads are averagely 30.1 years old. Those living in free union or who are married are respectively 34.5 or 43.8 years old.

Most of the household heads have the primary school level of education (32.9%) or secondary (33.9% of which 21.5% for secondary 1st cycle and 12.4% for secondary 2nd cycle). However, the proportion of those who have never gone to school is important (22.0%). Apart from the Yaoundé and Douala survey regions where most of the household heads have at least a

secondary first cycle level of education, the household heads of other survey regions have for the majority a primary level of education.

In urban area, the proportion of households heads of the secondary 1st cycle level of education is the highest (28.3%), whereas in rural area the proportion of household heads of the primary level is the highest (39.3%). Douala and Yaoundé are the two survey regions where the proportion of household heads of the higher level of education is around 20% and more (19.3% and 28.1% respectively).

## 2.2 Characteristics of the population

### 2.2.1 Structure by sex and age of the population

The structure of the population by sex shows that men represent 49.6% and women 50.4%. This population is made of 19.9% of persons aged 0-5 years, 23.8% aged 6-14 years, 53.1% aged 15-64 years and 3.3% aged 65 years or more.

This distribution of the population reveals that more than one person out of two is of working age according to ILO (15-64 years). This proportion of persons of working age is higher among women (54.7%) than men (51.5%), in urban area (60.7%) than in rural area (48.3%), in Yaoundé (63.1%) and in Douala (63.4%) than in other survey regions.

The target population of the survey (10 years or more) represents 68.7% of the total population. It is made of 51.6% women and 48.4 % men.

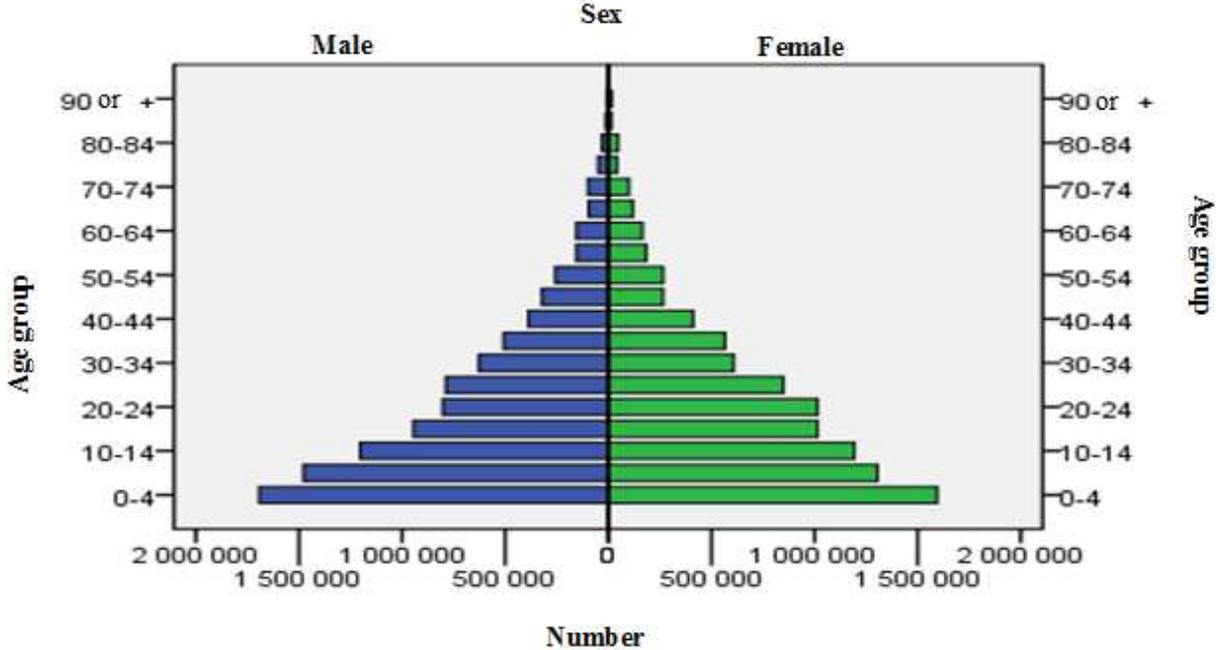
**Table 2.4: Distribution (in %) of the population by age group according to contextual variables and the sex**

|                          | Age group   |             |             |                     | Total        | Proportion of<br>10 years or<br>more |
|--------------------------|-------------|-------------|-------------|---------------------|--------------|--------------------------------------|
|                          | 0-5 years   | 6-14 years  | 15-64 years | 65 years or<br>more |              |                                      |
| <b>Survey region</b>     |             |             |             |                     |              |                                      |
| Douala                   | 16.6        | 18.3        | 63.4        | 1.7                 | 100.0        | 74.7                                 |
| Yaoundé                  | 16.8        | 18.8        | 63.1        | 1.3                 | 100.0        | 75.3                                 |
| Adamawa                  | 22.5        | 24.8        | 50.3        | 2.4                 | 100.0        | 65.0                                 |
| Centre                   | 19.6        | 24.1        | 50.6        | 5.8                 | 100.0        | 69.1                                 |
| East                     | 21.9        | 24.5        | 51.3        | 2.4                 | 100.0        | 64.0                                 |
| Far-North                | 24.5        | 27.2        | 44.9        | 3.4                 | 100.0        | 60.5                                 |
| Littoral                 | 16.5        | 21.7        | 57.3        | 4.5                 | 100.0        | 72.5                                 |
| North                    | 25.1        | 25.2        | 47.5        | 2.2                 | 100.0        | 63.0                                 |
| North-West               | 16.7        | 27.5        | 49.8        | 6.0                 | 100.0        | 72.5                                 |
| West                     | 20.1        | 26.3        | 48.8        | 4.9                 | 100.0        | 68.0                                 |
| South                    | 16.8        | 20.5        | 58.7        | 4.1                 | 100.0        | 74.2                                 |
| South-West               | 15.0        | 23.0        | 59.5        | 2.5                 | 100.0        | 74.0                                 |
| <b>Area of residence</b> |             |             |             |                     |              |                                      |
| <b>Urban</b>             | 17.0        | 20.4        | 60.7        | 2.0                 | 100.0        | 74.0                                 |
| Douala                   | 16.6        | 18.3        | 63.4        | 1.7                 | 100.0        | 74.7                                 |
| Yaoundé                  | 16.8        | 18.8        | 63.1        | 1.3                 | 100.0        | 75.3                                 |
| Other Urban              | 17.4        | 23.2        | 56.6        | 2.7                 | 100.0        | 72.4                                 |
| <b>Rural</b>             | 21.7        | 25.9        | 48.3        | 4.0                 | 100.0        | 65.4                                 |
| <b>Sex</b>               |             |             |             |                     |              |                                      |
| Male                     | 20.7        | 24.8        | 51.5        | 3.0                 | 100.0        | 67.1                                 |
| Female                   | 19.1        | 22.8        | 54.7        | 3.5                 | 100.0        | 70.3                                 |
| <b>Overall</b>           | <b>19.9</b> | <b>23.8</b> | <b>53.1</b> | <b>3.3</b>          | <b>100.0</b> | <b>68.7</b>                          |

Source: EESI 2, Phase 1, NIS

The age pyramid (Graph 2.1) presents the general trend of Sub-Saharan African populations pyramids generally characterized by a very large base, then a progressive and regular narrowing as the age increases. So, at the advanced ages this pyramid becomes thin quickly. The trend of this age pyramid shows that the Cameroon population in 2010 is young. In addition, it reflects the structure of Cameroon populations given by the third GPHC of 2005.

**Graph 2.1: Population age pyramid**



Source: EESI 2, Phase 1, NIS

**2.2.2 Spatial distribution of the population**

The distribution of population by area of residence reveals that 38.4% live in the urban area and 61.6% in rural area. The cities of Yaoundé and Douala alone have 60.0% of the urban population. On the other hand, more than one quarter of the rural population lives in the Far-North region. While considering the target population of the survey (10 years or more), 41.3% live in urban area and 58.7% in rural area.

According to the region of residence, table 2.5 shows that the greatest proportion lives in the Centre region (18.1% of which 11.4% for Yaoundé only), followed by the Far-North region (17.9%), the Littoral region (14.8% of which 11.9% for Douala). On the other hand, the South region (3.6%) is the less populated.

**Table 2.5: Distribution of the population by region according to the area of residence**

| Survey region | Area of residence |              | Overall      |
|---------------|-------------------|--------------|--------------|
|               | Urban             | Rural        |              |
| Douala        | 30.9              | //           | 11.9         |
| Yaoundé       | 29.8              | //           | 11.4         |
| Adamawa       | 5.4               | 5.1          | 5.2          |
| Centre        | 1.2               | 10.1         | 6.7          |
| East          | 1.4               | 5.8          | 4.1          |
| Far-North     | 4.3               | 26.4         | 17.9         |
| Littoral      | 3.3               | 2.6          | 2.9          |
| North         | 4.7               | 14.2         | 10.6         |
| North-West    | 4.5               | 12.3         | 9.3          |
| West          | 8.5               | 9.6          | 9.2          |
| South         | 3.6               | 3.5          | 3.6          |
| South-West    | 2.3               | 10.2         | 7.1          |
| <b>Total</b>  | <b>100.0</b>      | <b>100.0</b> | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

### 2.2.3 Migratory status of the population

Migrations<sup>12</sup> are important in Cameroon. The proportion of persons not born in the locality/subdivision where they reside (during the survey) is 32.7%. However, a slight decrease of migration is noticed compared to 2005 (35.4%). Men migrate as well as women (33%).

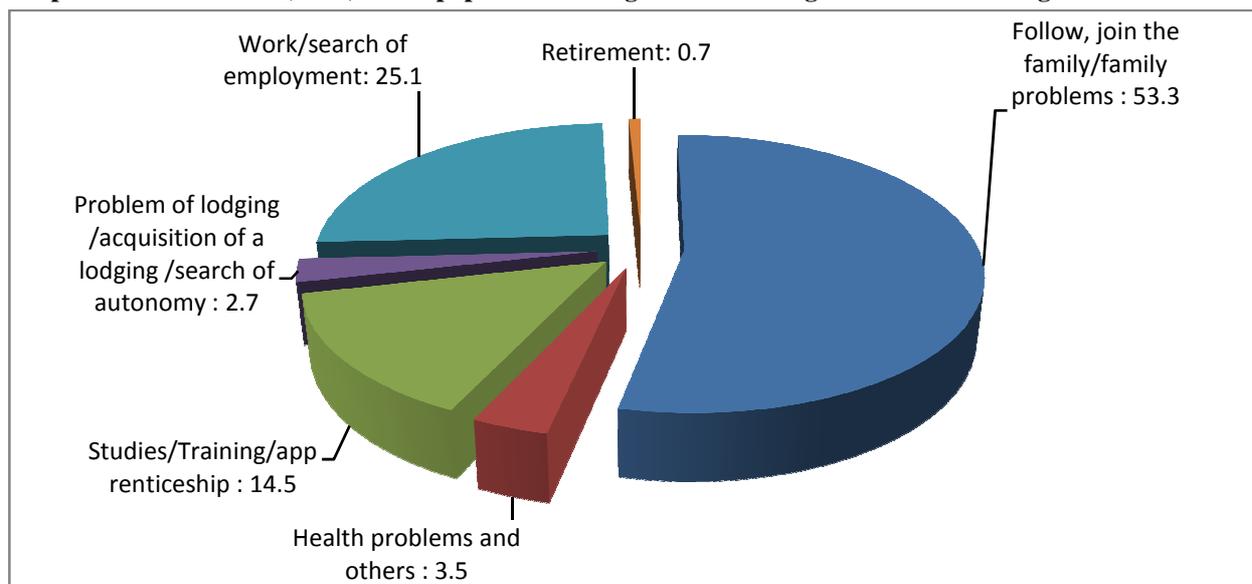
The distribution of population by survey region according to the migratory status shows that 3 persons out of 5 are migrants in the South region, one person out of two is also a migrant in the Littoral and Yaoundé survey regions. On the other hand, the northern and North-West regions have a low proportion of migrants.

The proportion of migrants increases with the age, going from 12.7% among the less than 15 years to 45.5% among the persons aged 15-34 years and 52.4% among the 35 years or more. Likewise, it increases with the level of education. Indeed, it goes from 13.2% among the uneducated to 31.2% among the migrants of the primary level, 53% among those of the secondary level and 71.6% among those of the higher level.

The major reasons given to justify this migrations are, the family regrouping (53.3%), followed by job seeking (25.1%). This trend is observed in all the survey regions.

<sup>12</sup> Migrations studied in this paragraph are duration of life migrations

**Graph 2.2: Distribution (in %) of the population of migrants according to the reason of migration**



Source: EESI 2, Phase 1, NIS

Professional reasons are given mostly by the migrants of Douala (35.2%) and South (35.4%). The family regrouping mostly concerns the North region (72.7%), the Far-North (68.1%), the East (61.8%) and the West (60.4%). The migrants of Yaoundé are instead bringing out the reasons of studies or training (26.5%).

According to the sex, the family regrouping (72.2%) is the main reason for women to migrate whereas for men it is professional mutation or job seeking (40.4%).

**Table 2.6: Distribution (in %) of population according to the migratory status, the reason for migration and according to some socio demographic characteristics**

| Survey region | Distribution of migrants (in %) | Reason of migration                          |                  |                            |                               |   | Retirement | Total |
|---------------|---------------------------------|--|------------------|----------------------------|-------------------------------|---|------------|-------|
|               |                                 | Follow or to join the family/family problems | Work/job seeking | Studies /training/Learning | Problems of health and others | Problems of lodging /acquisition of lodging /search of autonomy |            |       |
| Douala        | 43.0                            | 44.8   | 35.2             | 16.9                       | 2.1                           | 0.9   | 0.1        | 100   |
| Yaoundé       | 50.8                            | 42.0   | 25.1             | 26.5                       | 3.8                           | 2.4   | 0.2        | 100   |
| Adamawa       | 22.5                            | 57.5   | 28.8             | 7.1                        | 5.5                           | 0.9   | 0.1        | 100   |
| Centre        | 44.2                            | 58.5   | 22.6             | 9.5                        | 3.6                           | 4.5   | 1.3        | 100   |
| East          | 38.5                            | 61.8   | 20.0             | 6.2                        | 6.2                           | 5.3   | 0.6        | 100   |
| Far-North     | 7.0                             | 68.1   | 17.4             | 9.4                        | 1.6                           | 2.7   | 0.8        | 100   |
| Littoral      | 50.1                            | 60.0   | 21.3             | 10.9                       | 1.9                           | 4.7   | 1.2        | 100   |
| North         | 25.7                            | 72.7   | 18.8             | 2.8                        | 3.7                           | 2.0   | 0.1        | 100   |
| North-West    | 21.1                            | 51.7   | 19.8             | 16.9                       | 2.6                           | 7.0   | 1.9        | 100   |
| West          | 37.6                            | 60.4   | 18.6             | 12.7                       | 4.2                           | 3.2   | 0.9        | 100   |
| South         | 59.9                            | 50.7   | 35.4             | 9.8                        | 0.9                           | 0.7   | 2.5        | 100   |
| South-West    | 42.8                            | 45.6   | 26.4             | 18.5                       | 6.3                           | 2.3   | 1.0        | 100   |

|                              | Distribution of migrants (in %) | Reason of migration                          |                  |                            |                               |   |            | Total      |
|------------------------------|---------------------------------|--|------------------|----------------------------|-------------------------------|---|------------|------------|
|                              |                                 | Follow or to join the family/family problems | Work/job seeking | Studies /training/Learning | Problems of health and others | Problems of lodging /acquisition of lodging /search of autonomy | Retirement |            |
| <i>Table 2.6 (Continued)</i> |                                 |  |                  |                            |                               |   |            |            |
| <b>Sex of the respondent</b> |                                 |  |                  |                            |                               |   |            |            |
| Male                         | 32.9                            | 34.6   | 40.4             | 16.5                       | 3.5                           | 3.7   | 1.3        | 100        |
| Female                       | 32.4                            | 72.2   | 9.8              | 12.5                       | 3.6                           | 1.7   | 0.2        | 100        |
| <b>Age group</b>             |                                 |  |                  |                            |                               |   |            |            |
| Less than 15 years           | 12.7                            | 84.7   | 0.3              | 12.4                       | 2.5                           | 0.1   | 0.0        | 100        |
| 15-34 years                  | 45.5                            | 48.8   | 24.8             | 21.3                       | 2.9                           | 2.2   | 0.0        | 100        |
| 35 years or more             | 52.4                            | 44.3   | 37.6             | 6.3                        | 4.9                           | 4.8   | 2.0        | 100        |
| <b>Level of education</b>    |                                 |  |                  |                            |                               |   |            |            |
| Non educated                 | 13.2                            | 74.5   | 16.1             | 0.8                        | 5.6                           | 2.9   | 0.2        | 100        |
| Primary                      | 31.2                            | 61.0   | 23.5             | 8.0                        | 3.7                           | 3.0   | 0.8        | 100        |
| Secondary                    | 53.0                            | 47.3   | 27.3             | 19.1                       | 3.1                           | 2.5   | 0.7        | 100        |
| Higher level                 | 71.6                            | 22.0   | 35.1             | 37.2                       | 1.5                           | 2.8   | 1.3        | 100        |
| <b>Area of residence</b>     |                                 |  |                  |                            |                               |   |            |            |
| <b>Urban</b>                 | <b>44.9</b>                     | <b>46.3</b>                                  | <b>28.4</b>      | <b>20.4</b>                | <b>2.8</b>                    | <b>1.8</b>  | <b>0.3</b> | <b>100</b> |
| Douala                       | 43.0                            | 44.8   | 35.2             | 16.9                       | 2.1                           | 0.9   | 0.1        | 100        |
| Yaoundé                      | 50.8                            | 42.0   | 25.1             | 26.5                       | 3.8                           | 2.4   | 0.2        | 100        |
| Other Urban                  | 42.1                            | 51.3   | 25.8             | 17.7                       | 2.6                           | 2.1   | 0.5        | 100        |
| <b>Rural</b>                 | <b>25.0</b>                     | <b>61.3</b>                                  | <b>21.5</b>      | <b>7.9</b>                 | <b>4.3</b>                    | <b>3.7</b>  | <b>1.3</b> | <b>100</b> |
| <b>Overall</b>               | <b>32.7</b>                     | <b>53.3</b>                                  | <b>25.1</b>      | <b>14.5</b>                | <b>3.5</b>                    | <b>2.7</b>  | <b>0.7</b> | <b>100</b> |

Source: EESI 2, Phase 1, NIS

The proportion of migrants for professional reasons increases with the age and the level of education. Indeed, the proportion of persons having migrated for professional reasons goes from 16.1% among the uneducated to 23.5% among those of the primary level, 27.3% among those of the secondary level and 35.1% among those of the higher level.

## 2.3 Literacy, school attendance and vocational training

### 2.3.1 Literacy

In general, nearly 7 persons out of 10 of 15 years or more (71.2%) are literate, a higher proportion by 4.5 points to that observed in 2005.

The literacy rate<sup>13</sup> is significantly higher among men (78.2%) than among women (64.7%). This rate is 89.9% in urban area and 57.2% in rural area.

<sup>13</sup> It is the ratio between the population of 15 years or more that knows how to read and write in French or in English and the population of 15 years or more.

According to the survey region, more than 9 persons out of 10 are literate in Douala (96.5%), in Yaoundé (94.4%), in the South (94.0%) and in the Littoral excluding Douala (91.4%). On the other hand, less than 3 persons out of 10 are literate in the Far-North (26.1%) and North (35.2%) regions.

**Table 2.7: Literacy rate in 2005 and 2010 according to the survey region, the sex, and the area of residence.**

|                      | 2005        |             |             | 2010        |             |             |
|----------------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                      | Urban       | Rural       | Overall     | Urban       | Rural       | Overall     |
| <b>Survey region</b> |             |             |             |             |             |             |
| Douala               | 93.2        | //          | 93.2        | 96.5        | ///         | 96.5        |
| Yaoundé              | 94.6        | //          | 94.6        | 94.4        | ///         | 94.4        |
| Adamawa              | 60.4        | 42.6        | 48.2        | 71.4        | 35.5        | 51.4        |
| Centre               | 89.7        | 82.8        | 83.3        | 93.3        | 81.0        | 81.8        |
| East                 | 91.6        | 54.7        | 59.6        | 90.6        | 61.1        | 65.3        |
| Far-North            | 51.0        | 24.1        | 27.8        | 48.8        | 23.5        | 26.1        |
| Littoral             | 89.2        | 83.1        | 85.1        | 94.1        | 89.2        | 91.4        |
| North                | 56.4        | 27.5        | 32.7        | 54.0        | 30.1        | 35.2        |
| North-West           | 86.6        | 65.1        | 69.4        | 92.8        | 71.1        | 75.8        |
| West                 | 88.9        | 73.5        | 78.3        | 90.1        | 77.2        | 82.0        |
| South                | 94.9        | 86.5        | 88.0        | 95.7        | 93.0        | 94.0        |
| South-West           | 90.6        | 74.1        | 78.8        | 91.5        | 87.3        | 87.9        |
| <b>Sex</b>           |             |             |             |             |             |             |
| Male                 | 91.3        | 65.2        | 75.6        | 92.5        | 67.0        | 78.2        |
| Female               | 82.8        | 44.6        | 58.5        | 87.3        | 48.6        | 64.7        |
| <b>Overall</b>       | <b>87.1</b> | <b>54.2</b> | <b>66.7</b> | <b>89.9</b> | <b>57.2</b> | <b>71.2</b> |

Source: EESI 2, Phase 1, NIS

## 2.3.2 School attendance

### 2.3.2.1 Attendance rate<sup>14</sup>

The school attendance rate is 80.9%. This rate has remained almost stable, since it was 78.1 in 2005. This rate presents disparities according to the area of residence, the sex and the survey region.

The school attendance rate is higher in urban area than in rural area, among men than women. As a matter of fact, 93.7% of persons who stay in urban area and 72.4% in rural area attend a school or have ever attended a formal school. This rate is 85.7% among men and 76.1% among women.

<sup>14</sup> The school attendance rate is the ratio between the number of the population of 6 years or more who are attending a school or who have ever attended a formal school and the number of persons of 6 years or more.

**Table 2.8: School attendance rate and average number of school years**

| Survey region                 | School attendance rate |             |             | Average number of school years |
|-------------------------------|------------------------|-------------|-------------|--------------------------------|
|                               | Area of residence      |             | Overall     |                                |
|                               | Urban                  | Rural       |             |                                |
| Douala                        | 97.4                   | ///         | 97.4        | 8.4                            |
| Yaoundé                       | 97.8                   | ///         | 97.8        | 9.0                            |
| Adamawa                       | 80.9                   | 54.8        | 65.5        | 5.0                            |
| Centre                        | 97.0                   | 93.3        | 93.6        | 6.0                            |
| East                          | 96.8                   | 81.0        | 83.2        | 5.0                            |
| Far-North                     | 65.6                   | 46.3        | 48.3        | 4.2                            |
| Littoral                      | 95.8                   | 92.6        | 94.0        | 6.8                            |
| North                         | 66.7                   | 52.8        | 55.4        | 4.3                            |
| North-West                    | 96.4                   | 85.4        | 87.5        | 6.4                            |
| West                          | 95.6                   | 88.5        | 91.0        | 6.3                            |
| South                         | 98.1                   | 94.9        | 96.1        | 7.1                            |
| South-West                    | 96.5                   | 96.7        | 96.7        | 7.4                            |
| <b>Sex of the interviewee</b> |                        |             |             |                                |
| Male                          | 95.4                   | 79.2        | 85.7        | 6.9                            |
| Female                        | 91.8                   | 65.8        | 76.1        | 6.5                            |
| <b>Age Group</b>              |                        |             |             |                                |
| 6-11 years                    | 95.7                   | 79.5        | 84.6        | 2.4                            |
| 12-18 years                   | 97.4                   | 88.6        | 92.0        | 6.5                            |
| 19-24 years                   | 95.8                   | 75.5        | 85.5        | 8.7                            |
| 25 years or more              | 90.7                   | 60.8        | 73.0        | 8.3                            |
| <b>Overall</b>                | <b>93.7</b>            | <b>72.4</b> | <b>80.9</b> | <b>6.7</b>                     |

Source: EESI 2, Phase 1, NIS

The Far-North (48.3%) is the region that records the lowest school attendance rate. School attendance varies with age. As a matter of fact, the school attendance rate goes from 84.6% among the 6-11 years to 92.0% among the 12-18 years and to 85.5% among the 19-24 years. The low rate recorded among the 6-11 years can be explained by a late entry in the school system, mostly in rural area characterized by a rate relatively low (79.5%).

For educated persons, the average number of school years is still low. As a matter of fact, it is 6.7 years, which means that averagely, the persons go till form 1. This indicator does not vary according to the sex. It should be noticed that the Priority Education Zones (PEZ) have a lower duration in the school system with at most and averagely 5 years of studies per pupils.

### 2.3.2.2 Net school attendance rate (TNS) at the primary level<sup>15</sup>

The net school attendance rate (TNS) in the primary for 6-11 years is 78.8%. This rate has remained almost stable since 2005 (79.8%). This rate is not too different between boys (79.4%) and girls (78.0%). However, there are important disparities depending on the area of residence. It is 86.2% in the urban area and 75.4 % for the rural area. In 2005, it was situated at 76% in rural area and 83.1% urban area. So over the 2005-2010 period, this rate has remained almost unchanged in rural area and has decreased by 3.1 points in urban area.

<sup>15</sup> The net primary school attendance rate is the ratio between the total number of pupils aged 6-11 and the total number of persons of this same age group.

The Littoral excluding Douala (94.9%), the West (92%) and the Centre (91.1%) are the three regions where the TNS in the primary are the highest. On the other hand, the northern regions are those where the TNS are the lowest, Far-North (59.1%), the North (59.4%) and the Adamawa (72.9%).

### 2.3.2.3 Net school attendance rate (TNS) at the secondary level<sup>16</sup>

The net school attendance rate at the secondary level is 49.3%. This rate has increased by nearly 12 points, because it was 38% in 2005. Despite this increase, it remains low. This would either mean that nearly half of children leave the school system before the age of 12 or that part of these pupils reach this cycle before the age of this age.

**Table 2.9: Net school attendance rate by level of education, area of residence and according to the survey region and the sex**

|                      | Primary           |             |             | Secondary         |             |             |
|----------------------|-------------------|-------------|-------------|-------------------|-------------|-------------|
|                      | Area of residence |             |             | Area of residence |             |             |
|                      | Urban             | Rural       | Overall     | Urban             | Rural       | Overall     |
| <b>Survey region</b> |                   |             |             |                   |             |             |
| Douala               | 86.9              | ///         | 86.9        | 76.0              | ///         | 76.0        |
| Yaoundé              | 89.6              | ///         | 89.6        | 69.7              | ///         | 69.7        |
| Adamawa              | 82.3              | 68.7        | 72.9        | 34.7              | 13.4        | 22.4        |
| Centre               | 96.6              | 93.9        | 94.1        | 63.5              | 46.4        | 47.9        |
| East                 | 91.0              | 88.3        | 88.7        | 70.7              | 20.2        | 27.9        |
| Far-North            | 76.5              | 57.3        | 59.1        | 41.8              | 18.2        | 20.7        |
| Littoral             | 96.6              | 93.9        | 94.9        | 57.3              | 58.1        | 57.7        |
| North                | 69.3              | 57.7        | 59.4        | 34.4              | 10.7        | 15.7        |
| North-West           | 82.0              | 88.8        | 87.9        | 71.0              | 62.9        | 64.3        |
| West                 | 91.5              | 92.2        | 92.0        | 66.7              | 55.7        | 59.6        |
| South                | 75.7              | 99.5        | 89.4        | 82.5              | 39.2        | 59.5        |
| South-West           | 89.9              | 92.0        | 91.9        | 84.3              | 70.6        | 72.4        |
| <b>Sex</b>           |                   |             |             |                   |             |             |
| Male                 | 87.5              | 76.0        | 79.4        | 66.9              | 41.5        | 51.0        |
| Female               | 84.9              | 74.7        | 78.0        | 66.0              | 35.3        | 47.7        |
| <b>Overall</b>       | <b>86.2</b>       | <b>75.4</b> | <b>78.8</b> | <b>66.4</b>       | <b>38.4</b> | <b>49.3</b> |

Source: EESI 2, Phase 1, NIS

In general, boys are slightly better educated than girls (51% against 47.7%).

According to the area of residence, there is a difference of 28 points of TNS at the secondary in favour of the urban area (66.4% against 38.4% in rural area). As in the primary, the northern regions are those where TNS at the secondary are the lowest.

Net school attendance rates at the primary of these last regions are three times superior to those of the secondary, which implies a strong school dropout in these regions.

<sup>16</sup> The net secondary attendance rate is the ration between the total number of students aged 12-18 years in the secondary school and the total number of persons of this same age group.

### 2.3.2.4 Completion rate

The goal of the universal primary school attendance is that all children finish a complete primary cycle. It is acknowledged that it takes averagely the completion of six years of school attendance in the primary for the children to be durably literate. Now, six years represent the duration of the primary cycle in Cameroon. The completion rate is therefore one of the key indicators for monitoring the achievement of education for all by 2015.

#### Net completion rate

According to table 2.10, the completion rate is 21.5% at the national level. This rate is higher in urban area (27.8%) than in rural area (18.2%), among the girls (28.5%) than boys (15.8%). According to the survey region, the net completion rate varies from 2.9% (in the North) to 33.4% (in the South-West). It should be noticed that the northern regions are behind with the lowest rates.

#### Transition rate to secondary

The evaluation of the internal efficiency of educative systems is done through the study of flows of pupils inside and/or through the various cycles. We calculate and analyze for this purpose the promotion, dropout, and repeating rates, transition rates between cycles. The transition rate to secondary school is the proportion of students who finish primary school and access to form 1.

The transition rate to secondary school is 85.3%. So, nearly 9 pupils over 10 who complete the primary studies register in the secondary cycle. The transition rate to secondary is almost identical in urban and rural areas. Besides, the transition rate to secondary is higher among boys (88.8%) than among girls (81.3%).

**Table 2.10: Completion rate in primary and transition rate to secondary**

| Socio demographic Characteristics | Net completion rate in primary | Transition rate to secondary |
|-----------------------------------|--------------------------------|------------------------------|
| <b>Sex</b>                        |                                |                              |
| Male                              | 15.8                           | 88.8                         |
| Female                            | 28.4                           | 81.3                         |
| <b>Area of residence</b>          |                                |                              |
| Urban                             | 27.8                           | 85.2                         |
| Rural                             | 18.2                           | 85.4                         |
| <b>Survey region</b>              |                                |                              |
| Douala                            | 24.6                           | 91.6                         |
| Yaoundé                           | 31.9                           | 78.2                         |
| Adamawa                           | 6.6                            | 92.4                         |
| Centre                            | 20.1                           | 85.7                         |
| East                              | 21.6                           | 84.0                         |
| Far-North                         | 10.1                           | 92.9                         |
| Littoral                          | 26.9                           | 74.3                         |
| North                             | 2.9                            | 72.2                         |
| North-West                        | 30.6                           | 86.2                         |
| West                              | 26.0                           | 78.8                         |
| South                             | 27.8                           | 91.5                         |
| South-West                        | 33.4                           | 98.2                         |
| <b>Overall</b>                    | <b>21.5</b>                    | <b>85.3</b>                  |

Source: EESI 2, Phase 1, NIS

### 2.3.3 School dropouts

School dropouts are analyzed through the repeating and abandonment rate. The reasons for school non attendance or abandonment are also tackled.

#### 2.3.3.1 Repeating rate<sup>17</sup>

The repeating rate in primary is 7.4%. It is higher in the Littoral excluding Douala (16.3%) and in the West. This rate is lower in the South West (0.6%), Far-North (1.7%), Adamawa (2.3%) and North-West (2.4%). On the other hand, the West, South, Douala and Centre survey regions record the highest rates. The low repeating rate observed in the two northern regions can be explained on the one hand by the school system characterized by one classroom for several levels, which might have as consequence the limitations of evaluations, and on the other hand by the effect of numbers.

The repeating rate is higher in urban area (9.2%) than in rural area (6.5%). According to the sex, the repeating rate of boys is similar to the one of girls.

According to the attended class, the highest repeating rate is observed in class 1 (14.4%) followed by class 6 and by class 4 with the respective abandonment rate of 6.8% and 6.3%.

**Table 2.11: Repeating rate in primary**

|                          | 1 <sup>st</sup> year<br>(Class 1) | 2 <sup>nd</sup> year<br>(Class 2) | 3 <sup>rd</sup> year<br>(Class 3) | 4 <sup>th</sup> year<br>(Class 4) | 5 <sup>th</sup> year<br>(Class 5) | 6 <sup>th</sup> year<br>(Class 6) | Overall<br>primary |
|--------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|--------------------|
| <b>Survey Region</b>     |                                   |                                   |                                   |                                   |                                   |                                   |                    |
| Douala                   | 26.7                              | 3.6                               | 5.4                               | 8.6                               | 10.1                              | 3.0                               | 10.8               |
| Yaoundé                  | 17.2                              | 11.7                              | 6.6                               | 4.6                               | 6.6                               | 12.4                              | 9.5                |
| Adamawa                  | 4.7                               | 2.0                               | 3.7                               | 0.6                               | 0.0                               | 0.0                               | 2.3                |
| Centre                   | 21.9                              | 5.6                               | 4.9                               | 4.0                               | 9.4                               | 4.2                               | 9.7                |
| East                     | 12.8                              | 0.0                               | 7.8                               | 2.8                               | 6.8                               | 2.7                               | 6.3                |
| Far-North                | 2.7                               | 1.2                               | 0.8                               | 0.7                               | 4.4                               | 0.0                               | 1.7                |
| Littoral                 | 19.6                              | 8.7                               | 15.8                              | 26.8                              | 8.8                               | 13.6                              | 16.3               |
| North                    | 10.3                              | 4.4                               | 2.8                               | 11.7                              | 2.2                               | 22.3                              | 8.2                |
| North-West               | 4.4                               | 4.5                               | 2.0                               | .5                                | 0.4                               | 3.3                               | 2.4                |
| West                     | 33.7                              | 7.9                               | 15.5                              | 17.8                              | 8.1                               | 13.6                              | 16.3               |
| South                    | 27.2                              | 3.0                               | 10.9                              | 0.0                               | 16.4                              | 2.4                               | 11.0               |
| South-West               | 1.1                               | 1.0                               | 0.3                               | 0.0                               | 0.8                               | 0.0                               | 0.6                |
| <b>Sex</b>               |                                   |                                   |                                   |                                   |                                   |                                   |                    |
| Male                     | 14.1                              | 4.0                               | 5.6                               | 6.4                               | 6.1                               | 5.5                               | 7.3                |
| Female                   | 14.8                              | 4.3                               | 5.0                               | 6.3                               | 5.4                               | 8.4                               | 7.6                |
| <b>Area of residence</b> |                                   |                                   |                                   |                                   |                                   |                                   |                    |
| Urban                    | 19.6                              | 7.2                               | 6.2                               | 5.8                               | 7.2                               | 8.2                               | 9.2                |
| Rural                    | 12.2                              | 2.9                               | 5.0                               | 6.6                               | 4.8                               | 5.7                               | 6.5                |
| <b>Overall</b>           | <b>14.4</b>                       | <b>4.1</b>                        | <b>5.4</b>                        | <b>6.3</b>                        | <b>5.8</b>                        | <b>6.8</b>                        | <b>7.4</b>         |

Source: EESI 2, Phase 1, NIS

<sup>17</sup> The proportion of pupils of a cohort registered in the given school year but who will study in the same level during the next school year.

Apart from Class 6 where girls repeat more than boys (8.4% against 5.5%), the gaps between girls and boys are low. According to the area of residence, the repeating rates are higher in urban area than in rural area in almost all the classes.

### 2.3.3.2 Abandonment rate<sup>18</sup>

The global abandonment rate in primary is 2.2%. It is higher in the Far-North (5.4%) and lower in the South (0.2%) and Littoral excluding Douala (0.9%). It is almost the same according to the area of residence and the sex.

According to classes, the abandonment rate is particularly high in Class 5 (3.8%) and Class 6 (7.3%). On the other hand, in the other classes, less than 2 pupils out of 100 give up school. This trend is also observed when they consider the area of residence and the sex of the child.

**Table 2.12: Abandonment rate in primary**

|                          | 1 <sup>st</sup> year<br>(Class 1) | 2 <sup>nd</sup> year<br>(Class 2) | 3 <sup>rd</sup> year<br>(Class 3) | 4 <sup>th</sup> year<br>(Class 4) | 5 <sup>th</sup> year<br>(Class 5) | 6 <sup>th</sup> year<br>(Class 6) | Overall<br>primary |
|--------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|--------------------|
| <b>Survey Region</b>     |                                   |                                   |                                   |                                   |                                   |                                   |                    |
| Douala                   | 1.0                               | 0.2                               | 0.8                               | 1.0                               | 0.8                               | 4.7                               | 1.4                |
| Yaoundé                  | 0.0                               | 0.0                               | 2.1                               | 0.0                               | 3.8                               | 6.2                               | 2.2                |
| Adamawa                  | 0.0                               | 3.6                               | 5.1                               | 0.5                               | 25.2                              | 7.6                               | 5.4                |
| Centre                   | 1.9                               | 0.0                               | 0.0                               | 0.6                               | 2.7                               | 10.1                              | 2.0                |
| East                     | 1.1                               | 0.0                               | 4.1                               | 4.4                               | 7.6                               | 13.3                              | 3.7                |
| Far-North                | 4.0                               | 0.4                               | 2.0                               | 0.3                               | 2.9                               | 7.1                               | 2.4                |
| Littoral                 | 0.0                               | 0.0                               | 0.0                               | 0.0                               | 0.0                               | 12.1                              | .9                 |
| North                    | 6.6                               | 0.5                               | 0.0                               | 1.2                               | 0.2                               | 5.4                               | 2.4                |
| North-West               | 0.0                               | 0.6                               | 0.4                               | 0.0                               | 5.5                               | 10.6                              | 2.8                |
| West                     | 0.3                               | 0.0                               | 0.0                               | 0.0                               | 4.5                               | 7.5                               | 2.0                |
| South                    | 0.0                               | 1.2                               | 0.7                               | 0.0                               | 0.0                               | 6.1                               | 1.1                |
| South-West               | 0.0                               | 0.0                               | 0.0                               | 0.0                               | 0.0                               | 1.8                               | .2                 |
| <b>Sex</b>               |                                   |                                   |                                   |                                   |                                   |                                   |                    |
| Male                     | 1.9                               | 0.8                               | 1.0                               | 0.6                               | 4.4                               | 5.4                               | 2.1                |
| Female                   | 1.7                               | 0.2                               | 1.4                               | 0.5                               | 3.3                               | 9.4                               | 2.3                |
| <b>Area of residence</b> |                                   |                                   |                                   |                                   |                                   |                                   |                    |
| Urban                    | 0.6                               | 0.2                               | 1.9                               | 0.6                               | 5.3                               | 5.3                               | 2.3                |
| Rural                    | 2.3                               | 0.6                               | 0.8                               | 0.5                               | 2.9                               | 8.9                               | 2.2                |
| <b>Overall</b>           | <b>1.8</b>                        | <b>0.5</b>                        | <b>1.2</b>                        | <b>0.5</b>                        | <b>3.8</b>                        | <b>7.3</b>                        | <b>2.2</b>         |

Source: EESI 2, Phase 1, NIS

### 2.3.3.3 Reasons for abandonment or for non attendance

The analysis of the reasons for non school attendance or abandonment shows that the lack of financial means (48.6%) is the main reason mentioned to justify the non school attendance of persons of 6 years or more who have stopped their studies or who have never gone to school. Other reasons are: the preference for a training or job (12.4%), the occurrence of a pregnancy or marriage (9.1%), school failure (6.7%), distant school (5.5%), etc.

<sup>18</sup> Percentage of pupils of a cohort registered during a given school year and who give up school the next school year.

**Table 2.13: Reasons of abandonment or of non school attendance among the 6 years or more**

|  | Sex          |              | Area of residence |              | Overall      |
|--|--------------|--------------|-------------------|--------------|--------------|
|  | Male         | Female       | Urban             | Rural        |              |
| <b>Reason of abandonment or of non school attendance</b> |              |              |                   |              |              |
| Lack of financial means                                  | 53.2         | 44.6         | 47.1              | 49.4         | 48.6         |
| Preference for a apprenticeship or a job                 | 18.0         | 7.5          | 20.2              | 7.7          | 12.4         |
| Pregnancy, marriage                                      | 0.2          | 16.8         | 9.9               | 8.6          | 9.1          |
| Handicap, sickness                                       | 2.2          | 2.2          | 2.3               | 2.2          | 2.2          |
| School failure   | 7.5          | 5.9          | 8.7               | 5.4          | 6.7          |
| Too young  | 2.5          | 1.7          | 0.4               | 3.1          | 2.1          |
| Distant school   | 4.6          | 6.3          | 1.0               | 8.2          | 5.5          |
| Studies completed  | 2.2          | 1.2          | 3.0               | 0.9          | 1.7          |
| Other  | 9.6          | 13.7         | 7.2               | 14.5         | 11.8         |
| <b>Total</b>   | <b>100.0</b> | <b>100.0</b> | <b>100.0</b>      | <b>100.0</b> | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

Apart from reasons like "disability or sickness", "completed studies" and the fact that the child is considered as too young, there is a differentiation of reasons given depending on the sex. Preference for training among boys and occurrence of pregnancy or a marriage for girls. According to the area of residence, the lack of financial means remains the predominant reason in urban area as well as in rural area.

### 2.3.4 Level of education

The distribution of the population according to the level of education shows that the uneducated are 33.7%, the persons with the primary level of education are 35.7%, those with the secondary are 26.0% and those with the higher level are 4.6%.

In general, the proportion of uneducated persons is higher among women (37.0%) than men (30.3%). For persons who have ever gone to school, regardless of the level of education, there is a slight difference in favour of men. For the higher education, for instance, there are nearly 5.7% of men against 3.5% of women.

**Table 2.14: Distribution (in %) of the population by level of education, according to the socio demographic characteristic**

|                          | Level of education |             |                                 |                                 |            | Total        |
|--------------------------|--------------------|-------------|---------------------------------|---------------------------------|------------|--------------|
|                          | Non educated       | Primary     | Secondary 1 <sup>st</sup> cycle | Secondary 2 <sup>nd</sup> cycle | Higher     |              |
| <b>Survey region</b>     |                    |             |                                 |                                 |            |              |
| Douala                   | 16.4               | 28.7        | 27.6                            | 17.2                            | 10.2       | 100.0        |
| Yaoundé                  | 17.0               | 26.6        | 23.9                            | 17.4                            | 15.2       | 100.0        |
| Adamawa                  | 48.7               | 36.4        | 9.7                             | 4.2                             | 1.0        | 100.0        |
| Centre                   | 21.7               | 47.0        | 22.1                            | 6.3                             | 3.0        | 100.0        |
| East                     | 34.1               | 45.3        | 13.9                            | 5.8                             | 0.9        | 100.0        |
| Far-North                | 63.3               | 28.2        | 6.0                             | 1.7                             | 0.7        | 100.0        |
| Littoral                 | 18.7               | 42.3        | 25.1                            | 11.9                            | 2.0        | 100.0        |
| North                    | 57.6               | 32.9        | 6.8                             | 2.2                             | 0.6        | 100.0        |
| North-West               | 25.4               | 45.7        | 18.8                            | 6.6                             | 3.5        | 100.0        |
| West                     | 24.3               | 43.5        | 20.3                            | 8.8                             | 3.1        | 100.0        |
| South                    | 19.4               | 36.1        | 27.6                            | 14.1                            | 2.8        | 100.0        |
| South-West               | 15.5               | 42.9        | 26.8                            | 9.1                             | 5.7        | 100.0        |
| <b>Sex</b>               |                    |             |                                 |                                 |            |              |
| Male                     | 30.3               | 36.8        | 17.7                            | 9.5                             | 5.7        | 100.0        |
| Female                   | 37.0               | 34.7        | 17.5                            | 7.3                             | 3.5        | 100.0        |
| <b>Area of residence</b> |                    |             |                                 |                                 |            |              |
| Urban                    | 20.2               | 30.7        | 24.3                            | 15.2                            | 9.6        | 100.0        |
| Rural                    | 42.0               | 38.9        | 13.4                            | 4.1                             | 1.5        | 100.0        |
| <b>Overall</b>           | <b>33.7</b>        | <b>35.7</b> | <b>17.6</b>                     | <b>8.4</b>                      | <b>4.6</b> | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

### 2.3.5 Vocational training<sup>19</sup>

Among the 10 years or more, there is a low demand of vocational training. As a matter of fact, nearly one person out of four has already undergone such a training. This result hides disparities depending on the area of residence, the survey region and the sex.

About the area of residence, 42.2% of persons staying in urban area have already undergone a vocational training against 18.4% in rural area. This situation can be justified by a higher offer of training in the urban area. In addition, opportunities of employment in rural area do not often require qualifications; this is not the case in urban area.

According to the survey region, the proportion of persons having undergone a vocational training is higher in Yaoundé (47.2%) and Douala cities (47.8%). Besides, populations of Adamawa (14.2%), North (9.9%) and Far-North (4.9%) are the least vocationally trained compared to those of other regions.

Regardless of the area of residence, men (34.1%) are oriented more towards vocational training than women (22.7%).

<sup>19</sup> Vocational training is the set of activities of adaptation of a man to his job. It aims at acquiring the knowledge, the know-how (skills), the good manners (necessary attitudes for the exercise of a profession) and permits access to employment.

**Table 2.15: Proportion of the population of 10 years or more having undergone a vocational training according to the level of training**

|                               | Proportion having undergone a vocational training |             |             | Level of training |                            |                          |                                 |                                 | Total       |              |
|-------------------------------|---|-------------|-------------|-------------------|----------------------------|--------------------------|---------------------------------|---------------------------------|-------------|--------------|
|                               | Area of residence                                 |             | Overall     | On the job        | Institute /Training centre | Primary and post primary | Secondary 1 <sup>st</sup> cycle | Secondary 2 <sup>nd</sup> cycle |             | Higher       |
|                               | Urban   | Rural       |             |                   |                            |                          |                                 |                                 |             |              |
| <b>Survey region</b>          |   |             |             |                   |                            |                          |                                 |                                 |             |              |
| Douala                        | 47.2  | .           | 47.2        | 42.9              | 16.4                       | 1.3                      | 11.7                            | 12.8                            | 14.9        | 100.0        |
| Yaoundé                       | 47.8  | .           | 47.8        | 28.5              | 22.6                       | 2.1                      | 12.7                            | 10.2                            | 24.0        | 100.0        |
| Adamawa                       | 24.9  | 6.2         | 14.2        | 67.2              | 14.3                       | 5.0                      | 4.9                             | 5.3                             | 3.3         | 100.0        |
| Centre                        | 45.3  | 33.3        | 34.2        | 43.7              | 17.1                       | 4.9                      | 21.3                            | 5.4                             | 7.6         | 100.0        |
| East                          | 45.6  | 22.5        | 25.9        | 47.6              | 17.0                       | 2.5                      | 19.9                            | 6.6                             | 6.3         | 100.0        |
| Far-North                     | 17.2  | 3.4         | 4.9         | 48.5              | 4.0                        | 1.3                      | 7.7                             | 7.0                             | 31.4        | 100.0        |
| Littoral                      | 38.6  | 38.8        | 38.7        | 48.8              | 10.4                       | 4.9                      | 20.3                            | 7.4                             | 8.2         | 100.0        |
| North                         | 24.0  | 6.4         | 9.9         | 60.3              | 12.2                       | 4.0                      | 11.0                            | 3.8                             | 8.8         | 100.0        |
| North-West                    | 39.6  | 22.0        | 25.5        | 51.7              | 6.6                        | 8.0                      | 7.7                             | 4.1                             | 21.8        | 100.0        |
| West                          | 37.5  | 28.1        | 31.5        | 47.3              | 14.3                       | 1.5                      | 14.9                            | 9.8                             | 12.0        | 100.0        |
| South                         | 46.8  | 22.1        | 31.9        | 35.5              | 17.8                       | 6.1                      | 10.5                            | 10.6                            | 19.5        | 100.0        |
| South-West                    | 36.9  | 34.0        | 34.4        | 7.7               | 50.2                       | 7.5                      | 9.9                             | 3.7                             | 21.1        | 100.0        |
| <b>Sex of the interviewee</b> |   |             |             |                   |                            |                          |                                 |                                 |             |              |
| Male                          | 48.9  | 23.5        | 34.1        | 38.1              | 17.9                       | 3.6                      | 13.6                            | 8.9                             | 17.9        | 100.0        |
| Female                        | 35.8  | 13.7        | 22.7        | 41.1              | 20.7                       | 3.5                      | 11.6                            | 8.1                             | 15.0        | 100.0        |
| <b>Age group</b>              |   |             |             |                   |                            |                          |                                 |                                 |             |              |
| 10-14 years                   | 3.0   | 1.4         | 1.9         | 59.3              | 1.9                        | 9.2                      | 29.7                            |                                 |             | 100.0        |
| 15-34 years                   | 45.7  | 20.7        | 32.4        | 39.9              | 19.8                       | 3.2                      | 13.8                            | 9.3                             | 14.0        | 100.0        |
| 35-64 years                   | 58.6  | 27.4        | 39.6        | 36.3              | 19.1                       | 3.7                      | 11.4                            | 8.3                             | 21.2        | 100.0        |
| 65 years or more              | 36.3  | 14.6        | 19.9        | 57.4              | 12.4                       | 5.0                      | 7.2                             | 1.5                             | 16.6        | 100.0        |
| <b>Overall</b>                | <b>42.2</b>                                       | <b>18.4</b> | <b>28.2</b> | <b>39.3</b>       | <b>19.1</b>                | <b>3.5</b>               | <b>12.8</b>                     | <b>8.6</b>                      | <b>16.7</b> | <b>100.0</b> |

Source : EESI 2, Phase 1, NIS

Majority of persons aged 10 years or more who underwent a vocational training were on the job training (39.3%) or were in a training centre or institute<sup>20</sup> (19.1%) and those who underwent a vocational training of the higher level are 16.7%. Populations of the North (60.3%) and Adamawa (67.2%) have the most undergone an on the job training.

Women are proportionally more than men to be trained on the job or in training centres or institutes. A matter of facts, 41.1% of women have been trained on the job and 20.7% in a training centre or institute against respectively 38.1% and 17.9% for men. Compared to women, a relatively higher number of men have undergone a vocational training of the secondary and higher level. The type of training undergone by women can justify the type of employment occupied and the institutional sector in which they generally exercise their employment.

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<sup>20</sup> Training institutes or centres are not only those accredited by the MINEFOP. Vocational training in a training institute or centre refers to a learning that has taken place in a training oriented structure without giving rise to a formal diploma or certificate (diploma of technician, HND, Engineer, etc.); this training can nevertheless be sanctioned by an attestation.





## Chapter 3: Households living environment and equipment

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The households living environment, notably the occupation status of the lodging, the comfort of the lodging and the equipment that they have are, among others, the elements that permit to appreciate their living conditions. Besides, MDG 7 stipulates in its targets 10 and 11 respectively, to « reduce by half by 2015, the percentage of the population without sustainable access to potable drinking water supply» and to « succeed by 2020, a significant improvement in the live of at least 100 millions slum dwellers ».

### 3.1 Occupation status of the lodging

The exam of table 3.1 shows that 59.9% of households are owners of their lodging (among which 11.4% with land title and 48.5% without land title), 32.6% of households are on hire (among which 32.2% on simple hire) and 7.2% are lodged by someone (among which 6.0% lodged free of charge by a relative or friend).

It should be noted that the proportion of household owners with land title has increased by 4 points compared to 2005. This could results from the measures taken by the public authorities to promote the security of land ownership.

In urban area, more than half of households (54.8%) are on simple hire.

The occupation status of households varies very little with the type of household. As a matter of fact, apart from unipersonal households that are mostly on simple hire (54.8%), the other types of households are mainly owners without land title. However, it is convenient to note that for nuclear monoparental households, the ownership without land title and the simple hire seem to be the privileged occupation status.

**Table 3.1: Occupation status of the lodging according to the type of household and the area of residence**

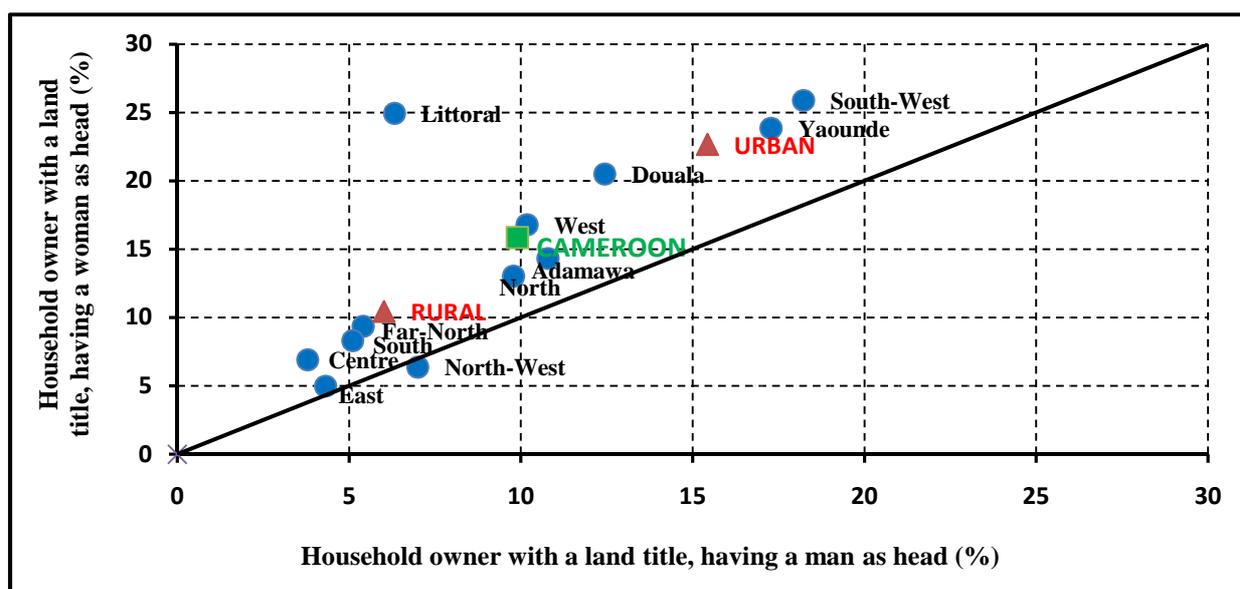
|   | Type of household |                      |                                 |                      |                        |                 |              | Area of residence |              | Overall |
|---|-------------------|----------------------|---------------------------------|----------------------|------------------------|-----------------|--------------|-------------------|--------------|---------|
|   | Unipersonal       | Couple with no child | Couples with children (nuclear) | Monoparental nuclear | Monoparental Broadened | Other Broadened | Urban        | Rural             |              |         |
| <b>Occupation Status of the lodging</b>       |                   |                      |                                 |                      |                        |                 |              |                   |              |         |
| Owner with land title                         | 4.2               | 5.9                  | 8.6                             | 15.8                 | 23.7                   | 14.6            | 17.4         | 7.1               | 11.4         |         |
| Owner without land title                      | 26.6              | 52.8                 | 58.1                            | 39.2                 | 51.9                   | 53.9            | 19.6         | 69.3              | 48.5         |         |
| Simple hire                                   | 54.8              | 36.6                 | 26.7                            | 34.6                 | 20.1                   | 25.7            | 54.8         | 15.9              | 32.2         |         |
| Hire purchase                                 | 0.7               | 0.1                  | 0.3                             | 0.8                  | 0.3                    | 0.3             | 0.7          | 0.2               | 0.4          |         |
| Lodged by the employer                        | 2.2               | 0.6                  | 1.2                             | 0.9                  | 0.9                    | 0.9             | 1.3          | 1.2               | 1.2          |         |
| Lodged free of charge by a relative or friend | 11.3              | 3.6                  | 4.8                             | 8.4                  | 2.9                    | 4.4             | 5.8          | 6.1               | 6.0          |         |
| Other   | 0.3               | 0.4                  | 0.3                             | 0.2                  | 0.1                    | 0.2             | 0.3          | 0.2               | 0.3          |         |
| <b>Overall</b>                                | <b>100.0</b>      | <b>100.0</b>         | <b>100.0</b>                    | <b>100.0</b>         | <b>100.0</b>           | <b>100.0</b>    | <b>100.0</b> | <b>100.0</b>      | <b>100.0</b> |         |

Source: EESI 2, Phase 1, NIS

According to the survey region, the South West has the highest proportion of those having a land title for their properties whereas the East has the lowest proportion. This leads to think that the practice of land security is more extended in the South-West. It should be noted that this situation of the low level of acquisition of land title, though preoccupying in all the survey regions, is even more in the South (6.0%), North-West (6.8%), Centre (4.6%), Far-North (6.0%) and the East where the proportion of household owners without land title is inferior to that of the national level.

According to the sex, whether at national level or in most of survey regions, the proportion of household owners with title of their lodging is higher among household lead by women than among those lead by men (see Graph 3.1).

**Graph 3.1: Proportion of households owners with land title according to the sex of the household head, by survey region and area of residence**



Source: EESI 2, Phase 1, NIS

According to the socio-economic group, more than 9 households out of 10 with a retired household head are owners of their lodging (table 3.2) among which four out of ten are owners with land title. This group is followed by households where the head exercises in the formal private sector where 18.8% are owners with land title. Furthermore, nearly half of the households where the head exercises his employment in the formal sector (private or public) and in the non agricultural informal sector are on simple hire.

**Table 3.2: Occupation status of the lodging according to the socio-economic group (SEG) of the household head and by area of residence**

| <b>SEG</b><br><b>Occupation status</b>        | Public       | Formal private | Agricultural informal | Non agricultural informal | Unemployed persons | Retired      | Inactive     | Overall      |
|---|--------------|----------------|-----------------------|---------------------------|--------------------|--------------|--------------|--------------|
| Owner with land title                         | 15.5         | 18.8           | 8.6                   | 10.1                      | 13.0               | 40.4         | 17.4         | 11.4         |
| Owner without land title                      | 17.7         | 16.3           | 78.0                  | 31.1                      | 19.8               | 50.1         | 40.3         | 48.5         |
| Simple hire                                   | 58.7         | 54.0           | 7.7                   | 49.2                      | 54.9               | 9.2          | 33.9         | 32.2         |
| Hire purchase                                 | 0.3          | 0.5            | 0.0                   | 0.9                       | 0.0                | 0.0          | 0.4          | 0.4          |
| Lodged by the employer                        | 3.6          | 4.7            | 0.4                   | 1.2                       | 0.6                | 0.0          | 0.7          | 1.2          |
| Lodged free of charge by a relative or friend | 3.5          | 5.3            | 5.0                   | 7.3                       | 11.7               | 0.3          | 7.0          | 6.0          |
| Other   | 0.6          | 0.2            | 0.2                   | 0.3                       | 0.1                | <b>0.0</b>   | 0.4          | 0.3          |
| <b>Total</b>                                  | <b>100.0</b> | <b>100.0</b>   | <b>100.0</b>          | <b>100.0</b>              | <b>100.0</b>       | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

## 3.2 Comfort of the household

The appreciation of the comfort of the household is based on the characteristics of the habitat namely: the materials of the wall, of the roof, of the floor and the availability of harnessed toilets. According to table 3.3, 54.6% of households have harnessed toilets. The difference between the areas of residence is very obvious. Indeed, 80.3% of urban households have harnessed toilets against 35.6% of rural households. According to the survey region, there are disparities between the cities of Douala (84.5%) and Yaoundé (84.2%) on the one hand and other regions of the survey on the other hand. As a matter of fact, less than 67.0% of households have harnessed toilets in the other regions. The situation is more preoccupying in the regions of Far-North (15.6%), East (31.0%), North (32.1%), Centre (37.9%) and West (54.4%) where the level of indicator is inferior to that of the national level.

**Table 3.3: Percentage of households living in a lodging having harnessed toilets, in permanent materials, by survey region and area of residence**

|                          | Harnessed toilets<br>(WC with<br>flushing system,<br>harnessed<br>latrines) | Wall<br>(Concrete/bricks/backed<br>mud bricks/cut<br>stones/simple mud<br>bricks) | Roof<br>(Cement/zinc/Tiles) | Floor (Cement/<br>Concrete /<br>Tiles /Marble) | Lodging<br>(Wall,<br>floor, roof)<br>with<br>permanent<br>material |
|--------------------------|---|---|-----------------------------|--|--|
| <b>Survey region</b>     |   |   |                             |  |  |
| Douala                   | 84.5  | 75.4  | 100.0                       | 92.1   | 73.4   |
| Yaoundé                  | 84.2  | 80.4  | 99.9                        | 95.7   | 77.5   |
| Adamawa                  | 60.7  | 94.4  | 79.2                        | 68.7   | 67.7   |
| Centre                   | 37.9  | 50.8  | 94.6                        | 44.1   | 29.5   |
| East                     | 31.0  | 57.5  | 58.6                        | 37.8   | 30.0   |
| Far-North                | 15.6  | 56.4  | 35.3                        | 12.8   | 12.1   |
| Littoral                 | 66.9  | 51.5  | 99.3                        | 78.3   | 46.7   |
| Nord                     | 32.1  | 60.9  | 40.5                        | 27.3   | 25.0   |
| North-West               | 58.5  | 99.6  | 94.3                        | 57.9   | 57.7   |
| West                     | 54.4  | 99.6  | 98.7                        | 53.7   | 53.4   |
| South                    | 55.5  | 56.3  | 98.3                        | 64.3   | 52.3   |
| South-West               | 62.6  | 56.5  | 97.4                        | 80.3   | 50.6   |
| <b>Area of residence</b> |   |   |                             |  |  |
| Urban                    | 80.3  | 82.1  | 99.6                        | 90.4   | 76.0   |
| Rural                    | 35.9  | 64.7  | 69.1                        | 37.1   | 29.1   |
| <b>Overall</b>           | <b>54.6</b>   | <b>72.0</b>   | <b>81.9</b>                 | <b>59.5</b>                                    | <b>48.8</b>  |

Source: EESI 2, Phase 1, NIS

The building materials of the lodging are also elements for the appreciation of the quality of the lodging. In general, nearly one household out of two (48.8%) live in a lodging built with permanent materials<sup>21</sup>. The quality of the lodging is better in urban area compared to that of the rural area. As a matter of fact nearly 8 urban households out of 10 (76.0%) live in a lodging with permanent materials against three out of ten in rural area. According to the survey region, the low proportions of households living in lodgings with permanent materials are in the East, Centre excluding Yaoundé, North and mostly Far-North with respectively 30.0%, 29.5%, 25.0% and 12.1%.

Besides the materials used to build the lodging, we are also interested to some characteristics of the lodging that improve the quality of the habitat, notably the use of gas for cooking and, the accessibility to electricity and potable water.

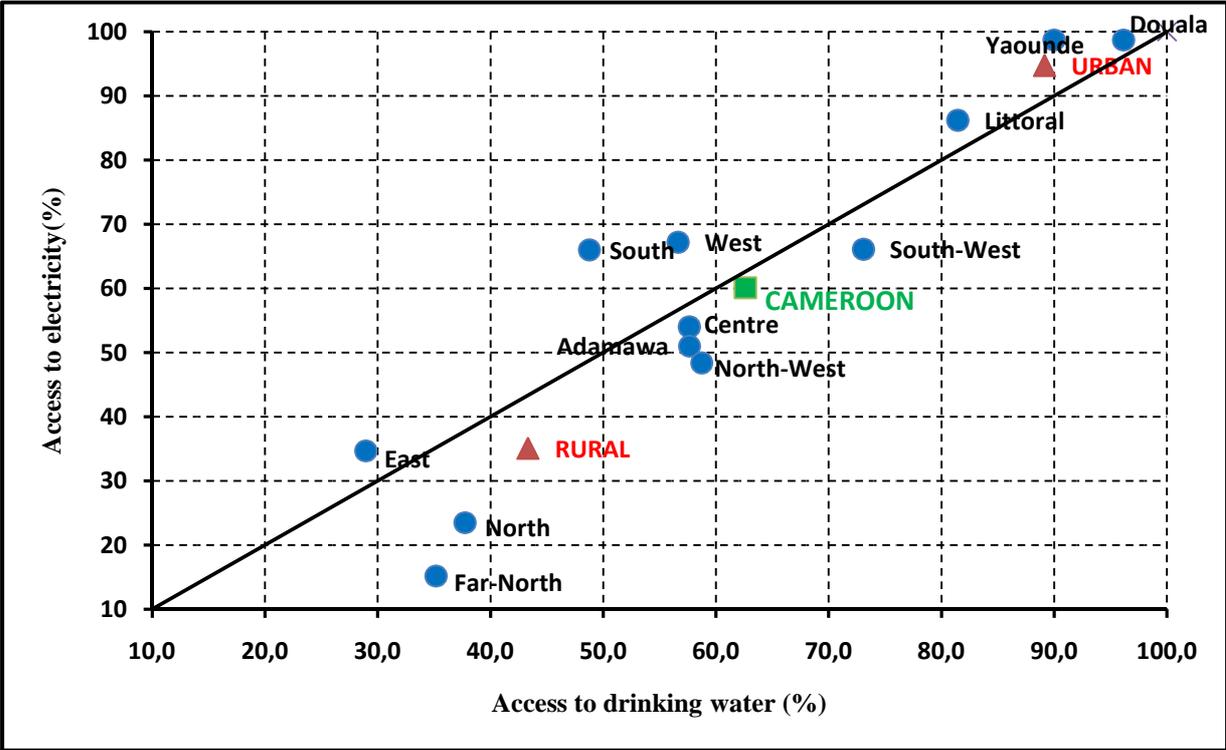
The level of gas use for cooking is still low in the households. As a matter of fact, about one household out of five (21.7%) uses gas for cooking. Yet, it should be noted that this percentage has increased compared to 2005 (15.6%).

About the access to electricity, about three households out of five (60.1%) are concerned. This percentage has improved compared to 2005 where one household out of two had access to electricity. This improvement is seen in urban area as well as in rural area. But the access to electricity remains a great concern in rural area (only 35.1% have it). This performance may be due to the efforts of electrification done by the Government since 2005.

<sup>21</sup> Concrete, cement blocks, backed mud bricks and cut stones walls; cement, zinc, tiles roof; cement/concrete, tiles floor, etc).

Concerning the MDGs, it is expected that at least 72% of the population have access to a harnessed source of water by 2015. Five years to the deadline, 62.5% of households have access, this is a difference of 9 points with regard to the target. However, it is important to note that the access to electricity and to a harnessed source of potable water remains a great preoccupation in the North, Far-North and East regions.

**Graph 3.2: Percentage of households having access to potable water and electricity per survey region and area of residence**



Source: EESI 2, Phase 1, NIS

### 3.3 Household equipment

The household equipment is the set of durable goods owned by the household. These goods enable to appreciate the living standards. To this effect, a certain number of goods have been selected according to their importance in term of evaluation of living standards. Table 3.4 presents the possession of these goods according to the area of residence.

The most used means of communication is the mobile telephone. The percentage of households owning this device is 68.8%. In 2005, it was 30.2%. So, between 2005 and 2010, the proportion of households owning this device has increased from simple to slightly more than double.

About the appliances for information notably the television set and the radio set, their possession remains mitigated. As a matter of fact, the percentage of households owning a radio set is 57.0% at the national level. This percentage is 63.3% in urban area and 52.7% in rural area. It should be noted that the possession of this good has almost not changed compared to 2005. As for the television set, its level of possession has almost doubled, going from 26% in 2005 to 47.0% in 2010.

The possession of computer is slow (7.2%) and remains a phenomenon virtually urban. As a matter of fact, 14.9% of urban households own it against 1.7% of rural households.

About the household appliances (the electric iron, the refrigerator, the freezer and the cooker), apart from the electric iron, their level of possession is low and is more concentrated in the urban area.

The gaps observed between the urban and the rural areas about the above mentioned goods can be explained by the fact that their use needs electricity, which is mostly found in urban area than in rural area and also by the fact that urban households are less poor than rural ones.

**Table 3.4: Percentage of households owning some goods according to the area of residence**

|                           | Area of residence |       | Overall |
|---------------------------|-------------------|-------|---------|
|                           | Urban             | Rural |         |
| Fixed telephone           | 6.7               | 0.6   | 3.2     |
| Mobile telephone          | 92.3              | 51.6  | 68.7    |
| Radio set                 | 63.1              | 52.7  | 57.0    |
| Television set            | 79.7              | 23.3  | 47.0    |
| DVD/CD reader -Video/deck | 64.2              | 19.5  | 38.3    |
| Computer                  | 14.9              | 1.7   | 7.2     |
| Fan                       | 50.2              | 7.7   | 25.5    |
| Air-conditioner           | 3.0               | 0.6   | 1.6     |
| Refrigerator              | 28                | 3.2   | 13.6    |
| Electric iron             | 64.5              | 13.6  | 35.0    |
| Freezer                   | 13.3              | 2.0   | 6.7     |
| Cooker                    | 19.2              | 3.3   | 10.0    |
| Stove (gas, electricity)  | 41.1              | 6.6   | 21.1    |
| Motorbike /Mobylette      | 12.2              | 14.2  | 13.4    |
| Bicycle                   | 5.1               | 19.0  | 13.2    |
| Automobile                | 10.3              | 2.6   | 5.9     |

Source: EESI 2, Phase 1, NIS

Concerning the means of transport, the possession of an automobile is fringing (5.9% of households have it). About motorbike/mobylettes and bicycles, respectively 13.4% and 13.2% of households have at least one. The possession of these last goods is higher in rural area than in urban area. At the regional level, the northern regions (mostly those of the North and Far-North) distinguish themselves from other regions with a high possession of bicycles.

**Table 3.5: Percentage of households owning some goods by survey region and area of residence**

|                          | <b>Automobile</b> | <b>Air conditioner</b> | <b>Television set</b> | <b>Fan</b>  | <b>Bicycle</b> |
|--------------------------|-------------------|------------------------|-----------------------|-------------|----------------|
| <b>Survey region</b>     |                   |                        |                       |             |                |
| Douala                   | 9.5               | 4.5                    | 86.7                  | 86.7        | 3.6            |
| Yaoundé                  | 15.1              | 2.2                    | 87.5                  | 38.1        | 2.8            |
| Adamawa                  | 5.2               | 0.9                    | 37.9                  | 9.2         | 10.2           |
| Centre                   | 1.9               | 0.6                    | 36.0                  | 5.9         | 4.0            |
| East                     | 1.4               | 0.3                    | 27.0                  | 11.6        | 7.6            |
| Far-North                | 1.3               | 0.4                    | 10.5                  | 8.6         | 48.9           |
| Littoral                 | 2.5               | 0.2                    | 59.3                  | 28.2        | 3.7            |
| Nord                     | 2.8               | 1.9                    | 15.8                  | 13.9        | 35.6           |
| North-West               | 8.4               | 0.7                    | 35.0                  | 4.3         | 6.4            |
| West                     | 3.9               | 0.6                    | 46.3                  | 4.5         | 3.0            |
| South                    | 3.8               | 4.3                    | 50.5                  | 27.1        | 2.2            |
| South-West               | 4.7               | 0.7                    | 46.3                  | 28.0        | 2.8            |
| <b>Area of residence</b> |                   |                        |                       |             |                |
| Urban                    | 10.3              | 3.0                    | 79.7                  | 50.2        | 5.1            |
| Rural                    | 2.6               | 0.6                    | 23.3                  | 7.7         | 19.0           |
| <b>Overall</b>           | <b>5.9</b>        | <b>1.6</b>             | <b>47.0</b>           | <b>25.5</b> | <b>13.2</b>    |

Source: EESI 2, Phase 1, NIS





## Chapter 4: Insertion on the labour market

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This chapter presents the situation of activity of the population. It has four sections. The first one concerns the insertion of active occupied persons of 10 years or more on the labour market. The second deals with child labour. The third analyses the insertion of household heads and the last one tackles the inactive population.

### 4.1 Insertion of persons aged 10 years or more

The insertion on the labour market concerns the man power engaged all over the nation for the production of goods and services. This insertion is analysed through the situation of activity of active persons, the sectors of activity in which they exercise their employment, the Socio Economic Groups (SEG) of the active occupied persons, their profile and the dynamics of their employments.

#### 4.1.1 Activity rate

The activity rate in according to ILO<sup>22</sup> is different from the broadened activity rate. The ILO activity rate is the ratio between the occupied population or having effectively searched an employment and the working age population. The broadened activity rate takes in account besides the occupied persons and those who looked effectively for an employment, those who did not look for (due to discouragement) but who are ready to work to the working age population.

According to ILO meaning, nearly 7 persons out of 10 are active (69.0%). This rate hides large regional disparities. So, being clearly above the average, the West (83.6%), the Littoral (83.2%) and the Centre (82.0%) are far from other regions with more than four active out of five persons of 10 years or more, whereas at the other end, the cities of Yaoundé (57.3%), Douala (62.4%) and Adamawa (49.0%) and South-West regions (66.3%) have low activity rates.

The activity rate is 74.1% among men, that is 9.9 points difference compared to that of women (64.2%). In urban area, 67.2% of men are active against 52.2% of women, that is a difference of 15 points. On the other hand, in rural areas, the difference between the activity rate of men and that of women is less pronounced than in urban area. As a matter of fact, nearly eight men out of ten are active against seven out of ten, which is a difference of 6.4 points.

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<sup>22</sup> The ILO recommends that the activity rate be calculated, using the population aged 15-64 years; however for the national needs we use but the population aged 10 years or more.

Globally the activity rate is lower among women compared to that of men and the difference between the activity rate of these two groups varies depending on the survey region. The activity rate of men and women are virtually the same in the West, North-West, Littoral and centre regions. As a matter of fact, the difference between the activity rate of men and that of women in these regions is inferior to 4 points. On the other hand, in Adamawa, East, North regions and in the city of Douala, this difference is more pronounced and is situated at more than 14 points.

**Table 4.1: Activity rate in the sense of ILO for persons aged 10 years or more by survey region, age group according to the area of residence and the sex**

|                      | Urban       |             |             | Rural       |             |             | Overall     |             |             |
|----------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                      | Male        | Female      | Overall     | Male        | Female      | Overall     | Male        | Female      | Overall     |
| <b>Survey region</b> |             |             |             |             |             |             |             |             |             |
| Douala               | 70.7        | 54.4        | 62.4        | ///         | ///         | ///         | 70.7        | 54.4        | 62.4        |
| Yaoundé              | 64.0        | 51.0        | 57.3        | ///         | ///         | ///         | 64.0        | 51.0        | 57.3        |
| Adamawa              | 53.9        | 29.9        | 42.4        | 70.8        | 38.7        | 53.9        | 63.1        | 35.1        | 49.0        |
| Centre               | 63.9        | 56.6        | 60.4        | 84.6        | 82.5        | 83.6        | 83.2        | 80.8        | 82.0        |
| East                 | 66.1        | 43.7        | 55.1        | 81.5        | 64          | 72.8        | 79.2        | 61.1        | 70.2        |
| Far-North            | 56.4        | 33.1        | 44.9        | 76.9        | 68.2        | 72.5        | 74.7        | 64.7        | 69.7        |
| Littoral             | 78.6        | 78.6        | 78.6        | 91.1        | 83.4        | 87.1        | 85.4        | 81.2        | 83.2        |
| North                | 66.4        | 35.7        | 50.3        | 86.5        | 76.0        | 81.0        | 82.4        | 67.8        | 74.8        |
| North-West           | 71.1        | 53.8        | 62.4        | 68.3        | 71.6        | 70.1        | 68.9        | 68.3        | 68.6        |
| West                 | 80.3        | 71.6        | 75.5        | 87.1        | 89.1        | 88.3        | 84.5        | 83.0        | 83.6        |
| South                | 61.4        | 48.3        | 54.3        | 87.4        | 85.3        | 86.4        | 78.2        | 69.1        | 73.8        |
| South-West           | 59.3        | 46.8        | 52.9        | 70.9        | 65.5        | 68.2        | 69.4        | 63.0        | 66.3        |
| <b>Age group</b>     |             |             |             |             |             |             |             |             |             |
| 10-14 years          | 14.9        | 14.5        | 14.7        | 49.5        | 45.3        | 47.5        | 38.4        | 33.5        | 35.9        |
| 15-34 years          | 68.6        | 52.4        | 60.3        | 83.2        | 73.8        | 78.1        | 76.2        | 64.1        | 69.8        |
| 35-64 years          | 94.9        | 78.5        | 86.8        | 96.1        | 90.1        | 93.0        | 95.6        | 85.7        | 90.5        |
| 65 years or more     | 45.6        | 33.3        | 38.7        | 73.6        | 63.7        | 68.4        | 67.5        | 56.4        | 61.5        |
| <b>Overall</b>       | <b>67.2</b> | <b>52.2</b> | <b>59.5</b> | <b>79.0</b> | <b>72.6</b> | <b>75.7</b> | <b>74.1</b> | <b>64.2</b> | <b>69.0</b> |

Source: EESI 2, Phase 1, NIS

The broadened activity rate is 70.4%, which is 1.4 point difference compared to the ILO activity rate. This rate presents the same disparities according to the sex, the area of residence and the survey region with the ILO activity rate.

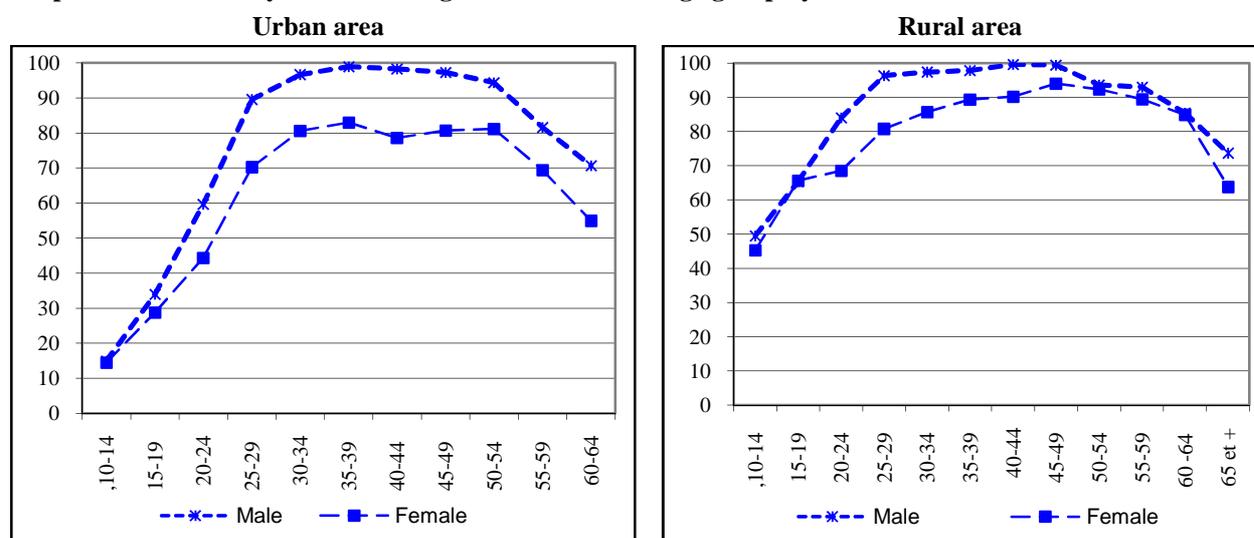
**Table 4.2: Broadened activity rate for persons aged 10 years or more by region, age group, according to the area of residence and the sex**

|                      | Urban       |             |             | Rural       |             |             | Overall     |             |             |
|----------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                      | Male        | Female      | Overall     | Male        | Female      | Overall     | Male        | Female      | Overall     |
| <b>Survey region</b> |             |             |             |             |             |             |             |             |             |
| Douala               | 71.5        | 56.9        | 64.1        | ///         | ///         | ///         | 71.5        | 56.9        | 64.1        |
| Yaoundé              | 64.6        | 56.0        | 60.2        | ///         | ///         | ///         | 64.6        | 56.0        | 60.2        |
| Adamawa              | 54.2        | 37.4        | 46.2        | 74.9        | 39.7        | 56.4        | 65.5        | 38.8        | 52.0        |
| Centre               | 65.1        | 61.1        | 63.1        | 84.9        | 83.1        | 84.0        | 83.5        | 81.6        | 82.6        |
| East                 | 67.3        | 50.1        | 58.9        | 81.5        | 67.4        | 74.5        | 79.4        | 64.9        | 72.2        |
| Far-North            | 58.1        | 39.5        | 49.0        | 77.0        | 69.2        | 73.0        | 75.0        | 66.2        | 70.6        |
| Littoral             | 79.1        | 79.0        | 79.1        | 91.1        | 84.3        | 87.6        | 85.7        | 81.9        | 83.7        |
| North                | 66.8        | 40.4        | 53.0        | 86.6        | 76.6        | 81.4        | 82.6        | 69.2        | 75.6        |
| North-West           | 72.1        | 57.7        | 64.8        | 69.0        | 71.9        | 70.6        | 69.7        | 69.3        | 69.5        |
| West                 | 80.8        | 73.2        | 76.7        | 87.1        | 89.6        | 88.6        | 84.7        | 83.9        | 84.3        |
| South                | 61.7        | 49.2        | 54.9        | 87.4        | 85.4        | 86.5        | 78.3        | 69.5        | 74.0        |
| South-West           | 59.5        | 50.6        | 54.9        | 71.3        | 69.2        | 70.3        | 69.8        | 66.7        | 68.3        |
| <b>Age group</b>     |             |             |             |             |             |             |             |             |             |
| 10-14 years          | 15.0        | 15.2        | 15.1        | 49.9        | 45.3        | 47.7        | 38.6        | 33.8        | 36.2        |
| 15-34 years          | 69.4        | 57.5        | 63.3        | 83.9        | 75.9        | 79.6        | 77.0        | 67.5        | 72.0        |
| 35-64 years          | 95.6        | 81.7        | 88.7        | 96.2        | 90.5        | 93.3        | 96.0        | 87.2        | 91.5        |
| 65 years or more     | 45.6        | 33.3        | 38.7        | 73.6        | 63.7        | 68.4        | 67.5        | 56.4        | 61.5        |
| <b>Overall</b>       | <b>67.9</b> | <b>55.9</b> | <b>61.8</b> | <b>79.4</b> | <b>73.7</b> | <b>76.4</b> | <b>74.6</b> | <b>66.4</b> | <b>70.4</b> |

Source: EESI 2, Phase 1, NIS

According to graph 4.1, the population enters early in the labour market, and mostly in the rural area. Among the 10-14 years of the rural area, the ILO activity rate of men and women is superior to 40%. On the other hand, in urban area, this rate is inferior to 16% whatever the sex. The ILO activity rate increases with the age and reaches the highest point in the 35-49 years age group. Moreover, at the entry on the labour market, the difference between men and women is almost zero. It increases with the age and is much pronounced in the 25-29 years age group. In this age group, the difference is 17 points in rural area and 19 points in urban area.

**Graph 4.1: ILO activity rate according to the sex and the age group by area of residence**



Source: EESI 2, Phase 1, NIS

According to the relationship, it is the household heads who have the highest activity rate (91.3% in the overall), followed by the spouses (75.2%), other household members (53.5%) and finally the children (of the household head or his/her spouse) who have the lowest rates (48.3%). This structure is the same according to the sex. About the Broadened activity rate, the structure is the same. The overall broadened activity rate is higher among the household heads (86.9%). As a matter of fact, it is 78.2% among the spouses and reaches its lowest level among the children (46.3%).

**Table 4.3: ILO and broadened activity rate by area of residence, sex and according to the status in the household (%)**

|                | Household head |             | Spouse      |             | Child of the household head or of his/her spouse |             | Other member |             | Overall     |             |
|----------------|----------------|-------------|-------------|-------------|--|-------------|--------------|-------------|-------------|-------------|
|                | ILO            | Broadened   | ILO         | Broadened   | ILO  | Broadened   | ILO          | Broadened   | ILO         | Broadened   |
| <b>Urban</b>   |                |             |             |             |  |             |              |             |             |             |
| Male           | 92.1           | 92.6        | 62.8        | 69.0        | 36.4   | 37.3        | 51.5         | 52.2        | 67.2        | 67.9        |
| Female         | 79.0           | 81.5        | 65.8        | 71.9        | 30.4   | 33.0        | 38.2         | 40.8        | 52.2        | 55.9        |
| Overall        | 88.5           | 89.5        | 65.8        | 71.9        | 33.3   | 35.1        | 44.7         | 46.4        | 59.5        | 61.8        |
| <b>Rural</b>   |                |             |             |             |  |             |              |             |             |             |
| Male           | 94.4           | 94.7        | 75.3        | 75.3        | 61.1   | 61.7        | 67.1         | 67.8        | 79.0        | 79.4        |
| Female         | 90.4           | 91.2        | 80.2        | 81.5        | 56.1   | 57.6        | 58.4         | 59.1        | 72.6        | 73.7        |
| Overall        | 93.4           | 93.8        | 80.2        | 81.4        | 59.0   | 59.9        | 62.2         | 62.9        | 75.7        | 76.4        |
| <b>Sexe</b>    |                |             |             |             |  |             |              |             |             |             |
| Male           | 93.5           | 93.8        | 71.2        | 73.3        | 51.8   | 52.5        | 59.0         | 59.7        | 74.1        | 74.6        |
| Female         | 85.3           | 86.9        | 75.4        | 78.2        | 44.3   | 46.3        | 48.8         | 50.4        | 64.2        | 66.4        |
| <b>Overall</b> | <b>91.3</b>    | <b>92.0</b> | <b>75.4</b> | <b>78.2</b> | <b>48.3</b>                                      | <b>49.6</b> | <b>53.5</b>  | <b>54.7</b> | <b>69.0</b> | <b>70.4</b> |

Source: EESI 2, Phase 1, NIS

According to the migratory status, the activity rate is 73.8% among the migrants and 65.0% among the non migrants. Whatever the sex and the area of residence, the activity rate of migrants is superior to that of non migrants and is maximum in the rural area.

**Table 4.4: ILO and broadened activity rate of persons aged 10 years or more, according to the migratory status and the area of residence**

| Migratory status               | Urban       |             |             | Rural       |             |             | Overall     |             |             |
|--------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                                | Male        | Female      | Overall     | Male        | Female      | Overall     | Male        | Female      | Overall     |
| <b>ILO activity rate</b>       |             |             |             |             |             |             |             |             |             |
| Native                         | 53.0        | 42.9        | 47.6        | 75.7        | 70.5        | 73.0        | 68.7        | 61.8        | 65.0        |
| Migrant                        | 76.7        | 59.3        | 68.0        | 84.7        | 76.5        | 80.5        | 80.4        | 67.4        | 73.8        |
| <b>Overall</b>                 | <b>67.2</b> | <b>52.2</b> | <b>59.5</b> | <b>79.0</b> | <b>72.6</b> | <b>75.7</b> | <b>74.1</b> | <b>64.2</b> | <b>69.0</b> |
| <b>Broadened activity rate</b> |             |             |             |             |             |             |             |             |             |
| Native                         | 53.8        | 45.5        | 49.4        | 76.1        | 71.3        | 73.6        | 69.2        | 63.2        | 66.0        |
| Migrant                        | 77.4        | 63.9        | 70.6        | 85.2        | 78.3        | 81.7        | 81.0        | 70.6        | 75.7        |
| <b>Overall</b>                 | <b>67.9</b> | <b>55.9</b> | <b>61.8</b> | <b>79.4</b> | <b>73.7</b> | <b>76.4</b> | <b>74.6</b> | <b>66.4</b> | <b>70.4</b> |

Source: EESI 2, Phase 1, NIS

According to the level of education, the uneducated population, that of the primary and that of the higher level have the highest activity rates (with more than seven active persons out of ten). This trend is similar in rural area whereas in urban area, the most active persons are those of the higher level (69.2%).

**Table 4.5: ILO activity rate for persons aged 10 years or more by level of education, according to the area of residence and the sex**

| Level of education                    | Urban       |             |             | Rural       |             |             | Overall     |             |             |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                                       | Male        | Female      | Overall     | Male        | Female      | Overall     | Male        | Female      | Overall     |
| <b>Non educated</b>                   | 78.3        | 38.1        | 51.8        | 88.3        | 72.6        | 77.9        | 86.8        | 67.7        | 74.2        |
| <b>Primary</b>                        | 66.9        | 54.2        | 60.2        | 78.4        | 73.3        | 75.9        | 75.1        | 67.1        | 71.1        |
| <b>Secondary 1<sup>st</sup> cycle</b> | 64.4        | 52.2        | 57.8        | 75.1        | 73.2        | 74.2        | 69.8        | 61.2        | 65.5        |
| <b>Secondary 2<sup>nd</sup> cycle</b> | 62.3        | 52.6        | 57.7        | 70.1        | 62.9        | 67.4        | 64.9        | 55.2        | 60.7        |
| <b>Higher</b>                         | 76.8        | 58.1        | 69.2        | 79.3        | 75.5        | 78.1        | 77.4        | 60.9        | 70.9        |
| <b>Overall</b>                        | <b>67.2</b> | <b>52.2</b> | <b>59.5</b> | <b>79.0</b> | <b>72.6</b> | <b>75.7</b> | <b>74.1</b> | <b>64.2</b> | <b>69.0</b> |

Source: EESI 2. Phase 1, INS

#### 4.1.2 Employment rate

The employment rate is the ratio between the active occupied population and the working age population. This indicator measures the capacity of an economic system in using its manpower. The more this rate is closer to the activity rate, the more the capacities of an economy in using its man power resources are strong.

The employment rate is 66.4% in 2010 against 68.3% in 2005. Despite this decrease, it is closer to the activity rate. There are disparities according to the sex and the area of residence. The employment rate is 71.7% among men against 61.4% among women. Populations of the rural area have an employment rate higher than that of the urban area (74.6% against 54.7%).

According to the survey region, the West has the highest employment rate (82.2%), followed by the Littoral (81.6%) and the Centre (80.7%). On the other hand, the cities of Douala and Yaoundé having 59.0% of enterprises (RGE 2009) are characterized by the lowest employment rates, respectively 56.7% and 51.5%.

Concerning the level of education, the uneducated persons are the most occupied (73.5%), followed by those of the primary level (69.6%). The employment rate among the persons of higher level of education is 61.8%. It is inferior to the national level. This situation shows that the man power the least used is that of the persons with higher level of education. About the age, persons of 15-34 years and 35-64 years have the highest employment rate.

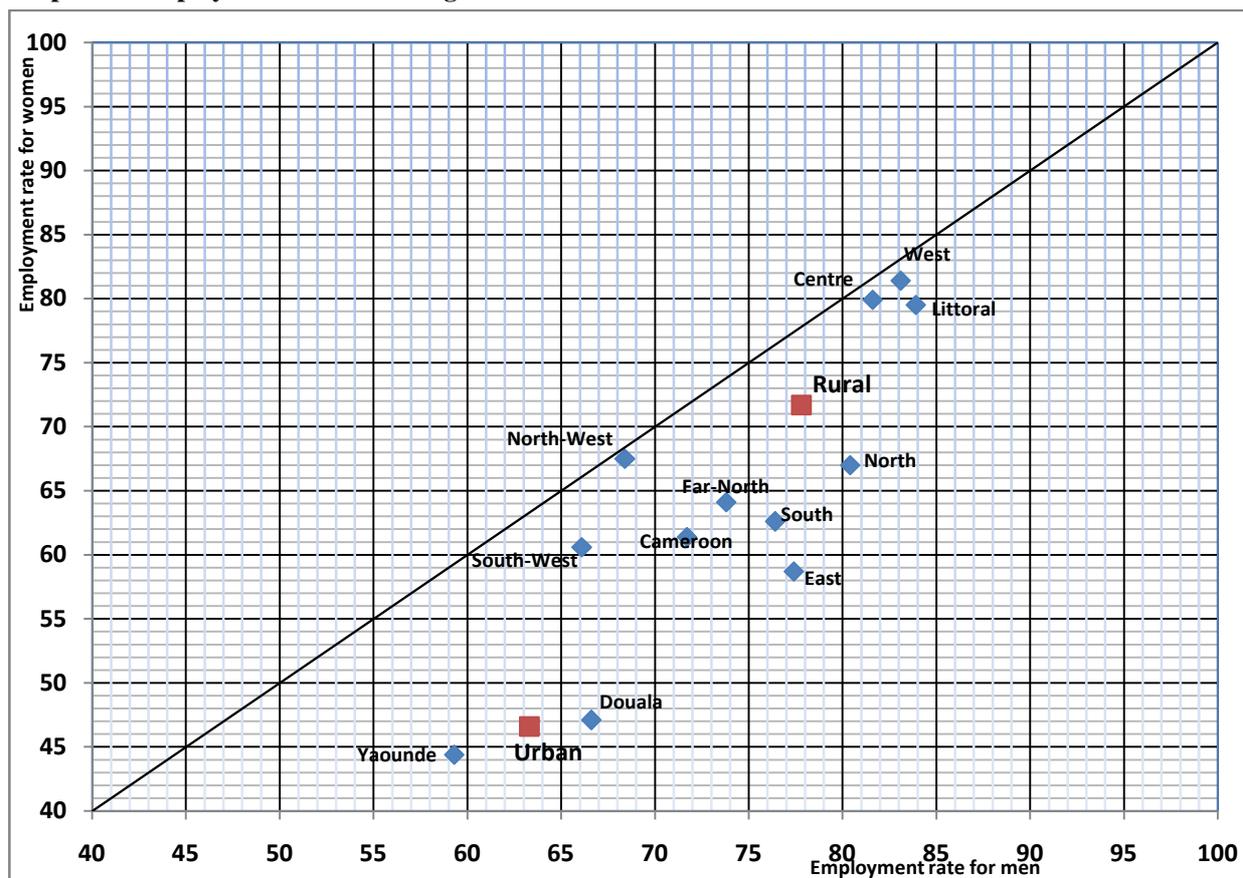
**Table 4.6: Employment rate by survey region, level of education and age, according to the area of residence and the sex**

|                                 | Area of residence |             |             |             |             |             | Overall     |             |             |
|---------------------------------|-------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                                 | Urban             |             |             | Rural       |             |             |             |             |             |
|                                 | Male              | Female      | Overall     | Male        | Female      | Overall     | Male        | Female      | Overall     |
| <b>Survey region</b>            |                   |             |             |             |             |             |             |             |             |
| Douala                          | 66.6              | 47.1        | 56.7        | ///         | ///         | ///         | 66.6        | 47.1        | 56.7        |
| Yaoundé                         | 59.3              | 44.4        | 51.5        | ///         | ///         | ///         | 59.3        | 44.4        | 51.5        |
| Adamawa                         | 50.5              | 27.2        | 39.4        | 68.6        | 38.0        | 52.5        | 60.4        | 33.6        | 46.9        |
| Centre                          | 61.2              | 49.6        | 55.6        | 83.1        | 82.0        | 82.6        | 81.6        | 79.9        | 80.7        |
| East                            | 61.3              | 40.3        | 51.0        | 80.2        | 61.8        | 71.0        | 77.4        | 58.7        | 68.1        |
| Far-North                       | 52.7              | 32.0        | 42.5        | 76.3        | 67.7        | 72.0        | 73.8        | 64.1        | 68.9        |
| Littoral                        | 76.3              | 77.4        | 76.8        | 90.1        | 81.3        | 85.5        | 83.9        | 79.5        | 81.6        |
| North                           | 62.7              | 31.9        | 46.6        | 84.9        | 75.9        | 80.2        | 80.4        | 67.0        | 73.4        |
| North-West                      | 69.5              | 50.7        | 60.0        | 68.1        | 71.2        | 69.9        | 68.4        | 67.5        | 67.9        |
| West                            | 77.5              | 68.3        | 72.5        | 86.6        | 88.4        | 87.7        | 83.1        | 81.4        | 82.2        |
| South                           | 58.1              | 40.3        | 48.5        | 86.5        | 80.0        | 83.6        | 76.4        | 62.6        | 69.7        |
| South-West                      | 54.2              | 41.8        | 47.9        | 67.8        | 63.4        | 65.6        | 66.1        | 60.6        | 63.4        |
| <b>Level of education</b>       |                   |             |             |             |             |             |             |             |             |
| Non educated                    | 75.7              | 36.5        | 49.9        | 87.7        | 72.1        | 77.4        | 86.0        | 67.0        | 73.5        |
| Primary                         | 64.7              | 49.7        | 56.7        | 77.8        | 72.7        | 75.3        | 74.0        | 65.3        | 69.6        |
| Secondary 1 <sup>st</sup> cycle | 61.2              | 47.5        | 53.8        | 73.2        | 72.2        | 72.8        | 67.3        | 58.1        | 62.7        |
| Secondary 2 <sup>nd</sup> cycle | 58.3              | 45.6        | 52.3        | 66.9        | 57.4        | 63.4        | 61.2        | 48.6        | 55.7        |
| Higher                          | 68.5              | 45.2        | 59.0        | 76.1        | 66.6        | 73.0        | 70.2        | 48.7        | 61.8        |
| <b>Age group</b>                |                   |             |             |             |             |             |             |             |             |
| 10-14 years                     | 14.6              | 14.3        | 14.4        | 49.2        | 45.3        | 47.4        | 38.1        | 33.4        | 35.7        |
| 15-34 years                     | 63.6              | 44.0        | 53.5        | 81.1        | 71.9        | 76.2        | 72.7        | 59.2        | 65.6        |
| 35-64 years                     | 91.1              | 75.0        | 83.1        | 95.3        | 89.9        | 92.5        | 93.6        | 84.3        | 88.8        |
| 65 years or more                | 44.8              | 33.3        | 38.3        | 73.5        | 63.7        | 68.3        | 67.3        | 56.4        | 61.4        |
| <b>Overall</b>                  | <b>63.3</b>       | <b>46.6</b> | <b>54.7</b> | <b>77.8</b> | <b>71.7</b> | <b>74.6</b> | <b>71.7</b> | <b>61.4</b> | <b>66.4</b> |

Source: EESI 2, Phase 1, NIS

According to graph 4.2, the employment rate among men is higher than among women regardless of the area of the residence and the survey region. The difference of the employment rate between men and women is more pronounced in the Far-North, North, East and South regions; likewise for the differences between the urban and the rural area.

**Graph 4.2: Employment rate according to the sex and the area of residence**



Source: EESI 2, Phase 1, NIS

### 4.1.3 Characteristics of active occupied persons and structure of employment

This section presents the socio-demographic characteristics and the structure of employments of active occupied persons according to the institutional sector and the sector of activity.

#### 4.1.3.1 Characteristics of active occupied persons

Characteristics of active occupied persons are described through the sex, the migratory status, the age, the number of year of study, etc.

The active occupied population comprises 52.2% men and 47.8% women. In urban area, there are 56.3% men and 43.7% women whereas in rural area there are 50.1% men and 49.9% women. In the two big cities (Douala and Yaoundé), the proportion of active occupied women is significantly lower to the national average (42.2% in Douala and 44.7% in Yaoundé). In Littoral, North-West and West regions, the proportion of active occupied women is higher than that of men.

According to the migratory status, more than half of the occupied persons (52.5%) are migrants. Nearly three active occupied persons out of ten in Douala and Yaoundé cities are migrants. Adamawa, Far-North and North-West regions have the highest proportions of migrants (more than 60%) of the active occupied population.

The average age of the active occupied persons is 33 years. This age is 33.3 in the urban area and 32.9 years in the rural area. It is lower in the North (29.2 years) and higher in the South (34.6 years).

**Table 4.7: Characteristics of occupied active persons aged 10 years or more, by region and area of residence**

|   | Survey region |         |         |        |      |           |          |       |             |      |       |              | Area of residence |       | Overall     |
|---|---------------|---------|---------|--------|------|-----------|----------|-------|-------------|------|-------|--------------|-------------------|-------|-------------|
|   | Douala        | Yaoundé | Adamawa | Centre | East | Far-North | Littoral | North | North -West | West | South | South - West | Urban             | Rural |             |
| Men (%)                                       | 57.8          | 55.3    | 63.7    | 50.7   | 57.1 | 53.2      | 49.4     | 52.5  | 45.3        | 43.4 | 56.3  | 52.7         | 56.3              | 50.1  | <b>52.2</b> |
| Women (%)                                     | 42.2          | 44.7    | 36.3    | 49.3   | 42.9 | 46.8      | 50.6     | 47.5  | 54.7        | 56.6 | 43.7  | 47.3         | 43.7              | 49.9  | <b>47.8</b> |
| Migrants (%)                                  | 32.0          | 24.8    | 61.3    | 41.9   | 45.3 | 89.4      | 35.3     | 57.4  | 72.7        | 51.4 | 22.9  | 41.2         | 33.1              | 62.5  | <b>52.5</b> |
| Average age                                   | 33.9          | 33.4    | 32.9    | 33.8   | 31.8 | 33.4      | 33.5     | 29.2  | 33.5        | 33.3 | 34.6  | 33.2         | 33.3              | 32.9  | <b>33.0</b> |
| Successful years of studies                   | 9.4           | 10.1    | 6.0     | 6.7    | 5.8  | 5.0       | 7.5      | 4.8   | 7.3         | 7.0  | 7.9   | 8.0          | 9.2               | 6.3   | <b>7.5</b>  |
| Average duration in the employment (in years) | 4.8           | 4.5     | 8.3     | 10.5   | 7.3  | 13.3      | 9.6      | 9.1   | 12.4        | 9.6  | 5.8   | 8.2          | 5.5               | 11.0  | <b>9.1</b>  |
| Average duration in the enterprise (in years) | 5.1           | 5.0     | 8.4     | 10.8   | 7.5  | 13.3      | 9.8      | 9.5   | 12.6        | 9.7  | 6.0   | 8.5          | 5.8               | 11.1  | <b>9.3</b>  |
| Rate of salarization                          | 42.5          | 50.9    | 24.9    | 11.7   | 16.9 | 6.1       | 17.5     | 8.0   | 14.3        | 13.2 | 25.4  | 23.2         | 41.4              | 9.4   | <b>20.3</b> |
| Multi activity rate                           | 11.0          | 10.1    | 19.0    | 41.1   | 35.6 | 34.0      | 39.8     | 22.7  | 23.7        | 35.4 | 30.7  | 23.3         | 14.3              | 32.8  | <b>26.5</b> |
| Informality rate                              | 78.5          | 75.0    | 93.2    | 95.1   | 93.6 | 97.6      | 92.5     | 96.6  | 94.0        | 93.2 | 86.8  | 88.2         | 80.3              | 95.7  | <b>90.5</b> |

Source: EESI 2, Phase 1, NIS

The average number of successful years of study of active occupied persons is 7.5 years at the national level. It is 9.2 years in the urban area and 6.3 in the rural area. Douala and Yaoundé cities have unavoidably the highest values (respectively 9.4 years and 10.1 years). However, the northern regions have the lowest values (Adamawa: 6 years, North: 4.8 years and Far-North: 5 years).

The average durations in the employment and in the enterprise are respectively 9.1 years and 9.3 years at the national level. According to the area of residence, the active occupied persons in the rural area stay longer in their employment and in the enterprise than those of the urban area. It is for instance the case of Douala and Yaoundé cities where the employees stay averagely less than 5 years in the employment or in the enterprise. According to the survey region, the Centre, North-West and Far-North have an average duration higher compared to the national average. As a matter of fact, in the Centre, the average duration is 10.5 years in the employment, in the North-West, it is 12.4 and 13.3 years in the Far-North. In the Far-North, it is observed that the duration in the employment equals the duration in the enterprise.

The rate of salarization which is the ratio of the number of wage earners over the active occupied persons is an indicator for the measurement of decent work. The rate of salarization at the national level is 20.3% against 18.0% in 2005. This rate is higher in urban area (41.1%) than in rural area (9.4%), and in Douala (42.5%) and Yaoundé (50.9%) cities. The wage earning employment is more observed in North and South regions than in other regions. As a matter of fact, nearly one of the occupied active persons out of four is a wage earner.

The pluriactivity rate is the ratio of the number of persons exercising one or several secondary employments, to the active occupied population. From the results, more than one active occupied person (26.5%) exercise at least one secondary employment. This rate is lower in urban area (14.3%) and notably in Douala (11.0%) and Yaoundé (10.1%). It is 32.8% in the rural area.

The Cameroon economy is strongly characterized by the activities of the informal sector. The informality rate, which is the share of informal employment observed with regard to all the employments, is 90.5% in 2010 against 90.4% in 2005. Though it is less high in the urban area (80.3%), notably in Douala (78.5%) and Yaoundé (75.0%) cities compared to the national level, it remains consistent nevertheless, and constitutes a difficulty for the follow-up of the employment. A part from the South and South-West regions that represent respectively informal rate of 86.8% and of 88.2%, all other regions have informality rate higher than 90%.

#### ***4.1.3.2 Structure of employments***

The structure of employments by institutional sector shows that the agricultural informal sector is dominant with 53% of active occupied persons. It is followed by the non agricultural informal sector (37.5%). The formal private employs only 3.7% of this population and 5.8% for the public sector.

The urban area is also characterized by a predominance of the non agricultural informal sector (69.9%) in the employment whereas in the rural area, it is rather the agricultural informal sector (75.0%). The formal sector (public, private) which is supposed to provide best conditions of activity is more characteristic of urban than of rural area. They find therein, among the active occupied persons aged 10 years or more, 11.4% in the public and 8.3 in the formal private. In rural area, these proportions are respectively 3% and 1.3% in the public and in the formal private.

According to the sex, men as well as women exercise mostly (nearly 9 active occupied persons out of 10) in the informal sector (agricultural and non agricultural). Despite the fact that the share of the formal sector remains low, men are relatively more present in the public and in the formal private than women. It is noticed that 7.2% and 5.2% of men exercise their employment respectively in the formal public and private. These proportions are lower again among women (4.3% and 1.9%).

With regard to the sector of activity, more than half (53.3%) of the active occupied persons exercise in the primary sector. The industry sector employs 12.6% of active persons whereas the tertiary sector employs 34.1% (11.1% in the commerce and 23% in the services) of workers.

About the area of residence, nearly seven persons over ten in urban area exercise in the tertiary (20.1% in the commerce and 47.5 in the services). They find therein, 10.5% of active persons who exercise in the primary sector. The dominant characteristic of the rural area is confirmed here, because more than seven active occupied persons out of ten exercise in the primary sector.

Concerning other sectors, the secondary occupies 7.8% and the tertiary 16.9% of active occupied persons (commerce 6.5% and services 10.4%).

About the distribution by sex, it varies little. It is convenient to note that the proportion of women working in the primary sector is higher than that of men (58.1% against 48.9%). This situation is reverse in the tertiary sector where there are 27.5% of active men against 18.1% of women.

**Table 4.8: Distribution of active occupied persons by sector of employment and activity, of persons aged 10 years or more, according to the area of residence and the sex**

|                             | Area of residence |              | Sex          |              | Overall      |
|-----------------------------|-------------------|--------------|--------------|--------------|--------------|
|                             | Urban             | Rural        | Male         | Female       |              |
| <b>Institutional sector</b> |                   |              |              |              |              |
| Public                      | 11.4              | 3.0          | 7.2          | 4.3          | 5.8          |
| Formal private              | 8.3               | 1.3          | 5.3          | 1.9          | 3.7          |
| Non agricultural informal   | 69.9              | 20.7         | 38.9         | 35.9         | 37.5         |
| Agricultural informal       | 10.4              | 75.0         | 48.5         | 57.9         | 53.0         |
| <b>Total</b>                | <b>100.0</b>      | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |
| <b>Sector of activity</b>   |                   |              |              |              |              |
| Primary                     | 10.5              | 75.4         | 48.9         | 58.1         | 53.3         |
| Industry                    | 21.9              | 7.8          | 12.9         | 12.2         | 12.6         |
| Commerce                    | 20.1              | 6.5          | 10.6         | 11.6         | 11.1         |
| Services                    | 47.5              | 10.4         | 27.5         | 18.1         | 23.0         |
| <b>Total</b>                | <b>100.0</b>      | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

The distribution of active occupied persons by age group and according to the institutional sector shows a predominance of the agricultural sector in the 10-14 years age group and 65 years or more. As a matter of fact, results reveal that 81.9% of persons aged 10-14 years and 82.5% of 65 years or more are occupied in this sector. In the 15-34 years and 35-64 years age groups, the differences are not too big between the agricultural informal and the non agricultural informal. Three to five persons out of ten of these age groups are occupied in each the sectors.

**Table 4.9: Distribution of active occupied persons by institutional sector and sector of activity of persons aged 10 years or more, according to the age groups**

|                             | Age groups   |              |              |                  | Overall      |
|-----------------------------|--------------|--------------|--------------|------------------|--------------|
|                             | 10-14 years  | 15-34 years  | 35-64 years  | 65 years or more |              |
| <b>Institutional sector</b> |              |              |              |                  |              |
| Public                      | 0.0          | 4.0          | 10.3         | 2.1              | 5.8          |
| Formal private              | 0.5          | 3.9          | 4.6          | 0.5              | 3.7          |
| Non agricultural informal   | 17.6         | 46.0         | 33.9         | 14.9             | 37.5         |
| Agricultural informal       | 81.9         | 46.0         | 51.2         | 82.5             | 53.0         |
| <b>Total</b>                | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b>     | <b>100.0</b> |
| <b>Sector of activity</b>   |              |              |              |                  |              |
| Primary                     | 82.3         | 46.4         | 51.4         | 82.5             | 53.3         |
| Industry                    | 4.8          | 14.5         | 12.8         | 5.3              | 12.6         |
| Commerce                    | 6.7          | 12.2         | 11.2         | 6.9              | 11.1         |
| Services                    | 6.2          | 26.9         | 24.5         | 5.3              | 23.0         |
| <b>Total</b>                | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b>     | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

The distribution of employments according to the socio economic group (SEG) reveals that 29% of workers are farmers, and 24.0% employees of the agricultural informal, 19.0% are own-account workers of the agricultural informal and 16.4% are wage earners of the non agricultural informal. Only 1.3% of active occupied persons are executives/bosses of the formal private against 3.4% of executive/bosses of the public. The other wage earners of the formal private are 2.3% of active occupied persons of 10 years or more against 2.5% of the other wage earners of the public.

Urban and rural areas are both characterized by the SEG from the employments of the agricultural informal sector. In the urban area, the own account workers of the agricultural informal and the wage earners of the informal sector are more represented (33.6% and 32.3%) whereas in rural area, there more farmers (40.8%) and employees if the agricultural informal (34.2%). Though the urban area presents the important proportions of the SEG from the informal and agriculture, the proportions of SEG belonging to the formal sector are significantly better with regard to those of the rural area. So, in the urban area, there are 7.1% of active occupied persons of 10 years or more who are executive/bosses of the public against 1.4% in the rural area, 3% are executives/bosses of the formal private against 0.5% in rural area, etc.

The structure of employments among men is similar to that of women. The farmers represent 29.5% of employment among men against 28.4% among women. The proportion of agricultural informal workers, own account workers of the agricultural informal and the wage earners are respectively 19.0%, 16.4% and 19.7% among men against 28.4%, 21.9% and 12.8% among women.

The structure of employment by Socio Professional Category (SPC) reveals that 47% of active occupied persons are own account workers and 29.4% of active occupied persons are family aids or apprentices. This shows the vulnerability of employment. Executives are 5.0%, the skilled employees represent less than 11.0%. Bosses/employers represent only 3.3%.

In the urban area, own account workers (39.6%) represent the dominant category, followed by skilled employees (21.6%), and in the rural area, the dominant category remains the own account workers (50.8%), followed by family aids (37.2%). However, there are important differences in other SPC.

The distribution by sex shows that one woman out of two (50.0%) is an own account worker and nearly four women out of ten (37.2%) are family aids/apprentices. These proportions are respectively 44.6% and 22.7% among men. It is important to mention that 1.6% of active occupied women are bosses.

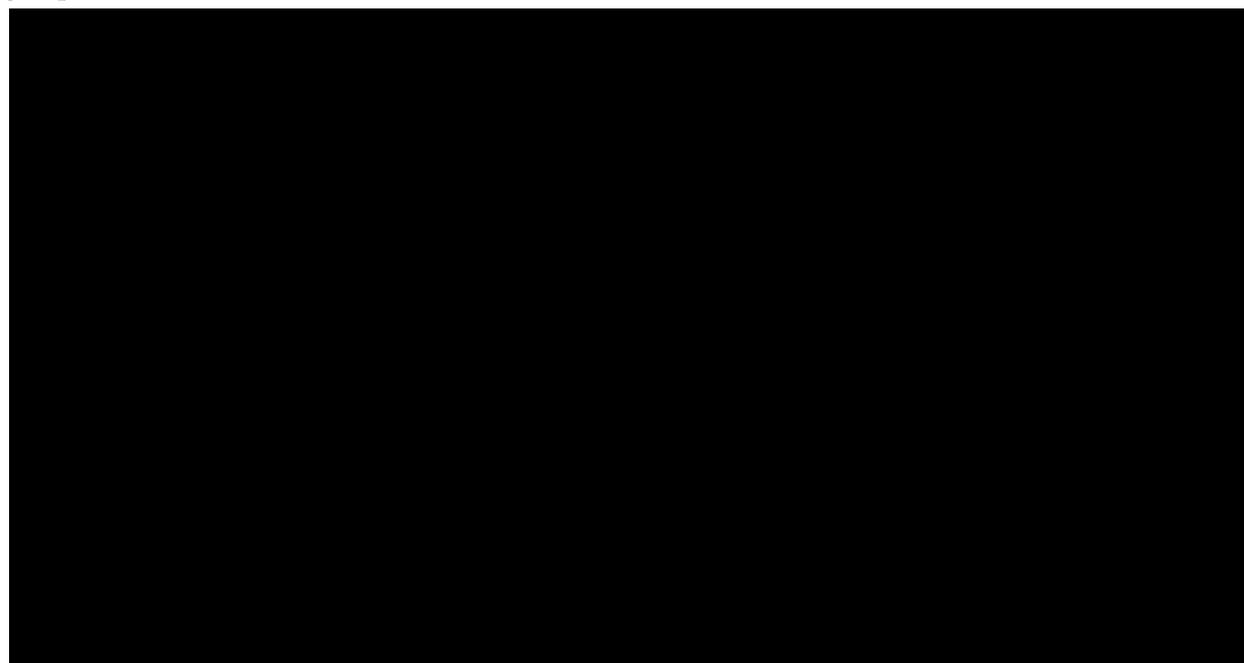
**Table 4.10: Distribution of active occupied persons aged 10 years or more by area of residence, sex and according to the SEG and the SPC**

|   | Area of residence |              | Sex          |              | Overall      |
|---|-------------------|--------------|--------------|--------------|--------------|
|   | Urban             | Rural        | Male         | Female       |              |
| <b>Socio-economic group</b>                     |                   |              |              |              |              |
| Executive of public sector                      | 7.1               | 1.4          | 4.4          | 2.2          | 3.4          |
| Other wage-earner of the public                 | 4.3               | 1.5          | 2.8          | 2.1          | 2.5          |
| Executive /Boss of the formal private           | 3.0               | 0.5          | 1.8          | 0.8          | 1.3          |
| Other wage –earner of the formal private        | 5.2               | 0.8          | 3.5          | 1.1          | 2.3          |
| Farmer  | 6.0               | 40.8         | 29.5         | 28.4         | 29.0         |
| Employee of the agricultural informal           | 4.4               | 34.2         | 19.0         | 29.5         | 24.0         |
| Boss of the non agricultural informal           | 4.0               | 1.0          | 2.8          | 1.2          | 2.1          |
| Own account worker of the agricultural informal | 33.6              | 11.5         | 16.4         | 21.9         | 19.0         |
| Wage –earner of the non agricultural informal   | 32.3              | 8.2          | 19.7         | 12.8         | 16.4         |
| <b>Total</b>                                    | <b>100.0</b>      | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |
| <b>Socio-Professional Category</b>              |                   |              |              |              |              |
| Executive                                       | 10.9              | 1.9          | 6.5          | 3.3          | 5.0          |
| Skilled worker                                  | 21.6              | 4.6          | 14.6         | 5.8          | 10.4         |
| Labourer  | 8.9               | 2.9          | 7.5          | 2.2          | 5.0          |
| Boss  | 4.6               | 2.6          | 4.8          | 1.6          | 3.3          |
| Own account worker                              | 39.6              | 50.8         | 44.3         | 50.0         | 47.0         |
| Family aid/apprentice/unclassifiable            | 14.3              | 37.2         | 22.3         | 37.2         | 29.4         |
| <b>Total</b>                                    | <b>100.0</b>      | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

The active occupied persons aged 10-14 years are characterized by a strong proportion exercising in the agricultural informal sector (81.9%). This proportion decreases with the age and reaches the floor with 38.7% of active persons of the 30-34 years age group and rises again till 82.5% among the 65 years or more. There is also an evolution in the form of a parabola of the proportion of persons exercising in the public sector according to the age groups. This parabola has the lowest values among the age groups 15-19 years (0.3%) and 65 years or more (2.1%), and the highest among 45-49 years (14.1%).

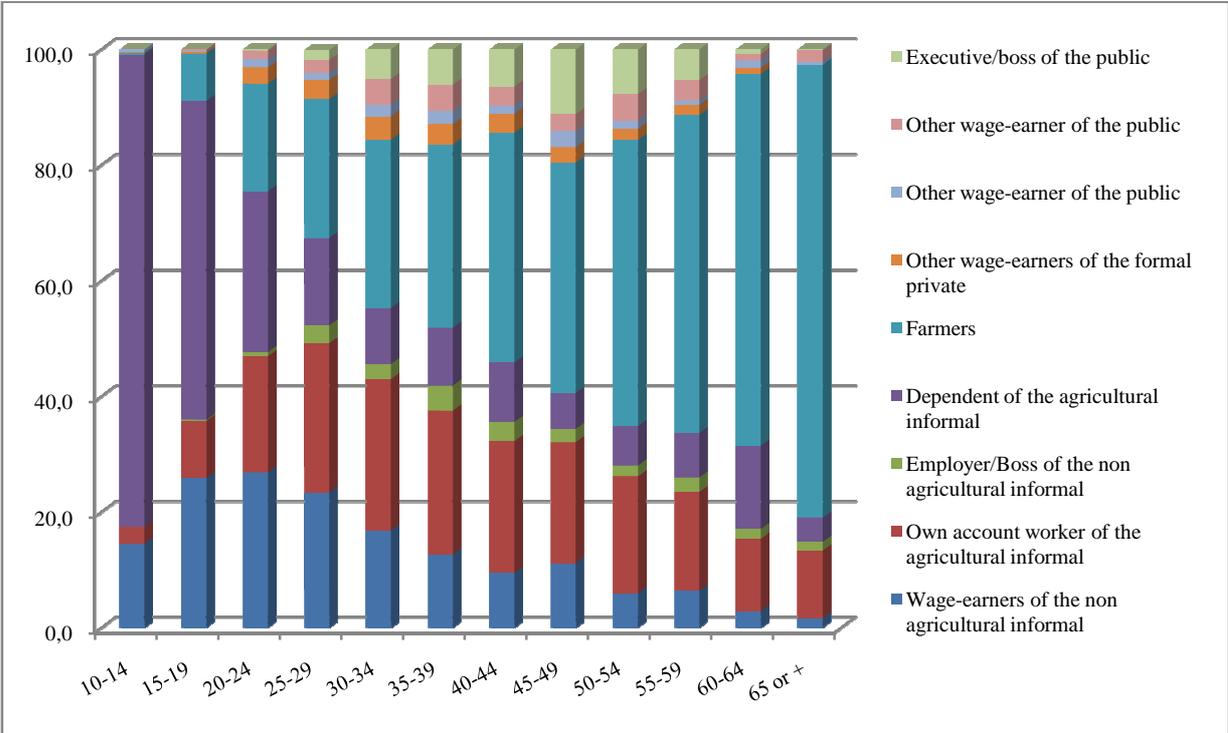
**Graph 4.3: Distribution of persons aged 10 years or more according to the institutional sector and the age groups**



Source: EESI 2, Phase 1, NIS

The analysis of the distribution of the active occupied persons according to the various SEG in each age group shows that 81.6% of 10-14 years are own account workers of the agricultural informal and 14.6% are wage earners of the non agricultural informal. In the age group 25-29 years, there is 1.7% of executives/bosses of the public, 2.3% of other wage earners of the public, 1.2% executive/bosses of the formal private. The dominant SEG of this age group are own account workers of the informal (25.8%), followed by the farmers (24%) and the wage earners of the non agricultural informal (23.4%). Among the 30-34 years, the dominant SEG are farmers (29.1%), own account workers of the informal (16.2%) and the wage-earners of the non agricultural informal (16.8%). Executives/bosses of the public, executives/bosses of the formal private and bosses of the non agricultural informal respectively represent 5.1%, 2.1% and 2.6%. Beyond 34 years, the dominant SEG remain the same but the proportion of executives/bosses of the public increases with the age till 50-54 years.

**Graph 4.4: Distribution (in %) of active occupied persons according to the SEG and the age group**

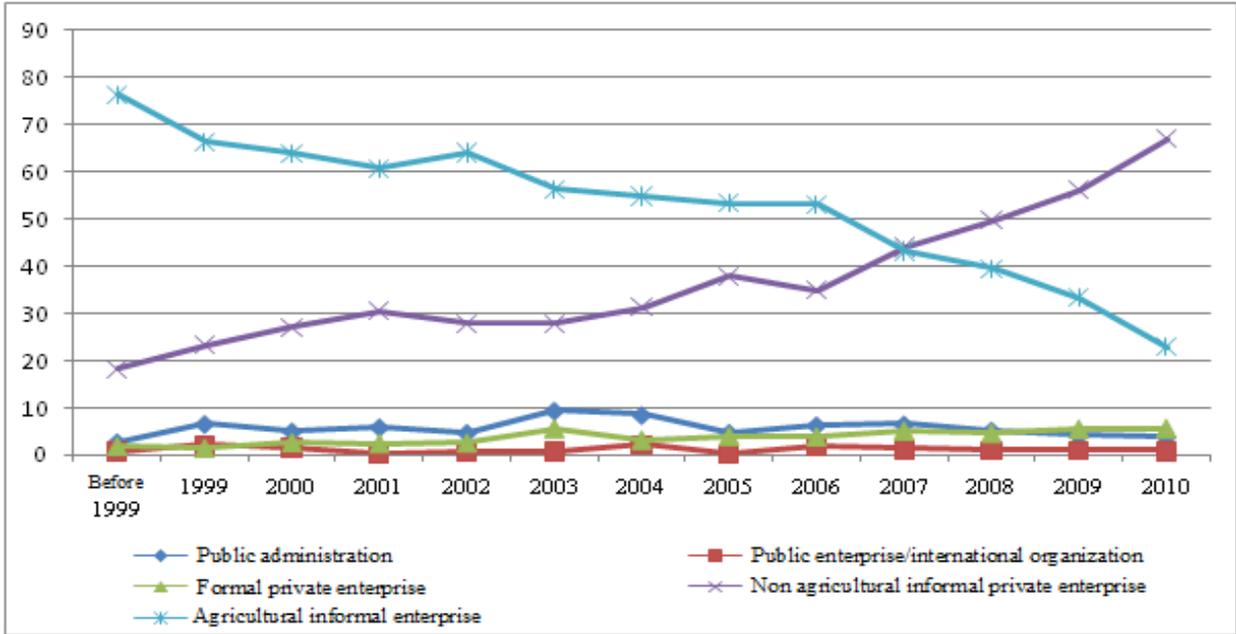


Source: EESI 2, Phase 1, NIS

### 4.1.4 Dynamics of employments

The analysis of the evolution in the structure of employments observed by year and according to the institutional sector shows a decrease of the share of agricultural informal sector employment. It has gone from 76.4% before 1999 to 22.9% in 2010. On the other hand, the share of the non agricultural informal sector employment has increased, going from 18.3% before 1999 to 66.9% in 2010. This might result from the substitution of primary sector employments with the tertiary ones.

**Graph 4.5: Evolution of the structure of employments observed yearly and according to the institutional sector**



Source: EESI 2, Phase 1, NIS

## 4.2 Situation of activity of children<sup>23</sup> aged 10-17 years

Despite the fact that the Cameroon legislation about labour does not authorize the exercise of an economic activity for the persons below 14 years, some children exercise economic activities at the detriment of their studies. According to the national report on the child labour (INS, 2007), 41.1% of children from 5 to 17 years are economically occupied. The child labour phenomenon is a national and international concern. The present section analyses the situation of activity of children aged 10 to 17<sup>24</sup> in 2010.

### 4.2.1 Economic activity of children

The following analyses concern children who exercised an economic activity during the seven days preceding the survey. EESI data show that 39.6% of children aged 10-17 years worked during the week preceding the survey.

The participation of children to economic activities increases with age. From 33.3% among children aged 10-13 years, the activity rate goes to 47.1% in the 14-17 years age group. The activity rate is lower among girls (39.6%) compared to boys (42.3%). According to the survey region, Douala and Yaoundé have the lowest rates (less than a child out of five), contrarily to the North, Centre, West and Littoral where more than six children out of ten are economically active. The child labour phenomenon is in rural area as well as in urban area, but it is more important in the rural area (52.3%) than in urban area (18.4%).

<sup>23</sup> Indicators calculated in this section concern the child labor.

<sup>24</sup> According to the United Nations Organization a « Child » is any individual aged less than 18 years. EESI being based on the target population of 10 years or more, the analysis of child labour can be done only on the 10-17 years age group.

**Table 4.11: Number and percentage of children aged 10-17 years having worked during the seven days preceding the survey, by sex, age, survey region and area of residence**

|                          | Children economically occupied<br>During the last seven days preceding the passage of<br>the interviewer |                  | Total number of<br>children aged 10-17<br>years |
|--------------------------|--|------------------|---|
|                          | Percentage   | Number           |   |
| <b>Overall</b>           |  |                  |   |
| 10-13 years              | 33.3   | 646 633          | 1 942 346                                       |
| 14-17 years              | 47.1   | 766 875          | 1 626 704                                       |
| <b>Boy</b>               |  |                  |   |
| 10-13 years              | 36.3   | 363 501          | 1 000 598                                       |
| 14-17 years              | 49.7   | 397 101          | 799 420   |
| Overall                  | 42.3   | 760 602          | 1 800 018                                       |
| <b>Girl</b>              |  |                  |   |
| 10-13 years              | 30.1   | 283 132          | 941 748   |
| 14-17 years              | 44.7   | 368 774          | 827 284   |
| Overall                  | 36.9   | 652 905          | 1 769 031                                       |
| <b>Survey region</b>     |  |                  |   |
| Douala                   | 12.6   | 43 403           | 344 601   |
| Yaoundé                  | 13.5   | 52 695           | 390 280   |
| Adamawa                  | 15.3   | 28 857           | 188 629   |
| Centre                   | 62.5   | 146 002          | 233 569   |
| East                     | 44.5   | 55 104           | 123 718   |
| Far-North                | 39.0   | 230 382          | 591 420   |
| Littoral                 | 67.4   | 66 598           | 98 806  |
| North                    | 60.1   | 229 946          | 396 130   |
| North-West               | 44.2   | 193 408          | 437 885   |
| West                     | 70.9   | 263 016          | 371 072   |
| South                    | 30.5   | 41 201           | 135 142   |
| South-West               | 21.2   | 54 718           | 257 794   |
| <b>Area of residence</b> |  |                  |   |
| Urban                    | 18.4   | 245 818          | 1 338 451                                       |
| Rural                    | 52.3   | 1 167 690        | 2 230 598                                       |
| <b>Overall</b>           | <b>39.6</b>  | <b>1 413 508</b> | <b>3 569 049</b>                                |

Source: EESI 2, Phase 1, NIS

Whatever the sociodemographic characteristic considered, the primary sector (agriculture, breeding, hunting, picking/harvesting, fishery, silviculture, etc.) is the one where we find the greatest number of economically occupied children.

As a matter of fact, nearly three children over four (76.7%) work in this sector of activity. The distribution of active occupied children according to the area of residence by sector of activity shows that 8 children over 10 in rural area exercise in the primary sector. Other sectors comprise less than 5.0% of economically occupied children.

In urban area, the primary sector employs 29.6% of active occupied children. Compared to the rural area, there is an increased presence of children in the industry (24.1%), the commerce (20.3%) and in the services (26.5%). While boys (78.7%) are relatively more present in the primary sector than girls (74.2%), in the industry, there are relatively more girls (11.0%) than boys (5.6%).

Globally, the active occupied children exercise mostly their employment in the agricultural informal sector (76.4%). This last result is observed among boys (78.2%) as well as among girls (74.2%).

**Table 4.12: Distribution of economically active children (10-17 years) by institutional sector and by sector of activity**

|                             | Area of residence |              | Sex of the child |              | Overall      |
|-----------------------------|-------------------|--------------|------------------|--------------|--------------|
|                             | Urban             | Rural        | Male             | Female       |              |
| <b>Institutional sector</b> |                   |              |                  |              |              |
| Public                      | 0.0               | 0.0          | 0.0              | 0.0          | 0.0          |
| Formal private              | 0.9               | 0.4          | 0.7              | 0.4          | 0.5          |
| Non agricultural informal   | 70.2              | 13.2         | 21.0             | 25.5         | 23.1         |
| Agricultural informal       | 28.9              | 86.3         | 78.2             | 74.2         | 76.4         |
| <b>Total</b>                | <b>100.0</b>      | <b>100.0</b> | <b>100.0</b>     | <b>100.0</b> | <b>100.0</b> |
| <b>Sector of activity</b>   |                   |              |                  |              |              |
| Primary sector              | 29.0              | 86.7         | 78.7             | 74.2         | 76.7         |
| Industry                    | 24.1              | 4.8          | 5.6              | 11.0         | 8.1          |
| Commerce                    | 20.3              | 4.1          | 6.7              | 7.1          | 6.9          |
| Services                    | 26.5              | 4.5          | 8.9              | 7.6          | 8.3          |
| <b>Total</b>                | <b>100.0</b>      | <b>100.0</b> | <b>100.0</b>     | <b>100.0</b> | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

Economically occupied children might be "exploited" workers. As a matter of fact, three active occupied children over four (74.1%) exercise as employees (wage-earners, apprentices, family aids, etc.), in the agricultural informal sector. This exploitation is noticed among boys as well as among girls and remains much pronounced in rural area since it touches 83.7% of children. Likewise, in urban area, the active occupied children exercise in majority (56.7%) as wage-earners in the non agricultural informal sector.

The situation is more worrying among children aged 10-13 years where 84.2% are employees of the agricultural informal with 43.4% in urban area and 89.6% in rural area. In addition, there are 43.1% of wage-earners of the non agricultural in urban area.

**Table 4.13: Distribution of economically active children (10-17 years ) by Socio Economic Group (SEG) of the child**

|   | Area of residence |              | Sex of the child |              | Overall      |
|---|-------------------|--------------|------------------|--------------|--------------|
|   | Urban             | Rural        | Male             | Female       |              |
| Public wage-earner                            | 0.0               | 0.0          | 0.0              | 0.0          | 0.0          |
| Executive/Formal private boss                 | 0.3               | 0.4          | 0.3              | 0.4          | 0.4          |
| Other wage earner of the formal private       | 0.6               | 0.1          | 0.3              | 0.0          | 0.2          |
| <b>SEG</b> Farmer                             | 0.1               | 2.7          | 2.8              | 1.6          | 2.2          |
| Agricultural informal employee                | 28.8              | 83.7         | 75.5             | 72.6         | 74.1         |
| Non agricultural informal own account worker. | 13.6              | 3.0          | 5.1              | 4.5          | 4.9          |
| Non agricultural informal wage earner         | 56.6              | 10.2         | 16.0             | 20.9         | 18.2         |
| <b>Total</b>                                  | <b>100.0</b>      | <b>100.0</b> | <b>100.0</b>     | <b>100.0</b> | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

Children with an employment are in majority family aids (85.3%). This proportion is relatively more important in the South region (94.0%), among children aged 10-13 years (95.9%) and in

rural area (89.9%). Douala (41.4%) and Yaoundé cities (48.5%), the Adamawa region (65.2%) and the urban area (63.6%) have relatively low proportions of children who exercise as family-aids.

**Table 4.14: Distribution (%) of economically occupied children (10-17 years) by SPC**

|                                |             | Status in the employment |                         |              |                            | Overall      |
|--------------------------------|-------------|--------------------------|-------------------------|--------------|----------------------------|--------------|
|                                |             | Wage-earner              | Boss/Own account worker | Family- Aid- | Apprentice/ unclassifiable |              |
| <b>Survey region</b>           |             |                          |                         |              |                            |              |
| Douala                         |             | 20.8                     | 26.3                    | 41.4         | 11.5                       | 100.0        |
| Yaoundé                        |             | 13.4                     | 16.2                    | 48.5         | 21.9                       | 100.0        |
| Adamawa                        |             | 8.2                      | 24.2                    | 65.2         | 2.4                        | 100.0        |
| Centre                         |             | 3.1                      | 4.6                     | 91.3         | 1.0                        | 100.0        |
| East                           |             | 0.0                      | 14.6                    | 84.0         | 1.4                        | 100.0        |
| Far-North                      |             | 2.8                      | 4.9                     | 92.1         | 0.2                        | 100.0        |
| Littoral                       |             | 3.3                      | 2.9                     | 89.1         | 4.7                        | 100.0        |
| North                          |             | 3.3                      | 5.5                     | 90.7         | 0.6                        | 100.0        |
| North-West                     |             | 2.4                      | 6.4                     | 81.7         | 9.5                        | 100.0        |
| West                           |             | 1.0                      | 4.4                     | 92.4         | 2.2                        | 100.0        |
| South                          |             | 0.0                      | 0.0                     | 94.0         | 6.0                        | 100.0        |
| South-West                     |             | 5.3                      | 14.6                    | 66.7         | 13.4                       | 100.0        |
| <b>Sex</b>                     |             |                          |                         |              |                            |              |
| Male                           |             | 5.3                      | 7.8                     | 82.7         | 4.2                        | 100.0        |
| Female                         |             | 1.4                      | 6.2                     | 88.4         | 4.0                        | 100.0        |
|                                |             | Status in the employment |                         |              |                            | Overall      |
|                                |             | Wage-earner              | Boss/Own account worker | Family-Aid-  | Apprentice/ unclassifiable |              |
| <b>Has ever gone to school</b> | Yes         | 3.3                      | 7.0                     | 85.2         | 4.5                        | 100.0        |
|                                | No          | 5.5                      | 7.7                     | 85.9         | 0.9                        | 100.0        |
| <b>Area of residence</b>       | Urban       | 10.9                     | 13.7                    | 63.6         | 11.8                       | 100.0        |
|                                | Rural       | 2.0                      | 5.7                     | 89.9         | 2.5                        | 100.0        |
| <b>Age group</b>               | 10-13 years | 1.0                      | 2.7                     | 95.9         | 0.4                        | 100.0        |
|                                | 14-17 years | 5.6                      | 10.8                    | 76.4         | 7.2                        | 100.0        |
| <b>Overall</b>                 |             | <b>3.5</b>               | <b>7.1</b>              | <b>85.3</b>  | <b>4.1</b>                 | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

The situation of child labour is more worrying due to the fact that one child out of two (55.2%) economically occupied exercise regularly his/her employment. This last result means that the child, instead of being totally busy with studies, is also committed in an employment with a real desire to keep it.

#### 4.2.2 Situation of unoccupied children

Out of 3.56 millions children of 10-17 estimated by EESI 2, 2.15 millions have no economic activity, which is a percentage of 60.4%. Globally, girls are more relatively economically unoccupied than boys (51.8% than 48.2%). This situation is the same for the age group 10-13

years and 14-17 years. On the other hand, the proportion of girls economically unoccupied increases with the age whereas that of boys decreases.

**Table 4.15: Distribution (in %) of economically unoccupied children (unemployed, inactive) by age group according to the sex**

| Sex          | 10-13 years  |                  | 14-17 years  |                | 10-17 years  |                  |
|--------------|--------------|------------------|--------------|----------------|--------------|------------------|
|              | Percentage   | Number           | Percentage   | Number         | Percentage   | Number           |
| Male         | 49.2         | 637 097          | 46.8         | 402 319        | 48.2         | 1 039 416        |
| Female       | 50.8         | 658 616          | 53.2         | 457 510        | 51.8         | 1 116 126        |
| <b>Total</b> | <b>100.0</b> | <b>1 295 713</b> | <b>100.0</b> | <b>859 829</b> | <b>100.0</b> | <b>2 155 542</b> |

Source: EESI 2, Phase 1, NIS

## 4.3 Insertion of the household head and other household members in the labour market

### 4.3.1 Insertion of household heads

The structure of households according to the institutional sector of the employment of its head shows a predominance of households with the head exercising in the informal sector. As a matter of fact, households with the head exercising in the agricultural informal and the non agricultural informal sector are respectively 39.7% and 35.5% of all households. Households with the head found in the formal sector are 13.4% among which 8.5% for the public and 4.9% for the formal private. Households led by unemployed or inactive persons are 11.3% of all households. The distribution of the total population and that of 10 years or more shows that nearly 74.0% of these populations live in a household with the head working in the informal sector.

**Table 4.16: Distribution of households and population according to the institutional sector of the household head (in %)**

|                                | Institutional sector of the household head |                |                           |                       |                        | Total        |
|--------------------------------|--|----------------|---------------------------|-----------------------|------------------------|--------------|
|                                | Public                                     | Formal private | Non agricultural informal | Agricultural informal | Unemployed or inactive |              |
| <b>Urban</b>                   |  |                |                           |                       |                        |              |
| Households                     | 13.5                                       | 9.2            | 54.2                      | 6.8                   | 16.3                   | 100.0        |
| Population of 10 years or more | 15.6                                       | 9.5            | 48.9                      | 8.4                   | 17.6                   | 100.0        |
| Total population               | 15.7                                       | 9.5            | 50.3                      | 8.3                   | 16.1                   | 100.0        |
| <b>Rural</b>                   |  |                |                           |                       |                        |              |
| Households                     | 5.0  | 1.8            | 21.9                      | 63.6                  | 7.7                    | 100.0        |
| Population of 10 years or more | 5.6  | 1.8            | 19.5                      | 65.9                  | 7.2                    | 100.0        |
| Total population               | 4.9  | 1.7            | 19.7                      | 67.3                  | 6.4                    | 100.0        |
| <b>Overall</b>                 |  |                |                           |                       |                        |              |
| Households                     | 8.5  | 4.9            | 35.5                      | 39.7                  | 11.3                   | 100.0        |
| Population of 10 years or more | 9.7  | 5.0            | 31.6                      | 42.2                  | 11.5                   | 100.0        |
| <b>Total population</b>        | <b>9.1</b>                                 | <b>4.7</b>     | <b>31.4</b>               | <b>44.7</b>           | <b>10.1</b>            | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

Households with the head exercising in the informal sector are in majority both in urban area and rural area.

The insertion of the household head on the labour market concerns his main socio-demographic characteristics notably the sex, the age, the level of education or the vocational training.

From the results obtained, 62.4% of household heads exercising in the public sector and 26.2% of those of the formal private are executives. At least 68.7% of household heads exercising in the formal sector have a written contract. About the remuneration, a household head exercising in the formal private is paid averagely 154 100 CFAF per monthly and the one exercising in the public has an average monthly remuneration of 157 600 CFAF.

**Table 4.17: Main characteristics of household heads by institutional sector**

|  | Institutional sector |                |                           |                       |                        | Overall |      |
|--|----------------------|----------------|---------------------------|-----------------------|------------------------|---------|------|
|  | Public               | Formal private | Non agricultural informal | Agricultural informal | Unemployed or inactive |         |      |
| Percentage of women household heads                                  | 17.6                 | 11.4           | 24.4                      | 26.7                  | 41.5                   | 26.0    |      |
| Average age of the household heads                                   | 40.9                 | 37.9           | 36.9                      | 45.6                  | 46.4                   | 41.8    |      |
| Average number of successful years of studies of the household heads | 12.7                 | 11.4           | 8.3                       | 6.1                   | 10.1                   | 8.5     |      |
| Percentage of household heads who are executive                      | 62.4                 | 26.2           | 2.7                       | 0.0                   | ///                    | 7.6     |      |
| Percentage of active household heads holding a written contract      | 92.8                 | 68.7           | 8.8                       | 0.3                   | ///                    | 14.6    |      |
| Income from the main activity in thousands of CFAF                   | mean                 | 157.6          | 154.1                     | 72.6                  | 25.7                   | ///     | 64.3 |
|  | median               | 134.7          | 100.0                     | 44.0                  | 12.5                   | ///     | 35.0 |

Source: EESI 2, Phase 1, NIS

The monthly average income of a household head who exercises his main employment in the non agricultural informal sector is 72 600 CFAF. It is twice higher for a household head of the agricultural informal (25 700 CFAF).

The average number of successful years of studies is respectively 12.7 years, 11.4 years and 10.1 years for household heads exercising in the public, formal private and for the unemployed or inactive household heads.

### 4.3.2 Insertion of other households members

The activity rate of other household members is 57.9%. There are disparities according to the activity situation of the household head. The activity rate of other members of the household is 71.3% for household with the exercising in the agricultural informal, 52.5% for households with heads exercising in the non agricultural informal, 45.2% in households with unemployed or inactive heads and 37.6% for households with the head working in the public. So, the activity rate of other household members is high as the head exercises his employment in a sector characterized by vulnerable employments.

About their level of education, children of 15 years or more, and the spouses of the household heads exercising in the public or in the formal private have the highest average number of successful years of studies. They are followed by children of 15 years or more of households with unemployed or inactive heads (9 years) and those of households with the head exercising in the non agricultural informal sector (8.2 years).

Other members of the household with the head exercising in the formal sector averagely have an income from their main employment twice higher than those of the households with the head exercising in the non agricultural informal and four times higher than those of the households with the head working in the agricultural informal. Other active occupied household members of households headed by an unemployed or inactive person have an intermediary position. They earn averagely per month 33 400 CFAF from their main employment.

Considering the institutional sector, 65.9% of other household members with the head exercising in the non agricultural informal also exercise in the non agricultural informal. Eight secondary household members out of ten, with a head exercising in the agricultural informal also exercise in the very sector. In addition, 17.3% of active occupied of households with the head exercising in the public sector equally exercise in the same sector.

**Table 4.18: Main characteristics of other household members according to the institutional sector of the household head**

|  | Institutional sector of the household head |                |                           |                       |                        | Overall      |
|--|--|----------------|---------------------------|-----------------------|------------------------|--------------|
|  | Public                                     | Formal private | Non agricultural informal | Agricultural informal | Unemployed or inactive |              |
| <b>Institutional sector of other household members</b>               |  |                |                           |                       |                        |              |
| Public   | 17.3                                       | 6.1            | 2.4                       | 0.7                   | 5.0                    | 2.7          |
| Formal private   | 4.0  | 15.6           | 2.3                       | 0.6                   | 5.0                    | 2.2          |
| Non agricultural informal  | 46.1                                       | 61.8           | 65.9                      | 14.9                  | 56.4                   | 35.3         |
| Agricultural informal  | 32.6                                       | 16.4           | 29.5                      | 83.9                  | 33.6                   | 59.7         |
| <b>Total</b>   | <b>100.0</b>                               | <b>100.0</b>   | <b>100.0</b>              | <b>100.0</b>          | <b>100.0</b>           | <b>100.0</b> |
| <b>Characteristics of secondary household members</b>                |  |                |                           |                       |                        |              |
| Activity rate of other household members                             | 37.6                                       | 45.1           | 52.5                      | 71.3                  | 45.2                   | 57.9         |
| Rate of other household members own-account                          | 63.6                                       | 60.5           | 56.7                      | 70.5                  | 51.7                   | 64.6         |
| Salaried rate of other household members                             | 31.1                                       | 37.1           | 18.8                      | 4.8                   | 24.4                   | 12.9         |
| Average number of successful years of studies of spouses.            | 9.9  | 9.8            | 7.5                       | 5.5                   | 7.1                    | 7.3          |
| Average number of studies of children aged 15 or more.               | 10.1                                       | 9.8            | 8.2                       | 6.5                   | 9.0                    | 8.1          |
| Average monthly income from the main employment in thousands of CFAF | 47.4                                       | 48.4           | 25.4                      | 9.2                   | 33.4                   | 19.3         |

Source: EESI 2, Phase 1, NIS

### 4.3.3 Income from the main employment of the various household members<sup>25</sup>

The average monthly income from the main employment of the various household members is 83 700 CFAF at the national level, 124 800 in urban area and 55 600 CFAF in rural area. According to the situation of activity of the household head, at the national level, households with the head exercising in the public or the formal private have the highest average income (196 600 CFAF and 193 100 CFAF) whereas the household with the head exercising in the agricultural informal have the lowest income (39 900 CFAF). Income from the main employment of the various household members in urban area are in average, significantly higher than those of the households of the rural area, whatever the institutional sector of the household head.

<sup>25</sup> Statistics presented in this section are calculated for households for which at least a member is active occupied.

The average monthly per capita income is 18 529 CFAF at the national level. Compared to households with the head exercising in the informal, there is a gap of per capita income of more than 10 000 CFAF for households with the head exercising in the public or in the formal private regardless of the area of residence. The per capita income of households with the head exercising in the non agricultural informal is higher than that of households with the head working in the agricultural informal. This gap is more than 10 000 CFAF difference in rural area and remains more pronounced in urban area.

**Table 4.19: Income of the main employment of the various household members per area of residence according to the institutional sector of the household head**

|  | Institutional sector of the household head |                |                           |                       |                        | Overall |
|--|--|----------------|---------------------------|-----------------------|------------------------|---------|
|  | Public                                     | Formal private | Non agricultural informal | Agricultural informal | Unemployed or inactive |         |
| <b>Urban</b>   |  |                |                           |                       |                        |         |
| Average income of the household in thousands of CFAF | 217.9                                      | 212.3          | 100.1                     | 63.4                  | 80.1                   | 124.8   |
| Average size of the household                        | 4.7  | 4.2            | 3.7                       | 4.9                   | 5.7                    | 4.2     |
| Per capita income in CFAF                            | 46 513                                     | 50 870         | 26 849                    | 12 864                | 14 124                 | 30 058  |
| <b>Rural</b>   |  |                |                           |                       |                        |         |
| Average income of the household in thousands of CFAF | 154.9                                      | 122.8          | 80.5                      | 38.1                  | 40.3                   | 55.6    |
| Average size of the household                        | 4.6  | 4.3            | 4.2                       | 4.9                   | 5.7                    | 4.8     |
| Per capita income in CFAF                            | 33 388                                     | 28 447         | 19 233                    | 7 705                 | 7 098                  | 11 654  |
| <b>Overall</b>                                       |  |                |                           |                       |                        |         |
| Average income of the household in thousands of CFAF | 196.6                                      | 193.1          | 93.1                      | 39.9                  | 64.0                   | 83.7    |
| Average size of the household                        | 4.7  | 4.2            | 3.9                       | 4.9                   | 5.7                    | 4.5     |
| Per capita income in CFAF                            | 42 114                                     | 45 919         | 23 916                    | 8 073                 | 11 271                 | 18 529  |

Source: EESI 2. Phase 1, INS

The distribution of income from the main employment of the various household members according to the origin shows that the informal sector in general and particularly the agricultural informal is the main source of income for households. As a matter of fact, 48.0% of the household income from the main employment are from the agricultural informal and 18.5% from the non agricultural informal. The share of household income from public sectors and formal private has gone respectively from 20.9% and 17.1% in 2005, to 21.4% and 12.1% in 2010.

The household income is strongly linked to the institutional sector of the household head. The income of households with the head exercising in the public, mostly come from the public sector (89.8%). Those of households with the head working in the non agricultural informal come mostly from that sector (94.6%) and those of the households with the head working in the agricultural informal come from 83.5% of that sector. A deeper analysis would enable to detect the process of formation of the household income.

**Table 4.20: Origin of income from the main activity of active members of the household according to the situation of activity of the household head**

|  |                           | Institutional sector of the household head |                |                           |                       |                        | Overall      |
|--|---------------------------|--|----------------|---------------------------|-----------------------|------------------------|--------------|
|  |                           | Public                                     | Formal private | Non agricultural informal | Agricultural informal | Unemployed or inactive |              |
| Institutional sector of household members (origin) | Public                    | 89.8                                       | 3.5            | 1.8                       | 2.4                   | 10.9                   | 21.4         |
|  | Formal private            | 1.7  | 85.6           | 1.7                       | 0.5                   | 12.3                   | 12.1         |
|  | Non agricultural informal | 6.8  | 10.4           | 94.6                      | 13.6                  | 65.1                   | 48.0         |
|  | Agricultural informal     | 1.8  | 0.5            | 1.9                       | 83.5                  | 11.7                   | 18.5         |
| <b>Total</b>                                       |                           | <b>100.0</b>                               | <b>100.0</b>   | <b>100.0</b>              | <b>100.0</b>          | <b>100.0</b>           | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

Out of employment income of households come essentially from transfers received from other households (45.6%), land or real estate (25.2%) and in the least measure from work pensions (13.3%). This structure of out of employment income is sensibly the same among public, non agricultural informal and agricultural informal households. In the households with unemployed or inactive head, this structure is more pronounced with 97% of income from transfers received from other households and land or real estate

**Table 4.21: Structure of out of employment income according to the institutional sector of the household head**

|                                  | Institutional sector of the household head |                |                           |                       |                        | Overall |
|----------------------------------|--|----------------|---------------------------|-----------------------|------------------------|---------|
|                                  | Public                                     | Formal private | Non agricultural informal | Agricultural informal | Unemployed or inactive |         |
| Work pensions                    | 4.2  | 3.8            | 11.3                      | 34.0                  | 46.7                   | 100.0   |
| Other pensions                   | 5.0  | 11.1           | 19.7                      | 18.2                  | 46.0                   | 100.0   |
| Income from land and real estate | 9.4  | 6.3            | 26.4                      | 24.8                  | 33.1                   | 100.0   |
| Income from securities           | 13.0                                       | 6.0            | 34.6                      | 5.0                   | 41.4                   | 100.0   |
| Transfers from other households  | 6.1  | 1.7            | 12.6                      | 12.1                  | 67.5                   | 100.0   |
| Study allowances                 | 2.3  | 9.2            | 5.8                       | 0.6                   | 82.1                   | 100.0   |
| Other income                     | 11.6                                       | 27.2           | 21.9                      | 24.5                  | 14.8                   | 100.0   |

Source: EESI 2, Phase 1, NIS

Various types of out of employment income have as main destination households with the head unemployed or inactive. As a matter of fact, respectively 67.5% of transfers towards households and 33.1% of income from land and real estate and 82.1% of school allowances have gone to households with the head unemployed or inactive. Likewise, 26.4% of income from land and real estate have been received by households with the head working in the non agricultural informal sector.

## 4.4 Inactive population

Among the whole working age population, 3.9 millions are inactive (no employment and they do not seek it), this is 31% of this population. The two main groups of inactive persons include youths who are schooling (66.6%) and housewives (14.1%). The proportion of inactive persons due to a protracted disease is 8% and that of retired persons is 2.1%.

In urban area as well as in rural area, the inactive population includes mostly persons who are going to school (72.3% and 60.2%). Housewives and long duration sick persons are more present in rural area, respectively 17.4% and 11.2%.

**Table 4.22: Distribution of inactive persons by reason of inactivity, by area of residence**

| Area of residence | Situation of inactivity |             |            |                  |             |            | Total        |
|-------------------|-------------------------|-------------|------------|------------------|-------------|------------|--------------|
|                   | In school               | Housewife   | Retired    | Lasting sickness | Stockholder | Others     |              |
| Urban             | 72.3                    | 11.2        | 2.6        | 5.2              | 0.3         | 8.5        | 100.0        |
| Rural             | 60.1                    | 17.4        | 1.6        | 11.2             | 0.5         | 9.2        | 100.0        |
| <b>Overall</b>    | <b>66.6</b>             | <b>14.1</b> | <b>2.1</b> | <b>8.0</b>       | <b>0.4</b>  | <b>8.8</b> | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

According to the survey region, there is once more a predominance of persons in school in the inactive population. However, the East, the North, considering the relatively low level of education of their population, are the survey regions where the proportion of inactive in school remains low (respectively 48.7% and 43.7%). Housewives are the second set of inactive population the most important in the North (31.2%), Adamawa (27.5%), Far-North (23.7%) and the East (23.1%).

**Table 4.23: Distribution of inactive persons by reason of inactivity and according to the survey region**

| Survey region  | Situation of inactivity |             |            |                    |             |            | Total        |
|----------------|-------------------------|-------------|------------|--------------------|-------------|------------|--------------|
|                | In school               | House wife  | Retired    | Protracted disease | Stockholder | Others     |              |
| Douala         | 74.0                    | 12.6        | 3.0        | 4.7                | 0.2         | 5.4        | 100.0        |
| Yaoundé        | 77.1                    | 6.9         | 2.4        | 4.0                | 0.2         | 9.4        | 100.0        |
| Adamawa        | 50.0                    | 27.5        | 1.4        | 9.1                | 2.0         | 10.0       | 100.0        |
| Centre         | 64.2                    | 5.4         | 2.9        | 20.8               | 0.5         | 6.3        | 100.0        |
| East           | 48.7                    | 23.2        | 0.1        | 15.7               | 1.1         | 11.3       | 100.0        |
| Far-North      | 56.6                    | 23.7        | 0.8        | 6.3                | 0.1         | 12.6       | 100.0        |
| Littoral       | 69.4                    | 4.8         | 4.9        | 18.2               | 0.0         | 2.7        | 100.0        |
| North          | 43.7                    | 31.2        | 0.9        | 3.8                | 0.0         | 20.4       | 100.0        |
| North-West     | 71.0                    | 5.4         | 4.4        | 16.2               | 0.0         | 3.0        | 100.0        |
| West           | 70.7                    | 7.9         | 1.0        | 15.2               | 0.1         | 5.1        | 100.0        |
| South          | 84.0                    | 6.5         | 0.2        | 7.7                | 0.2         | 1.3        | 100.0        |
| South-West     | 83.0                    | 2.8         | 2.5        | 2.6                | 0.8         | 8.3        | 100.0        |
| <b>Overall</b> | <b>66.6</b>             | <b>14.1</b> | <b>2.1</b> | <b>8.0</b>         | <b>0.4</b>  | <b>8.8</b> | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS





## Chapter 5: Unemployment

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The unemployment is a situation that expresses the absence of employments for working age persons, having aptitudes to work and available to do it. It is appreciated differently according to the context. So, they define the unemployment following ILO which take into consideration the fact of not having worked (even just for an hour) during the 7 days preceding the survey, but seeking actively an employment and being available for any job opportunity that may appear. With the active seeking criterion, it distinguishes itself from the broadened unemployment that includes persons without employment who declare themselves available to work but who did not make proceedings to get one.

This chapter presents the level of the unemployment, the profile of the unemployed persons, their characteristics and the duration in the unemployment, their channels to seek employment, the types of employments sought and their salary ambitions.

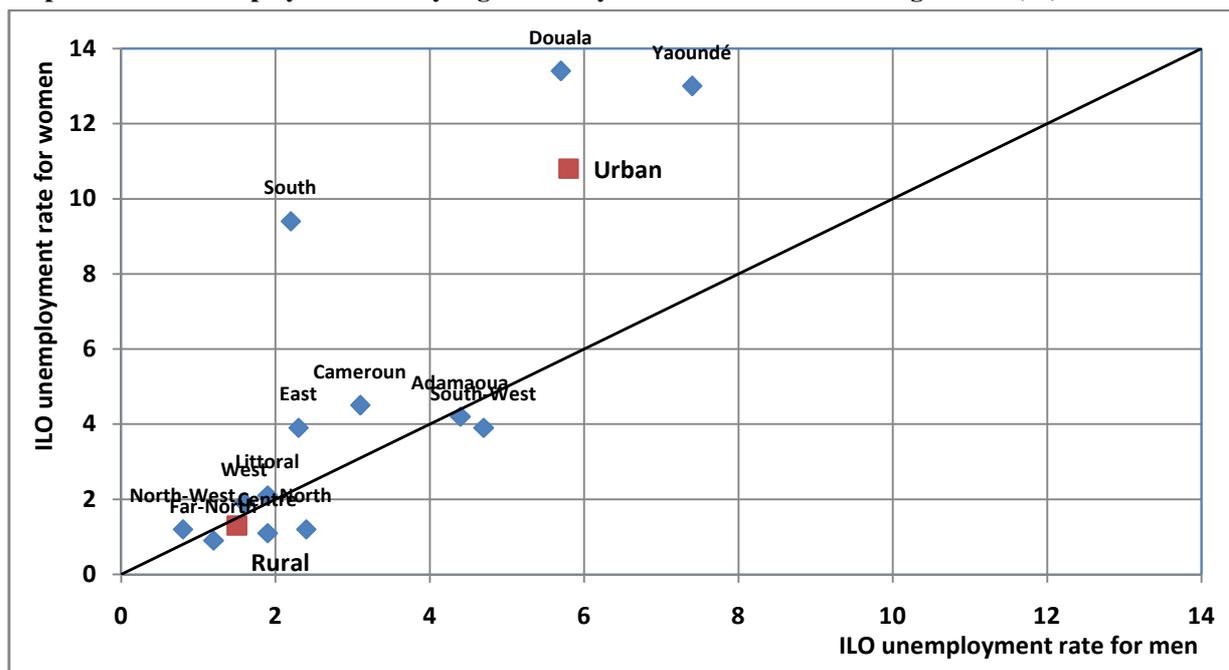
### 5.1 Level of the unemployment

The unemployment rate is the ratio between the number of persons in unemployment (the unemployed persons) and the active population (occupied active persons and the unemployed persons).

At the national level, the unemployment rate according to ILO is estimated at 3.8 % among persons aged 10 years or more. This level of unemployment varies according to the survey region, the area of residence, the sex and the age. As a matter of fact, Yaoundé (10.0%) and Douala (9.1%) register the highest unemployment rate compared to other survey regions. However, a part from these two big metropolises, the level of this indicator is higher than that of the national average in the survey regions of South (5.5%), South-West (4.4%) and Adamawa (4.3%). It goes from 8.1% in the urban area to 1.4% in the rural area where this phenomenon appears marginal. The unemployment is therefore essentially an urban phenomenon.

The global unemployment rate of 3.8% registered in 2010 is, compared to that of 2005 (4.4%), in light decrease. This decrease is remarkable between 2005 and 2010 in Yaoundé (4.7 points), Douala (3.4 points) even in the whole urban area (2.6 points). This could be explained by the economical performances realized during that period, notably with the consequences of the reaching of the completion point in 2006 that allow the Government to support and implement programmes and projects for the promotion of the employment (NEF, PIAASI, PAJER-U, etc.) and to reenergize recruitments in the public service.

**Graph 5.1: ILO unemployment rate by region and by area of residence following the sex (%)**



Source: EESI 2, Phase 1, NIS

The ILO unemployment rate is in general higher among women than among men, more particularly in Yaoundé, Douala, South and in the whole of the urban area. In the rural area, the ILO unemployment rate is about 6 times smaller than in the urban area, and seem to be higher among men than among women.

**Table 5.1: ILO unemployment rate by region following the sex and the area of residence following the sex (%)**

| Survey region  | Urban      |             |            | Rural      |            |            | Overall    |            |            |
|----------------|------------|-------------|------------|------------|------------|------------|------------|------------|------------|
|                | Male       | Female      | Overall    | Male       | Female     | Overall    | Male       | Female     | Overall    |
| Douala         | 5.7        | 13.4        | 9.1        | ///        | ///        | ///        | 5.7        | 13.4       | 9.1        |
| Yaoundé        | 7.4        | 13.0        | 10.0       | ///        | ///        | ///        | 7.4        | 13.0       | 10.0       |
| Adamawa        | 6.3        | 8.9         | 7.2        | 3.2        | 1.8        | 2.6        | 4.4        | 4.2        | 4.3        |
| Centre         | 4.1        | 12.4        | 7.9        | 1.8        | 0.6        | 1.2        | 1.9        | 1.1        | 1.5        |
| East           | 7.3        | 7.7         | 7.4        | 1.6        | 3.5        | 2.4        | 2.3        | 3.9        | 3.0        |
| Far-North      | 6.7        | 3.5         | 5.5        | 0.7        | 0.8        | 0.8        | 1.2        | 0.9        | 1.1        |
| Littoral       | 3.0        | 1.6         | 2.3        | 1.1        | 2.5        | 1.8        | 1.9        | 2.1        | 2.0        |
| North          | 5.5        | 10.8        | 7.5        | 1.8        | 0.0        | 0.9        | 2.4        | 1.2        | 1.8        |
| North-West     | 2.2        | 5.7         | 3.7        | 0.4        | 0.4        | 0.4        | 0.8        | 1.2        | 1.0        |
| West           | 3.5        | 4.6         | 4.0        | 0.5        | 0.7        | 0.6        | 1.6        | 1.9        | 1.8        |
| South          | 5.4        | 16.5        | 10.7       | 1.0        | 6.2        | 3.3        | 2.2        | 9.4        | 5.5        |
| South-West     | 8.5        | 10.7        | 9.5        | 4.3        | 3.2        | 3.8        | 9.5        | 3.9        | 4.4        |
| <b>Overall</b> | <b>5.8</b> | <b>10.8</b> | <b>8.1</b> | <b>1.5</b> | <b>1.3</b> | <b>1.4</b> | <b>3.1</b> | <b>4.5</b> | <b>3.8</b> |

Source: EESI 2, Phase 1, NIS

Considering rather the broadened unemployment, which is more adapted to the developing countries like Cameroon, the global unemployment rate is situated at 5.7% in 2010, meaning 1.9 points more, compared to the ILO unemployment rate. The gap between the two indicators is

greater in the urban area. The exiguity of the labour market in the urban area and the insufficiency of the formal channels for the job seeking would justify the discouragement for the seeking of an employment.

Women remain the most touched by the discouragement in the employment seeking. As a matter of fact, the difference between the ILO unemployment rate and the enlarged unemployment rate is 3.1 points among women and 0.7 point among men.

The broadened unemployment rate is higher among the 15-34 years (8.9%) than among the 35-64 years (2.9%) and among the 65 years or more (0.2%).

Rightly, the sectorial strategy of employment advocates the putting in area of specific programmes in favour of the classes most affected by the unemployment among which the young. Indeed, the high unemployment rate of the young as diagnosed in the Growth and Employment Strategy Paper (GESP) seems to be linked among other things to the discrepancy between the trainings received and the structure of the economy. In this perspective, the MDG 8 advocates the putting in area of a world partnership for the development enabling among other to master and reduce the unemployment rate of the young especially in urban centres.

**Table 5.2: Unemployment rate according to the sex and age by area of residence (%)**

|                  | ILO unemployment rate |            |            | Broadened unemployment rate |            |            |
|------------------|-----------------------|------------|------------|-----------------------------|------------|------------|
|                  | Area of residence     |            | Overall    | Area of residence           |            | Overall    |
|                  | Urban                 | Rural      |            | Urban                       | Rural      |            |
| <b>Sex</b>       |                       |            |            |                             |            |            |
| Male             | 5.8                   | 1.5        | 3.1        | 6.8                         | 2.0        | 3.8        |
| Female           | 10.8                  | 1.3        | 4.5        | 16.8                        | 2.8        | 7.6        |
| <b>Age group</b> |                       |            |            |                             |            |            |
| 10-14 years      | 1.7                   | 0.3        | 0.5        | 4.5                         | 0.7        | 1.3        |
| 15-34 years      | 11.2                  | 2.5        | 6.0        | 15.5                        | 4.3        | 8.9        |
| 35-64 years      | 4.2                   | 0.5        | 1.9        | 6.3                         | 0.8        | 2.9        |
| 65 years or more | 1.0                   | 0.0        | 0.2        | 1.0                         | 0.0        | 0.2        |
| <b>Overall</b>   | <b>8.1</b>            | <b>1.4</b> | <b>3.8</b> | <b>11.4</b>                 | <b>2.4</b> | <b>5.7</b> |

Source: EESI 2, Phase 1, NIS

## 5.2 Number and profile of unemployed persons

The unemployment rates estimated above corresponds to a total number of about 550 000 unemployed persons in Cameroon in 2010, of which 350 000 according to ILO and 200 000 discouraged unemployed persons. Close to 3/4 of these unemployed persons are concentrated in the urban area, and half in Yaoundé and Douala.

The analysis of the profile of unemployed persons according to the age shows that the ILO unemployment rate is higher among the 20-24 years (7.2%); it is more important in this age group in the urban area (13.7%).

**Table 5.3: ILO unemployment rate according to the sex and age by the area of residence (%)**

| Age group        | Urban      |             |            | Rural      |            |            | Overall    |            |            |
|------------------|------------|-------------|------------|------------|------------|------------|------------|------------|------------|
|                  | Male       | Female      | Overall    | Male       | Female     | Overall    | Male       | Female     | Overall    |
| 10-14 years      | 2.0        | 1.5         | 1.7        | 0.6        | 0.0        | 0.3        | 0.8        | 0.2        | 0.5        |
| 15-19 years      | 9.9        | 14.9        | 12.4       | 3.0        | 2.8        | 2.9        | 4.8        | 5.9        | 5.4        |
| 20-24 years      | 9.4        | 18.5        | 13.7       | 2.8        | 3          | 2.9        | 5.7        | 8.8        | 7.2        |
| 25-29 years      | 7.4        | 19.4        | 12.7       | 1.8        | 0.7        | 1.2        | 4.5        | 8.6        | 6.4        |
| 30-34 years      | 4.4        | 10.2        | 6.7        | 2.6        | 3.8        | 3.2        | 3.5        | 6.4        | 4.8        |
| 35-39 years      | 4.8        | 6.9         | 5.8        | 2.0        | 0.1        | 1.0        | 3.3        | 2.8        | 3          |
| 40-44 years      | 3.8        | 1.4         | 2.7        | 0.8        | 0.1        | 0.5        | 1.9        | 0.5        | 1.3        |
| 45-49 years      | 4.0        | 3.0         | 3.6        | 0.3        | 0.2        | 0.3        | 1.8        | 1.3        | 1.6        |
| 50-54 years      | 3.2        | 5.8         | 4.4        | 0.0        | 0.8        | 0.4        | 1.2        | 2.5        | 1.8        |
| 55-59 years      | 3.1        | 5.1         | 4          | 0.0        | 0.0        | 0.0        | 1.2        | 1.5        | 1.4        |
| 60-64 years      | 3.1        | 0.0         | 1.6        | 0.0        | 0.0        | 0.0        | 0.6        | 0.0        | 0.3        |
| 65 years or more | 1.9        | 0.0         | 1.0        | 0.1        | 0.0        | 0.0        | 0.4        | 0.0        | 0.2        |
| <b>Overall</b>   | <b>5.8</b> | <b>10.8</b> | <b>8.1</b> | <b>1.5</b> | <b>1.3</b> | <b>1.4</b> | <b>3.1</b> | <b>4.5</b> | <b>3.8</b> |

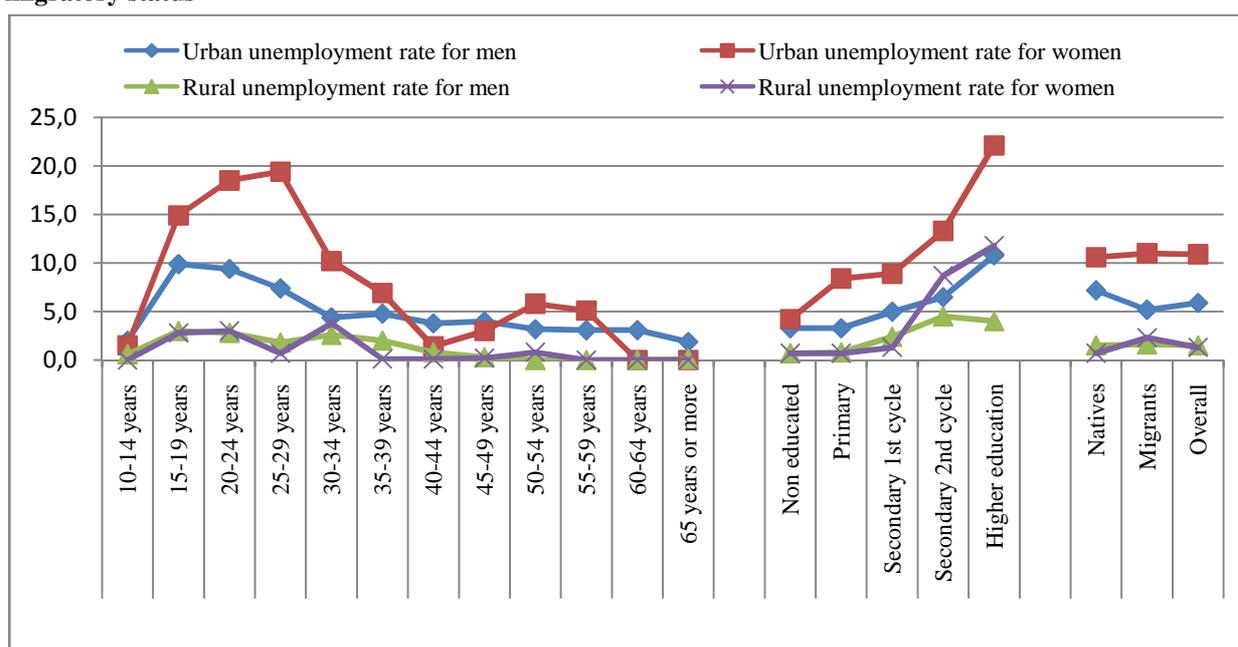
Source: EESI 2, Phase 1, NIS

Globally, the ILO unemployment rate increases with the age of the employment seeker and this goes till the age of 24 years then, enters a phase of strong decrease till the age of 44 years. Beyond 44 years, this rate evolves saw-toothed.

Referring to the high rate of unemployment in the two big metropolises that are Yaoundé and Douala, one might take these two towns to appreciate the profile of persons in unemployment.

So, the unemployment touches more the young of 15-34 years in these two big towns. The unemployment rate observed in this age group is the double of that of persons aged 35-64 years (12.8% against 5.3%).

**Graph 5.2: ILO unemployment rate by area of residence and sex according to the age, level of education and migratory status**

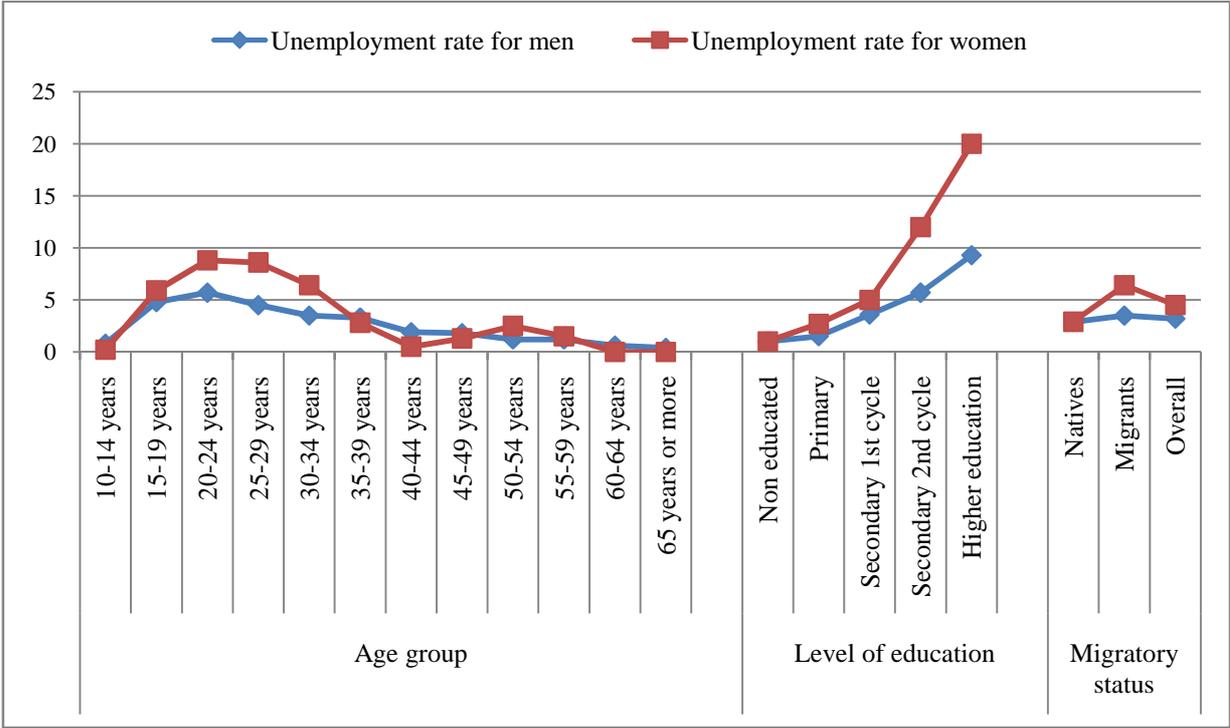


Source: EESI 2, Phase 1, NIS

Following the migratory status of the active person, we note that the unemployment rate of migrants is almost the double of that of non-migrants. This is due to the fact that there are few migrants in the rural area where the unemployment is almost non-existent.

In the urban area, non-migrants are more affected by the phenomenon. The selective behaviour of employments by non-migrants in the urban area may explain this result, contrary to migrants who are ready to accept any job offer.

**Graph 5.3: ILO unemployment rate in the urban area by sex, level of education, age and migratory status**



Source: EESI 2, Phase 1, NIS

Taking into consideration the level of education, we point out like in 2005 that the unemployment rate of the active persons increases with the level of education. This finding is valid as well in the urban area as in the rural area and independently of the sex of the unemployed person. So, paradoxically, the structure of the Cameroon economy seems to guarantee more employments for the less educated persons. Otherwise, the most educated persons would not accept any type of job offer and would therefore be a little more demanding in the labour market.

**Table 5.4: The ILO unemployment rate by sex and area of residence according to the level of education**

|                           | Urban      |             |            | Rural      |            |            | Overall    |            |            |
|---------------------------|------------|-------------|------------|------------|------------|------------|------------|------------|------------|
|                           | Male       | Female      | Overall    | Male       | Female     | Overall    | Male       | Female     | Overall    |
| <b>Level of education</b> |            |             |            |            |            |            |            |            |            |
| Non educated              | 3.3        | 4.2         | 3.7        | 0.7        | 0.7        | 0.7        | 1.0        | 1.0        | 1.0        |
| Primary                   | 3.3        | 8.4         | 5.7        | 0.8        | 0.7        | 0.8        | 1.5        | 2.7        | 2.1        |
| Secondary 1st cycle       | 5.0        | 8.9         | 6.9        | 2.4        | 1.3        | 1.9        | 3.6        | 5.0        | 4.2        |
| Secondary 2nd cycle       | 6.5        | 13.3        | 9.4        | 4.5        | 8.7        | 5.9        | 5.7        | 12.0       | 8.2        |
| Higher                    | 10.8       | 22.1        | 14.7       | 4.0        | 11.8       | 6.5        | 9.3        | 20.0       | 12.9       |
| <b>Overall</b>            | <b>5.9</b> | <b>10.9</b> | <b>8.1</b> | <b>1.5</b> | <b>1.3</b> | <b>1.4</b> | <b>3.2</b> | <b>4.5</b> | <b>3.8</b> |

Source: EESI 2, Phase 1, NIS

The conclusions related to the broadened unemployment rate are the same with the ILO unemployment in so far as the unemployment rate of the higher education graduates is widely superior to that of the lower levels of studies. In the same way, educated women are the most affected by the broadened unemployment regardless of the area of residence.

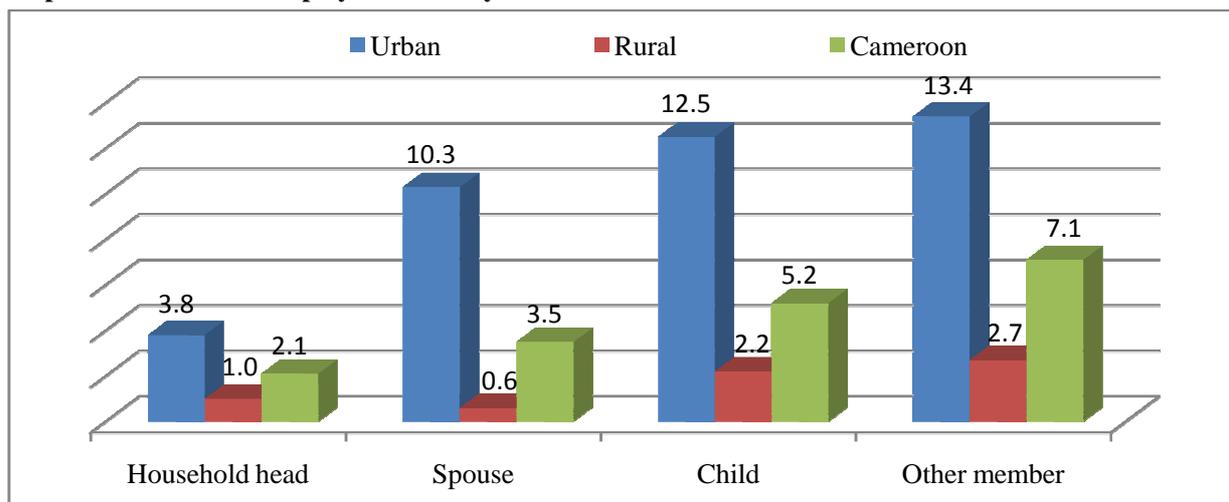
**Table 5.5: The broadened unemployment rate by sex and area of residence according to the level of education**

|                           | Urban      |             |             | Rural      |            |            | Overall    |            |            |
|---------------------------|------------|-------------|-------------|------------|------------|------------|------------|------------|------------|
|                           | Male       | Female      | Overall     | Male       | Female     | Overall    | Male       | Female     | Overall    |
| <b>Level of education</b> |            |             |             |            |            |            |            |            |            |
| Non educated              | 4.8        | 11.8        | 8.3         | 0.9        | 1.8        | 1.4        | 1.4        | 2.6        | 2.1        |
| Primary                   | 4.0        | 14.0        | 8.9         | 1.3        | 1.8        | 1.5        | 2.0        | 5.1        | 3.5        |
| Secondary 1st cycle       | 6.0        | 16.8        | 11.5        | 3.2        | 4.5        | 3.8        | 4.5        | 10.7       | 7.5        |
| Secondary 2nd cycle       | 7.7        | 16.9        | 11.7        | 5.3        | 9.7        | 6.8        | 6.8        | 14.9       | 10.1       |
| Higher                    | 11.6       | 26.2        | 16.7        | 6          | 15.2       | 9.0        | 10.3       | 24         | 15.1       |
| <b>Overall</b>            | <b>6.8</b> | <b>16.8</b> | <b>11.5</b> | <b>2.1</b> | <b>2.8</b> | <b>2.4</b> | <b>3.9</b> | <b>7.7</b> | <b>5.7</b> |

Source: EESI 2, Phase 1, NIS

It seems as the status of active person in the household is a determinant factor in the job seeking. This situation was equally observed in the 2005. As a matter of fact, the household heads who are in general the main providers of incomes within their household are more dynamic in the job seeking and are therefore less affected by the unemployment (with a rate of 2.2% against 3.8% for all the persons aged 10 years or more). Other household members, a part from the spouse of the household head and children are more exposed to unemployment with a rate situated at 7.1%.

**Graph 5.4: The ILO unemployment rate by status in the household and the area of residence**



Source: EESI 2, Phase 1, NIS

In general, we observe a variation of the unemployment rate according to the status of the individual in the household. As a matter of fact, this rate increases when the status of the individual passes successively from household head to spouse, from spouse to child, and from child to other member of the household.

## 5.3 Characteristics of unemployed persons and duration of the unemployment

### 5.3.1 Characteristics of unemployed persons

Unemployment is essentially an urban phenomenon. About two third of unemployed persons are women. The average age of unemployed persons is around 27.2 years, it means an almost-stability compared to the year 2005. So, the unemployment is above all a youth problem. The average age of the unemployed persons is a bit higher in the urban area (28.2 years) than in the rural area (24.5 years). The predominance of women among the unemployed persons is more pronounced in the urban area (68.3%) than in the rural area (58.0%).

These results ought to call for more consideration of the gender in the policies and programmes for the promotion of employment especially in the urban area.

The average level of education of unemployed persons is 9.6 years of successful studies with a benefit of one year of study for the urban unemployed persons compared to those of the rural area. This result reflects the difference of the global level of schooling according to the area of residence. We notice, compared to the year 2005, a compression in terms of years of studies of the urban and rural unemployed persons.

It is proper to note that the majority of job seekers (57.8%) are in the situation of long duration of unemployment (that is to say unemployment of more than a year).

We distinguish two categories of unemployed persons: those seeking their first employment (the "primo-seekers") and those who lost their employment (the "former occupied persons"). So, close to 56.6% of unemployed persons in Cameroon are primo-seekers; this proportion does not vary much according to the fact that it is a male (58.5%) or female (55.0%) unemployed persons.

**Table 5.6: Characteristics of unemployed persons according to the area of residence**

| Area of residence | Sex distribution (%) |             | Average age (year) | Average number of school years | Category of unemployed (%)     |                   | Average duration in the unemployment (month) | Proportion of more than a year unemployed persons (%) |
|-------------------|----------------------|-------------|--------------------|--------------------------------|--------------------------------|-------------------|--|---|
|                   | Male                 | Female      |                    |                                | Former occupied active persons | Primo job seekers |  |   |
| Urban             | 31.7                 | 68.3        | 28.2               | 9.9                            | 46.9                           | 53.1              | 37.9   | 59.5  |
| Rural             | 42.0                 | 58.0        | 24.5               | 8.5                            | 35.2                           | 64.8              | 40.3   | 53.4  |
| <b>Overall</b>    | <b>34.5</b>          | <b>65.5</b> | <b>27.2</b>        | <b>9.6</b>                     | <b>43.8</b>                    | <b>56.2</b>       | <b>38.5</b>                                  | <b>57.8</b>   |

Source: EESI 2, Phase 1, NIS

Globally, primo job seekers are younger than former occupied active persons (23.9 years against 31.6 years) and have levels of education higher than those of former occupied active persons (10.1 successful school years against 9.0 years respectively).

### 5.3.2 Duration of the unemployment

The average duration of unemployment is 38.5 months. This duration is more important for the primo job seekers compared to the former occupied active persons who benefit from the former contacts and the experience that they already have in the labour market. Indeed, this duration is interpreted as the time during which the unemployed persons did not have access to « real » employment, and not as the period during which they did not exercise the least employment, even the most marginal one. It is almost identical whatever the sex of the unemployed person. Globally, the average duration of unemployment has increased by 5 months compared to 2005. This evolution is noticed as well among former occupied active persons as among primo job seekers. The State, through his National Employment Policy (NEP), must look after the rapid insertion of job seekers in productive employments so that the duration of unemployment does not contribute to aggravate the social tensions.

**Table 5.7: Characteristics of unemployed persons by type and area of residence**

|                                       | Average age (years) | Average number of years of studies | Duration in the unemployment (months) |             |             | More than one year unemployed persons (%) |             |             |
|---------------------------------------|---------------------|------------------------------------|---------------------------------------|-------------|-------------|---|-------------|-------------|
|                                       |                     |                                    | Urban                                 | Rural       | Overall     | Urban                                     | Rural       | Overall     |
| <b>Former occupied active persons</b> |                     |                                    |                                       |             |             |   |             |             |
| Men                                   | 34.6                | 9.3                                | 38.7                                  | 30.3        | 36.6        | 52.0                                      | 55.8        | 53.0        |
| Women                                 | 30.1                | 8.9                                | 31.7                                  | 30.9        | 31.6        | 58.4                                      | 34.4        | 53.6        |
| <b>Overall</b>                        | <b>31.6</b>         | <b>9.0</b>                         | <b>33.9</b>                           | <b>30.6</b> | <b>33.2</b> | <b>56.4</b>                               | <b>42.5</b> | <b>53.4</b> |
| <b>Primo-employment seekers</b>       |                     |                                    |                                       |             |             |   |             |             |
| Men                                   | 23.7                | 10.8                               | 32.0                                  | 55.4        | 40.1        | 52.6                                      | 63.7        | 56.7        |
| Women                                 | 24.0                | 9.6                                | 45.9                                  | 38.9        | 44.1        | 66.8                                      | 58.3        | 64.5        |
| <b>Overall</b>                        | <b>23.9</b>         | <b>10.1</b>                        | <b>41.4</b>                           | <b>45.8</b> | <b>42.7</b> | <b>62.2</b>                               | <b>60.6</b> | <b>61.7</b> |
| <b>Total unemployed persons</b>       |                     |                                    |                                       |             |             |   |             |             |
| Men                                   | 28.0                | 10.1                               | 35.0                                  | 46.7        | 38.6        | 52.3                                      | 58.9        | 54.5        |
| Women                                 | 26.7                | 9.3                                | 39.2                                  | 35.9        | 38.4        | 62.8                                      | 49.4        | 59.6        |
| <b>Overall</b>                        | <b>27.2</b>         | <b>9.6</b>                         | <b>37.9</b>                           | <b>40.3</b> | <b>38.5</b> | <b>59.5</b>                               | <b>53.4</b> | <b>57.8</b> |

Source: EESI 2, Phase 1, NIS

## 5.4 Channels for employment seeking

For the majority of unemployed persons, the employment seeking is done on an individual base, either through the mobilization of the family solidarity network (42.9%), or by prospecting directly with employers (18.9%). Close to 7.2% of unemployed persons have recourse to small announcements (newspapers, radio, posters, etc.). The recourse to the agencies for the promotion of employment (NEF, LO, etc.) is less frequent (2.3%). The employment seeking through competitive examination is chosen by 7.3% of the unemployed persons.

Some prospection modes are preferred depending on if the unemployed person has ever worked or not. So, more than half (53.3%) of former occupied active persons who are presently in unemployment rely on the family solidarity network. Close to 11.1% of the primo job seekers rely on the competitive examination to get an employment.

**Table 5.8: Main mode of employment seeking**

|                                       | None        | Personal Relation (parents or friends) | Directly with employers | Small announcements (radio, newspapers, posters, etc.) | Public employment agencies | Private employment agencies | Competitive examinations | Other      | Overall      |
|---------------------------------------|-------------|--|-------------------------|--|----------------------------|-----------------------------|--------------------------|------------|--------------|
| <b>Former occupied active persons</b> |             |  |                         |  |                            |                             |                          |            |              |
| Men                                   | 6.7         | 53.9                                   | 27.2                    | 4.7  | 0.9                        | 0.5                         | 2.6                      | 3.4        | 100.0        |
| Women                                 | 22.6        | 53.1                                   | 13.9                    | 4.1  | 3.0                        | 0.3                         | 2.4                      | 0.7        | 100.0        |
| <b>Overall</b>                        | <b>17.4</b> | <b>53.3</b>                            | <b>18.2</b>             | <b>4.3</b>   | <b>2.3</b>                 | <b>0.3</b>                  | <b>2.5</b>               | <b>1.6</b> | <b>100.0</b> |
| <b>Primo job seekers</b>              |             |  |                         |  |                            |                             |                          |            |              |
| Men                                   | 14.8        | 37.6                                   | 24.1                    | 9.4  | 0.7                        | 0.0                         | 13.3                     | 0.1        | 100.0        |
| Women                                 | 26.4        | 33.2                                   | 16.9                    | 9.3  | 2.2                        | 0.6                         | 9.9                      | 1.3        | 100.0        |
| <b>Overall</b>                        | <b>22.3</b> | <b>34.8</b>                            | <b>19.5</b>             | <b>9.4</b>   | <b>1.7</b>                 | <b>0.4</b>                  | <b>11.1</b>              | <b>0.9</b> | <b>100.0</b> |
| <b>Total unemployed persons</b>       |             |  |                         |  |                            |                             |                          |            |              |
| Men                                   | 11.4        | 44.4                                   | 25.4                    | 7.5  | 0.8                        | 0.2                         | 8.9                      | 1.5        | 100.0        |
| Women                                 | 24.7        | 42.1                                   | 15.6                    | 7.0  | 2.6                        | 0.5                         | 6.5                      | 1.0        | 100.0        |
| <b>Overall</b>                        | <b>20.2</b> | <b>42.9</b>                            | <b>18.9</b>             | <b>7.2</b>   | <b>1.9</b>                 | <b>0.4</b>                  | <b>7.3</b>               | <b>1.2</b> | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

Although without employment, the majority of the unemployed persons (94.0%) are not registered in an employment agency like the National Employment Fund (NEF). Those who opted to register in such structure are proportionally many in Douala (10.6%), in the South (10.4%) and in the Centre (9.1%).

The low rate of registration of unemployed persons with employment agencies could explain itself mainly by the non-recognition of services offered by these structures. As a matter of fact, about 62.3% of non-registered do not know any employment seeking structures, and 17.1% think that such structures are useless to them. Also, 18.5% of the unemployed persons do not know how to register with employment seeking structures. An important effort should be made by the Government and the concerned structures to inform and sensitize the populations, notably on the missions of employment agencies.

**Table 5.9: Proportion of unemployed persons registered in an employment seeking structure and the reason of non-registration by survey region, area of residence and sex**

|                           | Proportion<br>(in %) of<br>unemployed<br>persons<br>registered in<br>a structure | Reasons of non-registration with the employment structure |                                     |   |              | Total      |
|---------------------------|--|---|-------------------------------------|---|--------------|------------|
|                           |  | Does not<br>know such<br>structures                       | Does not<br>know how to<br>register | Does not think<br>that the<br>structure can<br>help him/her | Other reason |            |
| <b>Survey region</b>      |  |   |                                     |   |              |            |
| Douala                    | 10.6   | 55.3  | 21.0                                | 23.3  | 0.4          | 100        |
| Yaoundé                   | 6.1  | 57.8  | 16.7                                | 20.5  | 5.0          | 100        |
| Adamawa                   | 4.4  | 62.7  | 26.6                                | 10.1  | 0.6          | 100        |
| Centre                    | 9.1  | 71.2  | 20.0                                | 8.8   | 0.0          | 100        |
| East                      | 0.0  | 78.8  | 10.6                                | 7.5   | 3.0          | 100        |
| Far North                 | 0.9  | 60.3  | 20.0                                | 19.7  | 0.0          | 100        |
| Littoral                  | 0.0  | 56.4  | 14.5                                | 29.1  | 0.0          | 100        |
| North                     | 0.6  | 42.8  | 46.5                                | 7.2   | 3.5          | 100        |
| North-West                | 0.0  | 66.8  | 19.2                                | 14.0  | 0.0          | 100        |
| West                      | 0.0  | 71.1  | 13.0                                | 12.1  | 3.7          | 100        |
| South                     | 10.4   | 55.9  | 11.1                                | 32.9  | 0.0          | 100        |
| South-West                | 7.9  | 92.4  | 4.1                                 | 3.4   | 0.2          | 100        |
| <b>Area of residence</b>  |  |   |                                     |   |              |            |
| Urban                     | 6.6  | 55.7  | 19.8                                | 21.9  | 2.6          | 100        |
| Rural                     | 4.5  | 79.9  | 15.1                                | 4.5   | 0.5          | 100        |
| <b>Sex of interviewee</b> |  |   |                                     |   |              |            |
| Male                      | 6.5  | 52.4  | 20.0                                | 25.4  | 2.1          | 100        |
| Female                    | 5.7  | 67.4  | 17.7                                | 12.8  | 2.0          | 100        |
| <b>Overall</b>            | <b>6.0</b>   | <b>62.3</b>   | <b>18.5</b>                         | <b>17.1</b>   | <b>2.0</b>   | <b>100</b> |

Source: EESI 2, Phase 1, NIS

## 5.5 Type of employment sought after

The majority of the unemployed persons (53.2%) are seeking preferably wage earning employment. This proportion has decreased by 6.4 points compared to that of 2005. Close to one third (33.8%) prefer to exercise an independent employment and less than 15.0% are indifferent, whether the employment is independent or wage earning. The majority of the unemployed persons (63.2%) desire a full time permanent employment and 16.1% are rather seeking a part time employment.

Among those seeking a wage earning employment, more than half (54.4%) give preference as criteria of choice the security in the employment and the salary level. Close to 19% of unemployed persons wish to belong to the wage earning classes if they cannot settle on own account in good conditions. Otherwise, 16.7% think to get a better income as wage earners.

Among unemployed persons wishing an independent employment, a bit less than half (47.4%) hope to acquire their autonomy while working on own account and close to a quarter (25.8%) think to earn more. On the other hand, hardly 7% mention a second recourse choice imposed by the fact not to have found a wage earning employment elsewhere. These results show that the salary condition is not the ultimate and unique ambition of unemployed persons as very often the dualist models of the labour market alleger; the unemployed persons are equally concerned by other working conditions such as the security and the autonomy of the employment.

Besides, the unemployed persons are relatively flexible as far as the branch of activity is concerned: 16.2% are indifferent as far as the branch or the profession is concerned, almost as much (16.3%) seek employment in the public administration, 35.1% prefer to work in a micro enterprise or on own account, 11.9% in a big private enterprise and 9.9% in a small and medium size enterprise (SMSE).

## 5.6 Salary ambitions of the unemployed persons

Interviewed on their ambitions as far as the salary is concerned, unemployed persons solicit averagely an income of 96 000 CFAF per month (with 117 900 CFAF for men and 84 700 CFAF for women) for a weekly working time of close to 41 hours. However, close to three quarter (74.2%) of unemployed persons declare to be ready to reduce their salary ambitions if the unemployment would continue. Finally, the minimum acceptable income by the unemployed persons to occupy an employment is 59 800 CFAF per month (with 70 900 CFAF for men and 54 000 CFAF for women), which is close to twice superior to the Minimum interprofessional guaranteed Wage (MIGW) in force in Cameroon<sup>26</sup>.

**Table 5.10: Salary ambitions and reservation according to the sex and the area of residence**

|                               | Average monthly salary ambition (in thousands of CFAF) | Proportion of unemployed persons ready to revise their salary ambitions (%) | Average reservation salary (in thousands of CFAF) | Weekly average number of hours desired |
|-------------------------------|--|---|---|--|
| <b>Area of residence</b>      |  |   |   |  |
| Urban                         | 104.7  | 73.9  | 64.6  | 41.4                                   |
| Rural                         | 72.2   | 75.0  | 47.3  | 40.8                                   |
| <b>Sex of the interviewee</b> |  |   |   |  |
| Male                          | 117.9  | 73.4  | 70.9  | 44.2                                   |
| Female                        | 84.7   | 74.7  | 54.1  | 39.7                                   |
| <b>Overall</b>                | <b>96.0</b>  | <b>74.2</b>   | <b>59.8</b>                                       | <b>41.2</b>                            |

Source: EESI 2, Phase 1, NIS

<sup>26</sup> The MIGW in force in Cameroon in 2010 is 28 540 CFAF per month.





## Chapter 6: Conditions of activity

The conditions of activity are apprehended here relatively to the conditions to exercise the main employment. The analysis of these conditions of activity is articulated around four main parts: the characteristics of the main employment, the under-employment, the security at work and the social dialogue.

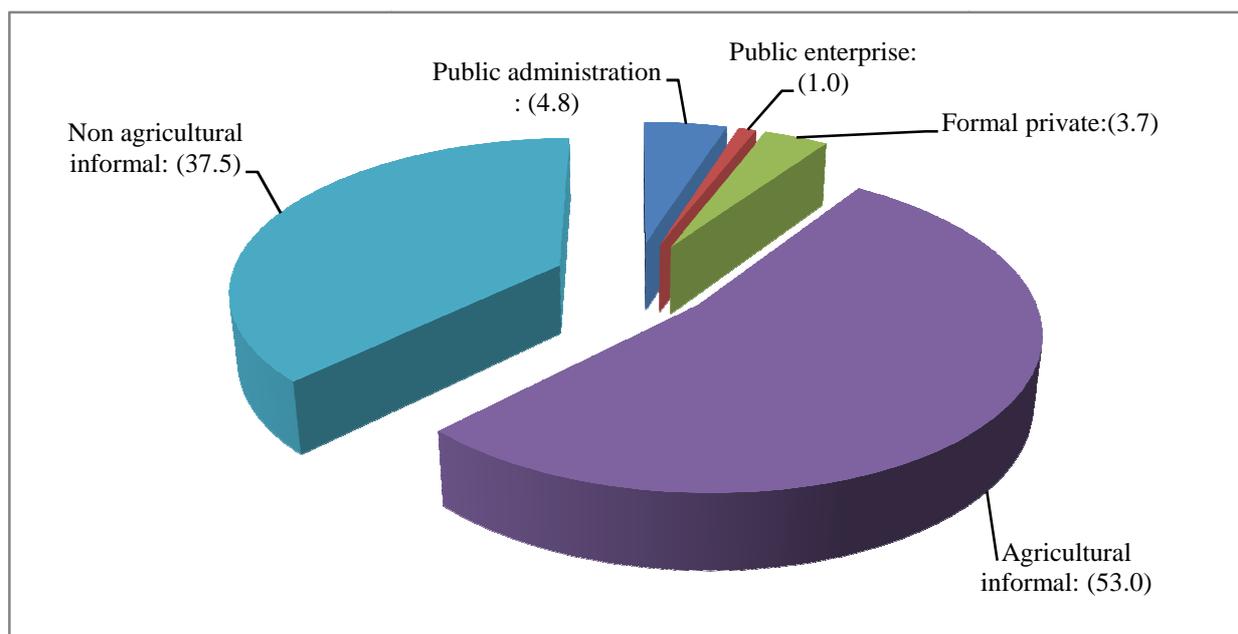
### 6.1 Characteristics of the main employment

This section presents some characteristics of the main employment namely the structure of the occupied active population, the income born from the main employment and the time devoted to the main employment.

#### 6.1.1 Structure of the occupied active population, workers' status

The distribution of occupied active persons according to the institutional sector presented in graph 6.1 shows that 3.7% exercise in the formal private and less than 6% in the public sector (public administration 4.8%, public enterprise 1.0%). The informal sector remains, just as in 2005 (90.4% of occupied active persons exercised there), the main employment provider while occupying 90.5% of occupied active persons, of which 53.0% in the agricultural informal sector.

**Graph 6.1: Distribution (%) of occupied active persons according to the institutional sector**



Source: EESI 2, Phase 1, NIS

As far as the status of the independent workers is concerned, 68.3% of them are permanent workers. According to the institutional sector, this proportion is less important in the agricultural informal sector (44.0%) and exceeds 80% for the other sectors. According to the area of residence, the rural area (55.1%) shows a proportion inferior to that of the urban area (89.6%) and to the national average.

**Table 6.1: Characteristics of the main employment according to the institutional sector and the area of residence**

|                             | Total occupied active persons      |             |  | Percentage of independent workers |                 |                   |
|-----------------------------|------------------------------------|-------------|--|-----------------------------------|-----------------|-------------------|
|                             | Weekly duration of work (in hours) |             | Length of service in the employment (in years) | With a pay voucher                | With UCW or FCW | Permanent workers |
|                             | Average                            | Median      |  |                                   |                 |                   |
| <b>Institutional sector</b> |                                    |             |  |                                   |                 |                   |
| Public administration       | 41.0                               | 40.0        | 11.4   | 87.6                              | 90.1            | 99.5              |
| Public enterprise           | 45.4                               | 42.0        | 10.3   | 86.7                              | 87.8            | 96.3              |
| Formal private              | 51.2                               | 48.0        | 7.1  | 67.6                              | 64.1            | 93.0              |
| Non agricultural informal   | 46.8                               | 48.0        | 6.4  | 11.7                              | 14.0            | 87.8              |
| Agricultural informal       | 33.8                               | 35.0        | 17.3   | 0.6                               | 1.4             | 44.0              |
| <b>Area of residence</b>    |                                    |             |  |                                   |                 |                   |
| Urban                       | 45.6                               | 48.0        | 7.6  | 35.8                              | 37.1            | 89.6              |
| Rural                       | 36.7                               | 36.0        | 15.1   | 8.7                               | 9.9             | 55.1              |
| <b>Overall</b>              | <b>39.8</b>                        | <b>40.0</b> | <b>12.5</b>                                    | <b>19.1</b>                       | <b>20.3</b>     | <b>68.3</b>       |

Source: EESI 2, Phase 1, NIS

As far as the type of contract of dependent workers is concerned, the analysis reveals the precariousness character of employments. Only 20.3% of dependent workers have a work contract with a fixed term contract (CDD) or an open ended contract (CDI). This proportion is lower in the informal sector (14% in the non agricultural informal and 1.4% in the agricultural informal). In urban area, four dependent workers out of ten have CDD or CDI against one out of ten in the rural area. This established fact expresses once more the precariousness of employments generally materialized by the predominance of verbal contracts or absence of contract.

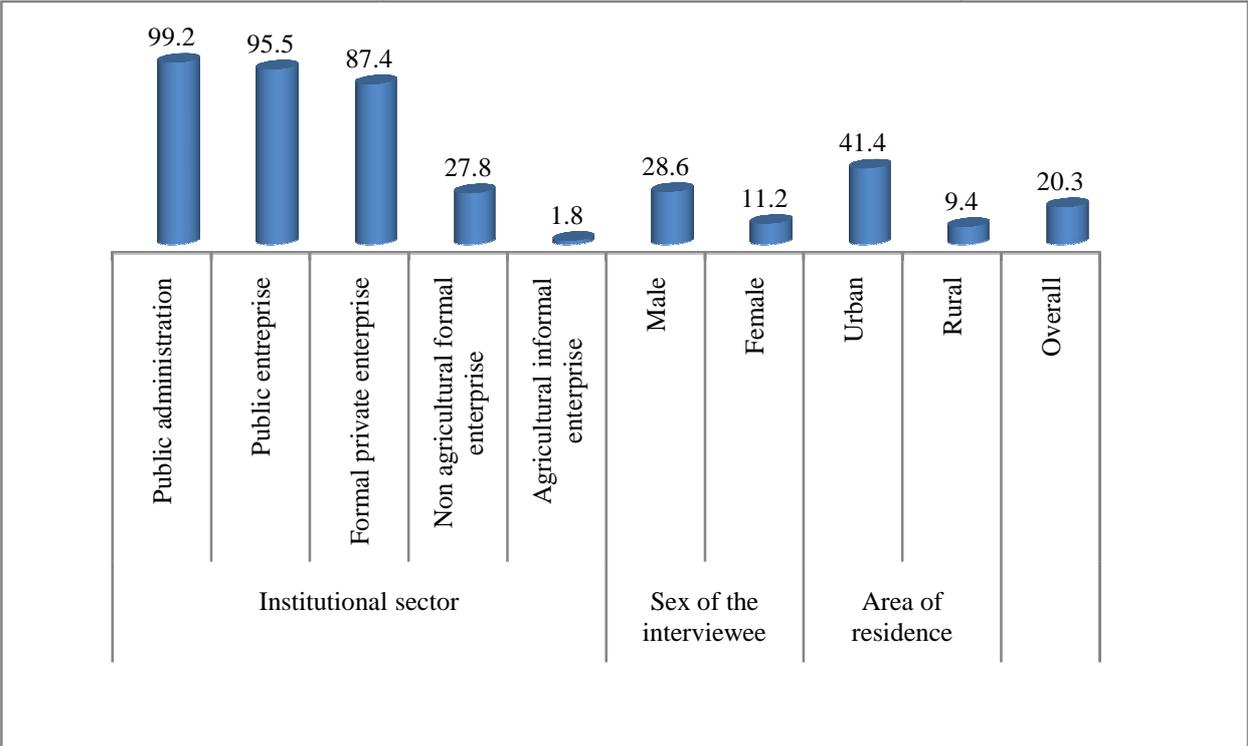
The precariousness in the employment is also seen through the low proportion of dependent workers having a pay voucher (19.1%). This proportion is lower in the non-agricultural informal sector (11.7%), in the rural area (8.7%) and the agricultural informal sector (0.6%).

As for the length of service in the employment, the average duration is globally twelve and a half years. In all the institutional sectors, the non-agricultural informal sector presents the smallest length of service in the employment (6.4 years). Thus, in addition to entrance and exit facility in the informal sector in general and the non-agricultural informal in particular, active persons devote less time in general in the latter that employs 37.5% of occupied active persons. This instability that characterizes employments of this sector reinforces its vulnerability and expresses the fact that it cannot serve as base to the economy. Besides, the agricultural informal sector that occupies 53.0% of occupied active persons presents the highest average length of service in the employment (17.3 years), remains a sector with a low income of activity. This stability in the employment observed in the agricultural informal sector, however the less income generating, can express the lack of other employment opportunities for those exercising there in.

### 6.1.2 Salarization of employees

The salarization rate is defined as the ratio of the number of salaried<sup>27</sup> employees to the occupied active population. The salarization rate which is 20.3% registers an increase of 2.3 points compared to 2005. This rate is more important in the urban area (41.4%) than in the rural area (9.4%), in Douala (42.5%) and Yaoundé (50.9%) towns. Moreover, the salarization rate remains very low in the informal sector, notably in the non-agricultural informal sector (1.8%).

**Graph 6.2: Salarization rate by institutional sector, sex and area of residence**



Source: EESI 2, Phase 1, NIS

### 6.1.3 Main employment income

The average monthly income of the main employment is 39 400 CFAF; it means an increase in face-value of 12 600 CFAF compared to 2005. This evolution expresses some improvement of the main employment income during this period.

<sup>27</sup> The notion of salaried is grasped here from the following socio professional categories: cadres, skilled or semi-skilled employee/worker and labourer, and therefore excludes independent workers, family aids, apprentices and other unclassified persons.

**Table 6.2: Monthly income from the main employment, and distribution (in %) of the income born from the employment by group and according to the institutional sector and the area of residence**

|                                      |                | Public administration | Public enterprise | Formal private | Non-agricultural informal | Agricultural informal | Urban        | Rural        | Overall      |
|--------------------------------------|----------------|-----------------------|-------------------|----------------|---------------------------|-----------------------|--------------|--------------|--------------|
| <b>Income</b><br>(in thousands CFAF) | <b>Average</b> | 145.4                 | 142.2             | 129.3          | 50.5                      | 13.8                  | 70.4         | 23.4         | <b>39,4</b>  |
|                                      | <b>Median</b>  | 130.0                 | 120.0             | 80.0           | 30.0                      | 0.6                   | 37.7         | 3.6          | <b>15,0</b>  |
| <b>Per hour income</b><br>(in CFAF)  |                | 1 069.0               | 755.3             | 632.8          | 295.6                     | 111.9                 | 412.8        | 169.7        | <b>252.3</b> |
| <b>Group of income (in CFAF)</b>     |                |                       |                   |                |                           |                       |              |              |              |
| [0 - 28 500[                         |                | 12.0                  | 10.0              | 12.4           | 46.9                      | 84.0                  | 38.1         | 76.2         | <b>63.2</b>  |
| [28 500 - 47 000[                    |                | 4.6                   | 10.8              | 14.2           | 20,3                      | 7.6                   | 17.6         | 9.8          | <b>12.5</b>  |
| [47 000 - 94 000[                    |                | 13.4                  | 23.7              | 30.0           | 19.5                      | 5.9                   | 21.0         | 8.0          | <b>12.4</b>  |
| [94 000-188 000[                     |                | 40.4                  | 25.5              | 24.3           | 9.1                       | 1.9                   | 14.1         | 4.1          | <b>7.5</b>   |
| [188 000-376 000[                    |                | 27.6                  | 24.3              | 11.4           | 3.1                       | 0.6                   | 7.3          | 1.5          | <b>3.5</b>   |
| [376 000-and more [                  |                | 2.0                   | 5.7               | 7.7            | 1.1                       | 0.1                   | 1.9          | 0.3          | <b>0.9</b>   |
| <b>Total</b>                         |                | <b>100.0</b>          | <b>100.0</b>      | <b>100.0</b>   | <b>100.0</b>              | <b>100.0</b>          | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

The monthly average income varies from 13 800 CFAF, in the agricultural informal sector, to 145 400 CFAF, in the public administration. A net improvement is registered in this last segment, where we observe an increase of close to 21 000 CFAF in face-value compared to 2005. The revalorization of salaries that intervened in April 2008 in the public service contributed to this evolution. The informal sector (agricultural and non-agricultural) which employs 90.5% of occupied active persons is the sector that registers the lowest level of remuneration.

The distribution of the main employment income is characterized by the predominance of persons having a low income. As a matter of fact, half of the workers have a main employment income inferior or equal to 15 000 CFAF.

As for the per hour work income, it is averagely 252 CFAF. It is the highest in the public administration (1 069 CFAF) followed by the public enterprise (755 CFAF) and the formal private sector (633 CFAF). The agricultural formal sector and the rural area display per hour levels of income relatively low with 112 and 170 CFAF respectively.

The distribution of occupied active persons according to the groups of income shows that 63.2% of them earn averagely less 28 500 CFAF<sup>28</sup> per month. This proportion is situated at 84.0% among those of the agricultural informal sector and at 46.9% among those of the non-agricultural informal sector. In the rural area, this proportion is 76.2%.

### 6.1.4 Working hours

The occupied active persons devote averagely close to 40 hours per week to their main employment; which corresponds almost to the number of working hours per week that one should not exceed in all the public or non-agricultural<sup>29</sup> private enterprises. Apart from the

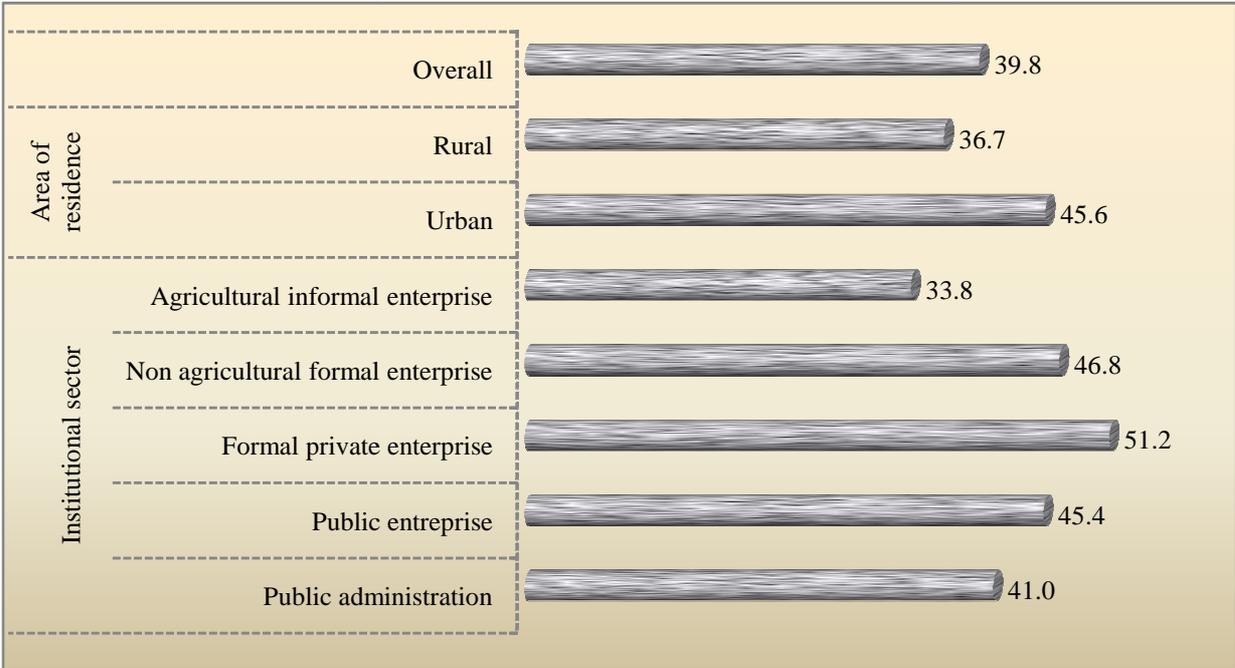
<sup>28</sup> Let us remind that this value corresponds presently to the MIGW.

<sup>29</sup> Article 80 of the labour Code (Law N° 92-007 of 14<sup>th</sup> August 1992).

agricultural informal sector where the occupied active persons devote less working hours per week in their main employment (33.8 hours) compared to the regime applicable to agricultural or assimilated enterprises (maximum limit of 48 hours per week), occupied active persons of non-agricultural establishments devote averagely a higher number of working hours per week than the one fixed by regulation in force (40 hours per week). The gap compared to the regulation is more accentuated for the private than for the public: 11.2 hours for the formal private sector and 6.8 hours for the non-agricultural informal sector against 5.4 hours for the public enterprise and 1 hour for the public administration.

Compared to 2005, we register an increase of the weekly average duration of work in the non-agricultural informal sector (4 hours), in the public administration (3 hours) and in the public enterprise (2 hours). In the other hand, an almost stability is observed in the formal private and a decrease of more than 2 hours in the agricultural informal sector. The study of the weekly duration at work helps to characterize the situation of visible under-employment which is largely examined in the following sections.

**Graph 6.3: Average weekly duration of work (in hours) according to the area of residence and the institutional sector**



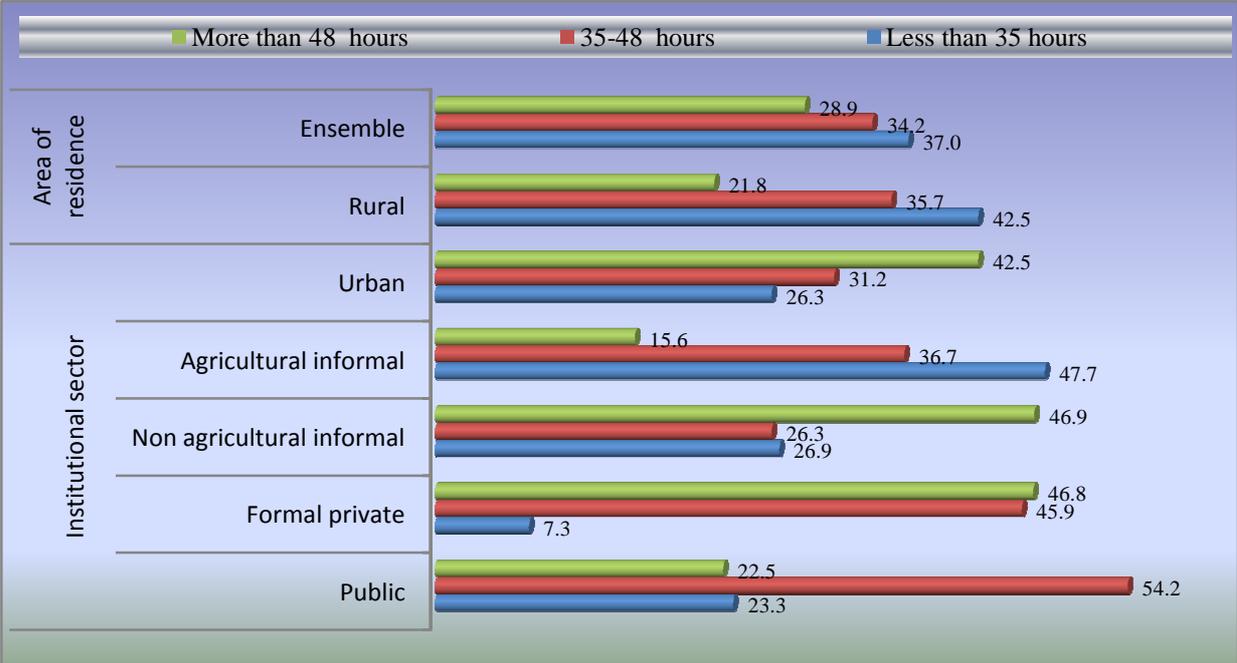
Source: EESI 2, Phase 1, NIS

The distribution of occupied active persons according to the number of hours devoted per week to their main employment shows that a relatively important part of occupied active persons 37.0% devotes more than 48 hours to their main employment. Furthermore, 28.9% work less than 35 hours per week.

According to the area of residence, occupied active persons of the urban area are relatively many to devote less than 35 hours per week to their main employment (42.5%) whereas in the rural area those that work more than 48 hours form relatively the majority (42.5%). According to the institutional sector, more than half of the occupied active persons of the public sector (54.2%) devote between 35 hours and 48 hours per week to their main employment. The majority of the occupied active persons of the formal private (46.8%) work less than 35 hours per week just like

those of the non-agricultural informal sector (46.9%). In the agricultural informal sector, the majority of occupied active persons (47.7%) work more than 48 hours per week.

**Graph 6.4: Distribution of occupied active persons according to weekly duration of work by institutional sector and the area of residence**



Source: EESI 2, Phase 1, NIS

## 6.2 Under-employment

One of the objectives of the GESP as far as employment is concerned is to bring back the global under-employment rate from 75.8% in 2005 to less than 50% in 2020 with the creation of ten of thousands of formal employments per year. In order to ensure the follow up evaluation in view of the reaching of this objective, the very GESP distinguishes, among others, the visible under-employment rate, the invisible under-employment rate and the global under-employment rate as indicators for the follow-up of the employment policy. This section presents the levels observed for these indicators.

### 6.2.1 Visible under-employment

The visible under-employment is a situation that characterizes occupied active persons working involuntarily less than 35 hours per week in their main employment, for reasons related to the employer or because of a poor economical conjuncture.

The visible under-employment affects 12.3% of occupied active population. It increases with the level of education, passing from 10.9% for the non-educated occupied active persons to 23.0% for those of the higher level of education.

However, taking into consideration the weekly maximum duration of 40 hours set by the labour code, the visible under-employment affects 14.8% of the occupied active population. It is clearly higher in the public sector (28.5%) and in the non-agricultural informal sector (18.5%) than in the others. This type of under-employment appears more in the urban area (16.9%) than in the rural area (13.8%).

On the whole, the visible under-employment rate increases with the level of education, passing from 12.5% for the non-educated to 28.6% among educated persons of higher level education. It does not vary according to the sex. But, while confining in the urban area, women (19.8%) are relatively more affected than men (14.6%).

## **6.2.2 Invisible under-employment**

The invisible under-employment is the situation of occupied active person whose per hour income born from the main employment during the reference month is inferior to the norm fixed by the regulation in force. The value of this norm is equal to the ratio of the MIGW (28 500 CFAF) to the number of working hours per month calculated on the base of 40 hours of work per week (178 125 CFAF). The level of the income born from the employment and the number of hours devoted to the main employment are the elements that determine the situation of invisible under-employment.

The invisible under-employment rate is estimated at 63.7% of the occupied active population that is to say about 5.7 millions individuals. It is in the agricultural informal sector that the manifestation of the invisible under-employment is the most perceptible with 81.4% of occupied active persons having a per hour income in the main employment inferior to the one set by the regulation in force. It is followed by the non-agricultural informal sector with a little more than half of workers. The phenomenon of invisible under-employment which seems to be the characteristic of the informal sector is clearly less pronounced in public sector (12.3%) and formal private sector (20.0%). The lowness of the level of income born from the main employment in the informal sector could explain partly the level of the invisible under-employment observed in this sector.

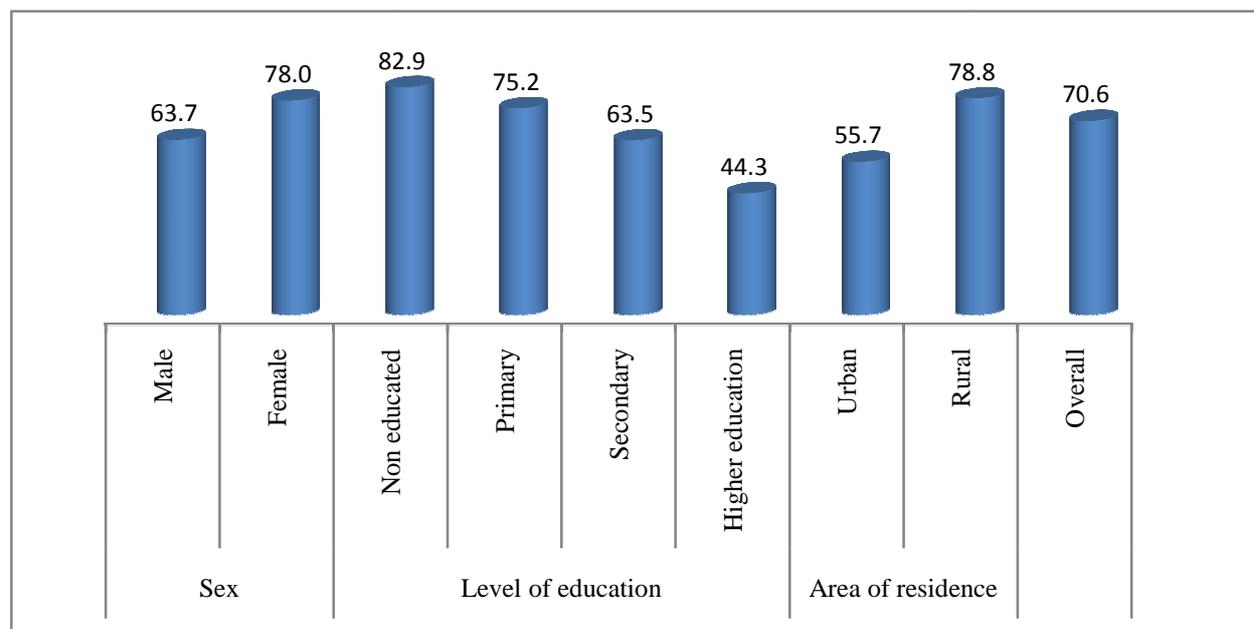
The invisible under-employment is less pronounced in the urban area (42.9%) than in the rural area (74.4%). Also, women (71.8%) are more affected than men (56.3%).

## **6.2.3 Global ILO under-employment**

The global under-employment synthesizes all forms of distortions in the labour market. To that effect, it integrates the unemployment, the visible under-employment and the invisible under-employment.

Considering 35 hours as reference of weekly duration of work, the global under-employment affects 70.6% of active persons (graph 6.5), that is to say 6.3 millions of active persons. So, a lot of efforts remain to be made in order to reduce the under-employment to less than 50.0% by the year 2020.

**Graph 6.5: Global ILO under-employment rate by area of residence and socio-demographic characteristics**



Source: EESI 2, Phase 1, NIS

The global ILO under-employment, calculated on the base of 35 hours, varies according to the sex and the area of residence. The phenomenon is more present in the rural area (78.8%) than in the urban area (55.7%). Furthermore, women (78.0%) are more affected than men (63.7%).

Considering now 40 hours as reference of the weekly duration of work, table 6.3 reveals that the rate of the global under-employment affects about seven active persons out of ten (71.9%) we notice disparities according to the sex and the area of residence, with the same trends as those got with the global under-employment rate according to ILO calculated on the base of 35 hours. Indeed, the phenomenon is more present in the rural area (79.5%) than in the urban area (58.0%). Moreover, women are more affected than men with respectively rates of global under-employment of 79.2% and 65.1%.

**Table 6.3: Under-employment rate according to the area of residence and contextual characteristics**

|                             | Visible     |             |             | Invisible   |             |             | Global      |             |             |
|-----------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                             | Urban       | Rural       | Overall     | Urban       | Rural       | Overall     | Urban       | Rural       | Overall     |
| <b>Institutional sector</b> |             |             |             |             |             |             |             |             |             |
| Public                      | 24.4        | 36.7        | 28.5        | 7.9         | 21.2        | 12.3        | 31.4        | 47.1        | 36.7        |
| Formal private              | 7.4         | 13.0        | 8.7         | 16.2        | 32.7        | 20.0        | 22.9        | 42.3        | 27.5        |
| Non- agricultural           |             |             |             |             |             |             |             |             |             |
| Informal                    | 17.2        | 20.8        | 18.5        | 46.9        | 57.9        | 51.0        | 58.0        | 69.0        | 62.0        |
| Agricultural informal       | 13.9        | 10.9        | 11.1        | 75.6        | 81.8        | 81.4        | 79.9        | 84.0        | 83.7        |
| <b>Sex</b>                  |             |             |             |             |             |             |             |             |             |
| Male                        | 14.6        | 14.9        | 14.8        | 35.1        | 68.5        | 56.3        | 49.1        | 74.8        | 65.1        |
| Female                      | 19.8        | 12.7        | 14.9        | 52.9        | 80.3        | 71.8        | 68.9        | 84.3        | 79.2        |
| <b>Level of education</b>   |             |             |             |             |             |             |             |             |             |
| Non educated                | 15.6        | 12.1        | 12.5        | 52.2        | 82.5        | 79.5        | 64.9        | 85.4        | 83.4        |
| Primary                     | 13.7        | 12.9        | 13.1        | 56.7        | 75.2        | 70.6        | 65.9        | 79.4        | 75.9        |
| Secondary                   | 16.2        | 15.3        | 15.8        | 42.5        | 68.3        | 55.0        | 56.5        | 75.2        | 65.3        |
| Higher education            | 26.2        | 36.3        | 28.6        | 12.8        | 21.8        | 15.0        | 46.4        | 55.8        | 48.5        |
| <b>Overall</b>              | <b>16.9</b> | <b>13.8</b> | <b>14.8</b> | <b>42.9</b> | <b>74.4</b> | <b>63.7</b> | <b>58.0</b> | <b>79.5</b> | <b>71.9</b> |

Source: EESI 2, Phase 1, NIS

The global under-employment which affects the majority of the active population is presented as the real problem of the labour market in Cameroon. As a matter of fact, the unemployment rate being relatively low, it is proper to analyze the labour market more and more under the point of view of under-employment than of unemployment. Such proceeding will avoid an approximate analysis of the labour market

### 6.3 Social security

The GESP recommends the reduction of the under-employment by the promotion of decent employment. The Second Survey on Employment and the Informal Sector (EESI 2) integrated modules helping to grasp some aspects of the decent employment, notably those linked to the social security. This latter has been tackled under aspects related to industrial accidents, professional diseases and the insurance coverage in the framework of the main employment.

Results reveal that close to 12% of occupied active persons declare to have been victims of an industrial accident in their main employment during the last twelve months preceding the passage of the interviewer. Besides, 7.5% of occupied active persons declare to have been victims of a professional disease and 5.3% say to be covered by insurance in the framework of their main employment.

As for industrial accidents, they are more registered in the rural area (13.5%) than in the urban area (9.6%). Also, survey regions of North-West (23.4%), South-West (19.3%), Littoral excluding Douala (16.6%) and Centre excluding Yaoundé (16.8%) as well as the agricultural informal sector (14.5%) register levels superior to the national average.

**Table 6.4: Proportion of workers victims of an accident, a professional disease or insured**

|                             | Proportion of workers victims of an industrial accident in their main employment during the last 12 months | Proportion (in %) of workers victims of a professional disease during the last 12 months | Proportion (in %) of workers covered by an insurance in their main employment |
|-----------------------------|--|--|---|
| <b>Survey region</b>        |  |  |   |
| Douala                      | 6.3  | 4.3  | 13.8  |
| Yaoundé                     | 12.0   | 16.1   | 13.1  |
| Adamawa                     | 13.8   | 16.0   | 2.8   |
| Centre                      | 16.8   | 9.8  | 1.8   |
| East                        | 13.9   | 6.2  | 3.2   |
| Far-North                   | 4.2  | 1.5  | 1.1   |
| Littoral                    | 16.6   | 4.8  | 4.8   |
| North                       | 10.6   | 3.6  | 1.5   |
| North-West                  | 23.4   | 10.7   | 4.3   |
| West                        | 13.8   | 6.3  | 2.2   |
| South                       | 2.7  | 0.1  | 7.7   |
| South-West                  | 19.3   | 16.8   | 8.7   |
| <b>Institutional sector</b> |  |  |   |
| Public                      | 7.0  | 8.4  | 38.7  |
| Formal private              | 9.1  | 7.9  | 36.9  |
| Non agricultural informal   | 10.0   | 7.5  | 4.5   |
| Agricultural informal       | 14.5   | 7.3  | 0.1   |
| <b>Area of residence</b>    |  |  |   |
| Urban                       | 9.6  | 8.7  | 11.5  |
| Rural                       | 13.5   | 6.8  | 2.1   |
| <b>Overall</b>              | <b>12.2</b>  | <b>7.5</b>   | <b>5.3</b>  |

Source: EESI 2, Phase 1, NIS

The proportion of workers victims of professional disease during the last twelve months varies less according to the institutional sector or the area of residence. On the other hand, according to

the survey region we observe disparities. South-West (16.8%), Yaoundé (16.1%), Adamawa (16.0%) and North-West (10.7%) are survey regions where we registered relatively more workers victims of professional diseases.

As far as the coverage by an insurance in the framework of the exercise of the main employment is concerned, the phenomenon is marginal in the rural area, in the informal sector and in all the survey regions except Douala and Yaoundé. The relatively low rate registered for the public sector (38.7%) can be explained by the non-recognition by workers of this sector of rights and advantages which are granted to them in the framework of their employment.

## **6.4 Social dialogue**

According to ILO, « the objective of the social dialogue as such is to encourage the formulation of a consensus between the main actors of the labour world as well as their democratic participation. Structures and processes of a fruitful social dialogue are capable to solve important economic and social questions, to promote good governance, to foster the social peace and stability and stimulate the economy ».

To this effect, ILO recommends the resort to the social dialogue to prevent and manage social conflicts, for the promotion of workers' rights and to apprehend decent employment. Taking into consideration this recommendation, the second survey on employment and the informal sector (EESI 2) integrated modules on the social dialogue.

The present section deals with syndicate culture and social conflicts in the main employment of occupied active persons.

### **6.4.1 Syndicate culture**

During the second survey on employment and the informal sector (EESI 2), questions were asked to evaluate the knowledge of the occupied active population about texts that govern employment and labour in Cameroon, the existence of syndicate(s) in the enterprise where the population exercises and at its implication to the syndicate activities. As for texts governing employment and labour, it was a question of knowing if the interviewee knew for example the international conventions of labour, the labour code, the collective conventions, the status and the internal regulation of enterprises, the general status of the public service, texts and regulations governing contract agents or any other text that governs employment in Cameroon.

Results reveal that 11% of occupied active persons know at least one text that governs employment and labour in Cameroon. This percentage is higher in the urban area (21.8%) compared to the rural area (5.4%). Disparities are more pronounced when you pass from the agricultural informal sector (3.1) to the public sector (63.4%). At the level of survey regions the highest percentages are registered in Douala (26.9%) and Yaoundé (23.8%). The Far-North (1.8%), the Adamawa (4.4%) and the North (4.7%) registered the least percentages.

The percentage of occupied active persons that declare to exercise their main employment in an enterprise where there is at least a syndicate is 4.8% at the national level. This percentage is higher in the urban area (10.5%) than in the rural area 1.9%). Here disparities are more pronounced when we pass from the agricultural informal sector (0.4%) to the public sector (29.0%).

Although 4.8% of occupied active persons have declared to work in an enterprise where there is at least a syndicate, the effective affiliation to a syndicate remains marginal. As a matter of fact, less than 2% of occupied active persons are members of a syndicate and are up to date with their contributions. The very low syndicalization rate which so comes out indicate some vulnerability of the worker linked to the absence of assistance in case of conflict or founded claim in the exercise of his main employment. Among the occupied active persons affiliated to a syndicate and up to date with their contributions, 16.4% declare to occupy a duty post in the syndicate. We have to take note that this percentage is higher in the rural area (29.7%) than in the urban area (11.0%). The percentage of syndicated workers occupying a duty post in the syndicate is higher in the Far-North (49.3%), the South-West (37.8%), the Littoral (35.6%) and the Centre (35.4%).

In the region where the percentage of workers knowing the existence of syndicate in the enterprise where they exercise is low, the percentage of workers occupying a duty post in the syndicate is high. It is for example the case of the Far-North, the South-West, the Littoral, and the Centre.

A proportion of 16.7% of syndicated workers declare to have already received a syndicate training. This percentage is higher in the Littoral, the South-West, the Centre excluding Yaoundé, the South and Yaoundé.

**Table 6.5: Main indicators on the syndicate culture**

|                             | Percentage of workers knowing at least a text that governs employment and labour in Cameroon | Percentage of workers knowing the existence of syndicate(s) in the enterprise where they exercise | Rate of syndicalism (member and up to date with contributions) | Percentage of workers, among those that are syndicated, occupying a duty post in the syndicate | Percentage of syndicated workers having ever received syndicate training | Percentage of workers exercising in an enterprise having one or several delegate of staff |
|-----------------------------|--|---|--|--|--|---|
| <b>Survey region</b>        |  |   |  |  |  |   |
| Douala                      | 26.9   | 11.6  | 4.4  | 4.8  | 10.4   | 13.0  |
| Yaoundé                     | 23.8   | 11.8  | 3.6  | 11.5   | 22.0   | 14.1  |
| Adamawa                     | 4.4  | 9.0   | 2.3  | 19.6   | 12.0   | 3.5   |
| Centre                      | 12.9   | 3.2   | 1.5  | 35.4   | 20.1   | 2.8   |
| East                        | 7.3  | 4.3   | 0.7  | 0.0  | 0.0  | 3.2   |
| Far-North                   | 1.8  | 0.7   | 0.3  | 49.3   | 11.9   | 1.0   |
| Littoral                    | 19.3   | 4.8   | 1.7  | 35.6   | 32.9   | 7.1   |
| North                       | 4.8  | 2.6   | 1.1  | 20.1   | 17.7   | 1.8   |
| North-West                  | 5.9  | 3.0   | 1.0  | 0.0  | 7.0  | 3.5   |
| West                        | 6.5  | 3.4   | 0.5  | 26.0   | 2.7  | 3.3   |
| South                       | 17.2   | 3.4   | 1.4  | 5.3  | 31.6   | 4.0   |
| South-West                  | 8.7  | 3.1   | 2.1  | 37.8   | 27.7   | 6.6   |
| <b>Institutional sector</b> |  |   |  |  |  |   |
| Public                      | 63.4   | 29.0  | 11.0   | 19.3   | 24.6   | 36.4  |
| Formal private              | 48.0   | 31.5  | 11.0   | 6.1  | 10.9   | 40.2  |
| Non- agricultural informal  | 10.4   | 4.7   | 1.4  | 17.6   | 11.6   | 4.0   |
| Agricultural informal       | 3.1  | 0.4   | 0.2  | 34.2   | 21.6   | 0.3   |
| <b>Area of residence</b>    |  |   |  |  |  |   |
| Urban                       | 21.8   | 10.5  | 3.5  | 11.0   | 16.5   | 11.0  |
| Rural                       | 5.4  | 1.9   | 0.7  | 29.7   | 17.2   | 2.3   |
| <b>Overall</b>              | <b>11.0</b>  | <b>4.8</b>  | <b>1.7</b>   | <b>16.4</b>  | <b>16.7</b>  | <b>5.3</b>  |

Source: EESI 2, Phase 1, NIS

## 6.4.2 Importance of socio Professional conflicts

The strike actions of occupied active persons within the enterprises/administration are very rare. As a matter of fact, only 1.7% of worker declared to have noted at least once strike actions in the enterprise/administration where they are employed. The public sector (8.0%) and the formal private sector (11.2%) register the highest proportions. We have to note that for close to 41.8% of occupied active persons whose enterprise registered a strike, there was previous notice of strike. Thus, in spite of the scarcity of strike actions in enterprises, the occupied active persons implicated in these actions did not always respect the procedure in force.

**Table 6.6: Indicators of strike in the professional area**

|                             | Percentage of workers whose enterprise registered a strike | Percentage of workers whose enterprise witnessed a strike with previous notice among those whose enterprise registered a strike | Percentage of workers whose enterprise witnessed a strike with previous notice, defused by conciliation | Percentage of workers whose enterprise witnessed a strike, with previous notice, executed (in hand, arrived to an end) |
|-----------------------------|--|---|---|--|
| <b>Survey region</b>        |  |   |   |  |
| Douala                      | 3.0  | 38.7  | 0.2   | 0.0  |
| Yaoundé                     | 5.2  | 46.6  | 0.5   | 0.1  |
| Adamawa                     | 1.0  | 0.0   | 0.1   | 0.2  |
| Centre                      | 1.6  | 24.9  | 0.0   | 0.0  |
| East                        | 2.6  | 43.2  | 0.4   | 0.1  |
| Far-North                   | 0.2  | 20.3  | 0.0   | 0.0  |
| Littoral                    | 1.3  | 3.5   | 0.0   | 0.1  |
| North                       | 0.5  | 36.6  | 0.0   | 0.0  |
| North-West                  | 0.8  | 57.0  | 0.0   | 0.0  |
| West                        | 1.6  | 47.1  | 0.0   | 0.0  |
| South                       | 1.2  | 24.6  | 0.0   | 0.3  |
| South-West                  | 1.6  | 71.8  | 0.0   | 0.0  |
| <b>Institutional sector</b> |  |   |   |  |
| Public                      | 8.0  | 50.2  | 0.0   | 0.1  |
| Formal private              | 11.2   | 33.0  | 0.5   | 0.4  |
| Non- agricultural informal  | 2.0  | 40.8  | 0.2   | 0.0  |
| Agricultural informal       | 0.1  | 52.5  | 0.0   | 0.0  |
| <b>Area of residence</b>    |  |   |   |  |
| Urban                       | 3.6  | 42.0  | 0.3   | 0.0  |
| Rural                       | 0.7  | 41.1  | 0.0   | 0.0  |
| <b>Overall</b>              | <b>1.7</b>   | <b>41.8</b>   | <b>0.1</b>  | <b>0.0</b>   |

Source: EESI 2, Phase 1, NIS

In case of dismissal for heavy offence or economical reason (redundancy), we note that globally in close to 42.0% of cases, employers make effort to pay the rights and salary arrears of their employees.



## Chapter 7: Paths and prospects

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This chapter deals with mobility (school, structural, inter-generational) between children and their parents, professional mobility of occupied active persons as well as employment prospects with the latter.

### 7.1 School mobility

The school mobility between the child and his father (his mother) is the change of the level of education of the child compared to his father (his mother). It is studied following the evolution of the structure of the level of education and the destiny of children compared to their parent. The analysis of the school mobility concerns persons aged 35 years and more.

As for the structural mobility, there is a clear improvement (table 7.1). As a matter of fact, 66.1% of fathers are non educated against 37.9% of children; 23.7% of fathers have the primary level against 28.8% of children, 8.9% of fathers have the secondary level against 24.7% of children and 1.4% of fathers have the higher education level against 8.5% of children. The trends observed on the whole are almost identical according to the area of residence.

In spite of this improvement at the level of the structure, the social reproduction between the father and the child, in terms of level of education, remains strong. As a matter of fact, out of 100 non educated fathers, 55 have non educated children, out of 100 fathers having the secondary level, 54 have children with the secondary level and out of 100 fathers having the higher education level, 57 have children with the higher education level.

Nevertheless, it is proper to underline the ascending mobility observed among children whose father has the primary school level of education. Indeed, out of 100 fathers having the primary school level of education close to 34 have children of primary school level of education, and 49 have children of secondary school level of education.

The average number of additional years of study of children compared to their fathers decreases in proportion as the level of education of the fathers increases passing from 6.4 years for children of non-educated parents to less than a year for children of fathers having the higher education level. It is for fathers having the primary school level that we register the highest proportion of children having reached at least the same level of education with their fathers (86.7%). Moreover, they did averagely 4.3 years of study more than their fathers. Among fathers of secondary level, 71.7% of their children reached at least the secondary level and did averagely 2.9 years of study more than them. As for non-educated fathers, 44.7% of their children are educated and have reached averagely 6.4 years of study. Trends observed above are similar in the urban as well as in the rural areas.

**Table 7.1: Table of school mobility between the fathers' generation and that of children by area of residence**

| Area of residence | Father's level of education | Child's level of education |             |             |                  | Overall      | Structure of the level of education of the father's generation | Percentage of those having attended school as much as their father or more | Average number of additional years |
|-------------------|-----------------------------|----------------------------|-------------|-------------|------------------|--------------|--|--|------------------------------------|
|                   |                             | Non educated               | Primary     | Secondary   | Higher education |              |  |  |                                    |
| Urban             | Non-educated                | 33.3                       | 34.7        | 25.3        | 6.8              | 100.0        | 42.1   | 66.9   | 7.8                                |
|                   | Primary                     | 2.0                        | 25.0        | 54.3        | 18.6             | 100.0        | 36.7   | 91.5   | 5.1                                |
|                   | Secondary                   | 0.0                        | 9.9         | 47.7        | 42.4             | 100.0        | 18.1   | 76.2   | 3.2                                |
|                   | Higher                      | 0.8                        | 0.7         | 37.1        | 61.4             | 100.0        | 3.1  | 31.9   | 0.4                                |
|                   | <b>Overall</b>              | <b>14.8</b>                | <b>25.6</b> | <b>40.4</b> | <b>19.3</b>      | <b>100.0</b> | <b>100.0</b>   | <b>76.5</b>  | <b>5.7</b>                         |
| Rural             | Non-educated                | 61.2                       | 28.6        | 8.3         | 1.9              | 100.0        | 77.6   | 38.9   | 5.7                                |
|                   | Primary                     | 8.3                        | 42.0        | 43.6        | 6.1              | 100.0        | 17.4   | 81.9   | 3.4                                |
|                   | Secondary                   | 1.9                        | 17.5        | 66.7        | 13.9             | 100.0        | 4.4  | 63.0   | 2.1                                |
|                   | Higher                      | 0                          | 0           | 54.1        | 45.9             | 100.0        | 0.5  | 32.2   | 0.4                                |
|                   | <b>Overall</b>              | <b>49.0</b>                | <b>30.3</b> | <b>17.3</b> | <b>3.4</b>       | <b>100.0</b> | <b>100.0</b>   | <b>47.5</b>  | <b>4.8</b>                         |
| Overall           | Non-educated                | 55.4                       | 29.9        | 11.8        | 2.9              | 100.0        | 66.1   | 44.7   | 6.4                                |
|                   | Primary                     | 5.2                        | 33.5        | 49.0        | 12.4             | 100.0        | 23.7   | 86.7   | 4.3                                |
|                   | Secondary                   | 0.6                        | 12.5        | 54.2        | 32.7             | 100.0        | 8.9  | 71.7   | 2.9                                |
|                   | Higher education            | 0.6                        | 0.5         | 41.5        | 57.4             | 100.0        | 1.4  | 32.0   | 0.4                                |
|                   | <b>Overall</b>              | <b>37.9</b>                | <b>28.8</b> | <b>24.7</b> | <b>8.5</b>       | <b>100.0</b> | <b>100.0</b>   | <b>56.9</b>  | <b>5.2</b>                         |

Source: EESI 2, Phase 1, NIS

Considering the role of the mother and natural educator of the child that the woman plays, her social position more and more enhanced in the public space and in the spheres of decision, it is opportune to compare the level of education of mothers to that of their children.

As among fathers, the structure of the level of education has globally improved between the generation of mothers and that of the children (table 7.2). As a matter of fact, 75.1% of mothers against 38.2% of children are non-educated; 20.3% of mother against 29.7% of children are of primary level, 4.3% of mothers against 23.9% of children are of secondary level and 0.3% of mothers against 8.1% of children are of higher education level.

In the whole, the global rate of immobility<sup>30</sup> between the mother and the child follows the same trends with those observed between the father and the child. Out of 100 non-educated mothers, 50 have non-educated children; out of 100 mothers of the secondary level, 52 have children having secondary level of education. Just as among the fathers, the school mobility is ascending for the children whose mother has the primary school level of education. Out of 100 mothers of primary school level, 26 have children having the primary level of education and 54 have children of secondary level of education.

The additional average number of years of studies of the child decreases in proportion as the mother's level of education increases; passing from 6.6 years for children having non educated mothers to about two years for children of mothers having the higher education level. It is for mothers of primary level that we register the highest proportion of children having reached at least the same level of education (93.1%). They did 5.4 years of studies more than them; 77.7%

<sup>30</sup> The global rate of immobility refers the proportion of children who have the same level of education with their parents.

of children of mothers with secondary level have reached at least the secondary level and have averagely 4.0 years of studies more than them. As for children of non-educated mothers, 50.0% are educated and have reached averagely 6.6 years of studies. The trends observed in the whole are almost identical according to the area of residence.

**Table 7.2: Table of school mobility between the mothers' generation and that of children by area of residence**

| Area of residence | Mother's level of education | Child's level of education |             |             |                  | Total        | Structure of the level of education of the mother's generation | Percentage of those having attended school as much as their mother or more | Average number of additional years |
|-------------------|-----------------------------|----------------------------|-------------|-------------|------------------|--------------|--|--|------------------------------------|
|                   |                             | Non educated               | Primary     | Secondary   | Higher education |              |  |  |                                    |
| Urban             | Non educated                | 27.2                       | 34.2        | 31.1        | 7.5              | 100.0        | 54.7   | 73.0   | 8.1                                |
|                   | Primary                     | 0.3                        | 19.1        | 53.4        | 27.2             | 100.0        | 34.6   | 96.9   | 6.2                                |
|                   | Secondary                   | 0.3                        | 5.6         | 48.1        | 46.0             | 100.0        | 9.8  | 82.9   | 4.4                                |
|                   | Higher                      | 2.8                        | 0.0         | 11.3        | 85.9             | 100.0        | 0.9  | 66.9   | 1.6                                |
|                   | <b>Overall</b>              | <b>15.0</b>                | <b>25.9</b> | <b>40.3</b> | <b>18.8</b>      | <b>100.0</b> | <b>100.0</b>   | <b>82.2</b>  | <b>6.9</b>                         |
| Rural             | Non educated                | 56.9                       | 31.4        | 9.3         | 2.4              | 100.0        | 84.4   | 43.2   | 5.9                                |
|                   | Primary                     | 5.7                        | 33.1        | 53.9        | 7.2              | 100.0        | 13.8   | 88.7   | 4.5                                |
|                   | Secondary                   | 0.0                        | 21.1        | 65.0        | 13.9             | 100.0        | 1.8  | 64.5   | 2.4                                |
|                   | Higher                      | 0.0                        | 0.0         | 100.0       | 0.0              | 100.0        | 0.0  | 0.0  | 0.0                                |
|                   | <b>Overall</b>              | <b>48.8</b>                | <b>31.5</b> | <b>16.5</b> | <b>3.3</b>       | <b>100.0</b> | <b>100.0</b>   | <b>49.8</b>  | <b>5.5</b>                         |
| Overall           | Non educated                | 50.1                       | 32.0        | 14.2        | 3.6              | 100.0        | 75.1   | 50.0   | 6.6                                |
|                   | Primary                     | 2.8                        | 25.7        | 53.6        | 17.8             | 100.0        | 20.3   | 93.1   | 5.4                                |
|                   | Secondary                   | 0.2                        | 10.0        | 52.9        | 36.9             | 100.0        | 4.3  | 77.7   | 4.0                                |
|                   | Higher                      | 2.7                        | 0.0         | 17.1        | 80.3             | 100.0        | 0.3  | 62.5   | 1.6                                |
|                   | <b>Overall</b>              | <b>38.2</b>                | <b>29.7</b> | <b>23.9</b> | <b>8.1</b>       | <b>100.0</b> | <b>100.0</b>   | <b>59.9</b>  | <b>6.1</b>                         |

Source: EESI 2, Phase 1, NIS

Results related to the father or mother and child school mobility would result among others, of the increase of the offer of education with time, the implementation by the public authorities of measures for Education For All (EFA), the sensitization of parents on the importance of the education of their children and the implementation of programmes of literacy since some years.

Efforts have to be made for the reduction of the social reproduction among non educated persons.

## 7.2 Professional mobility

The professional mobility examined here is the change of status in terms of sector of activity and socio-professional category, occurred during a reference period, of the child in comparison with his biological parent (father or mother). The analysis concerns all the occupied active persons aged 35 years or more at the moment of the survey and whose parent was working when they were 15 years. This part deals with the inter-generational mobility in terms of destiny. It helps to answer the following question: what have become the children of parents of a given sector of activity or a given socio-professional category?

The analysis of the structural mobility, in terms of sector of activity reveals a relative mobility of children whose father exercised in the primary sector towards other sectors. This trend might result from transformations observed within the economy.

**Table 7.3: Intergenerational mobility between the father and the child according to the sector of activity and by the area of residence**

| Area of residence | Sector of activity of the father | Child's sector of activity |             |             |             | Total        | Structure of fathers' sector of activity |
|-------------------|----------------------------------|----------------------------|-------------|-------------|-------------|--------------|--|
|                   |                                  | Primary sector             | Industry    | Commerce    | Services    |              |  |
| <b>Urban</b>      | Primary sector                   | 20.2                       | 17.7        | 20.1        | 42.1        | 100.0        | 51.8                                     |
|                   | Industry                         | 7.1                        | 31.5        | 20.2        | 41.2        | 100.0        | 5.8                                      |
|                   | Commerce                         | 2.5                        | 23.8        | 30.8        | 43.0        | 100.0        | 11.9                                     |
|                   | Services                         | 8.0                        | 20.7        | 14.9        | 56.4        | 100.0        | 30.5                                     |
|                   | <b>Overall</b>                   | <b>13.6</b>                | <b>20.1</b> | <b>19.8</b> | <b>46.5</b> | <b>100.0</b> | <b>100.0</b>                             |
| <b>Rural</b>      | Primary sector                   | 80.3                       | 6.7         | 6.5         | 6.6         | 100.0        | 84.6                                     |
|                   | Industry                         | 61.8                       | 24.2        | 1.2         | 12.8        | 100.0        | 2.4                                      |
|                   | Commerce                         | 58.3                       | 9.1         | 15.3        | 17.3        | 100.0        | 3.0                                      |
|                   | Services                         | 50.3                       | 10.9        | 5.6         | 33.1        | 100.0        | 10.0                                     |
|                   | <b>Overall</b>                   | <b>76.2</b>                | <b>7.6</b>  | <b>6.5</b>  | <b>9.7</b>  | <b>100.0</b> | <b>100.0</b>                             |
| <b>Overall</b>    | Primary sector                   | 67.3                       | 9.0         | 9.4         | 14.3        | 100.0        | 74.4                                     |
|                   | Industry                         | 33.2                       | 28.0        | 11.1        | 27.7        | 100.0        | 3.5                                      |
|                   | Commerce                         | 22.4                       | 18.5        | 25.3        | 33.8        | 100.0        | 5.8                                      |
|                   | Services                         | 25.8                       | 16.6        | 11.0        | 46.6        | 100.0        | 16.4                                     |
|                   | <b>Overall</b>                   | <b>56.7</b>                | <b>11.5</b> | <b>10.6</b> | <b>21.2</b> | <b>100.0</b> | <b>100.0</b>                             |

Source: EESI 2, Phase 1, NIS

As for fathers exercising in the primary sector, the social reproduction is very high on the whole (67.3%) and in rural area (80.3%). In the urban area (56.4%) a high social reproduction was observed for fathers exercising in the sector of services.

In rural area, it seems as we are witnessing a return to agriculture. As a matter of fact, out of 100 fathers exercising in the industry, 61 have children who exercise in the primary sector and 24 who exercise in the industry. Such a phenomenon occurs again with lower proportions for fathers of commerce as well as of service sector. Besides, in the urban area we observe a relative migration for the sector of services.

Trends observed in the mobility, in terms of sectors of activity, between fathers and children are the same between mothers and children. Nevertheless, a strong social reproduction is observed in the rural area for mothers exercising in industry (79.0%).

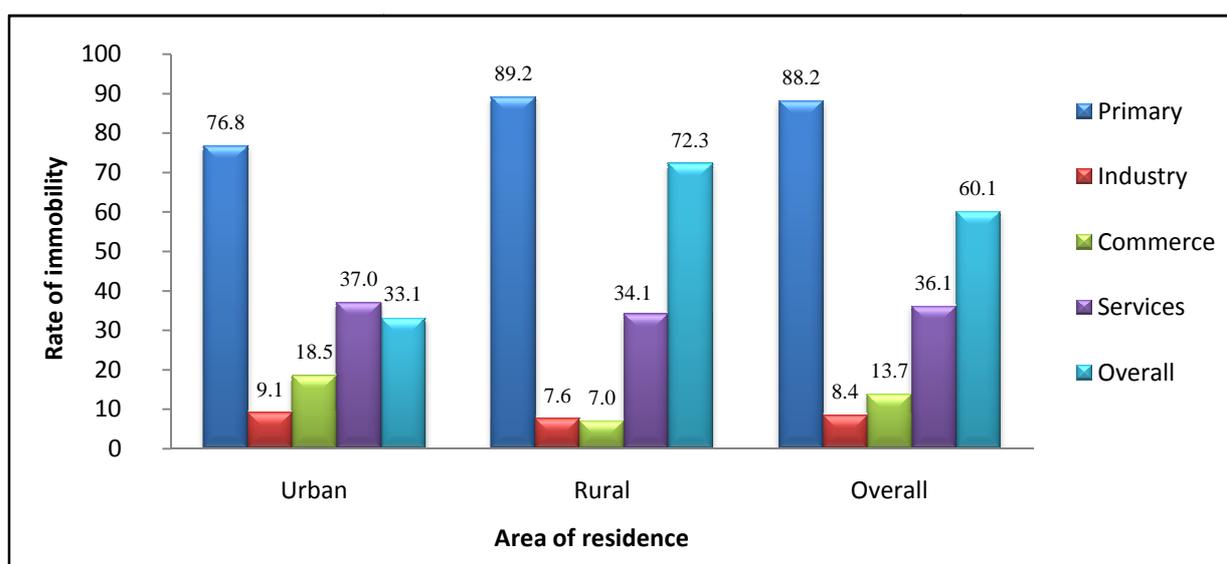
**Table 7.4: Intergenerational mobility between mother and child according to the sector of activity and by area of residence**

| Area of residence | Mother's sector of activity | Child's sector of activity |             |             |             | Total        | Structure of mother's sector of activity |
|-------------------|-----------------------------|----------------------------|-------------|-------------|-------------|--------------|--|
|                   |                             | Primary sector             | Industry    | Commerce    | Services    |              |  |
| Urban             | Primary sector              | 21.8                       | 16.1        | 20.2        | 41.8        | 100.0        | 65.9                                     |
|                   | Industry                    | 9.3                        | 32.0        | 10.2        | 48.5        | 100.0        | 1.5                                      |
|                   | Commerce                    | 4.1                        | 25.7        | 18.9        | 51.4        | 100.0        | 21.4                                     |
|                   | Services                    | 6.2                        | 24.0        | 16.5        | 53.3        | 100.0        | 11.2                                     |
|                   | <b>Overall</b>              | <b>16.1</b>                | <b>19.3</b> | <b>19.4</b> | <b>45.3</b> | <b>100.0</b> | <b>100.0</b>                             |
| Rural             | Primary sector              | 79.3                       | 6.3         | 5.9         | 8.4         | 100.0        | 93.6                                     |
|                   | Industry                    | 16.6                       | 79.0        | 2.3         | 2.1         | 100.0        | 1.0                                      |
|                   | Commerce                    | 56.2                       | 8.7         | 10.2        | 24.9        | 100.0        | 2.9                                      |
|                   | Services                    | 54.0                       | 18.1        | 2.5         | 25.3        | 100.0        | 2.4                                      |
|                   | <b>Overall</b>              | <b>77.4</b>                | <b>7.4</b>  | <b>5.9</b>  | <b>9.3</b>  | <b>100.0</b> | <b>100.0</b>                             |
| Overall           | Primary sector              | 67.3                       | 8.4         | 8.9         | 15.4        | 100.0        | 86.1                                     |
|                   | Industry                    | 14.0                       | 62.5        | 5.0         | 18.4        | 100.0        | 1.2                                      |
|                   | Commerce                    | 18.0                       | 21.1        | 16.6        | 44.3        | 100.0        | 8.0                                      |
|                   | Services                    | 23.7                       | 21.8        | 11.4        | 43.0        | 100.0        | 4.8                                      |
|                   | <b>Overall</b>              | <b>60.7</b>                | <b>10.7</b> | <b>9.6</b>  | <b>19.1</b> | <b>100.0</b> | <b>100.0</b>                             |

Source: EESI 2, Phase 1, NIS

The global rate of immobility is 60.1% at the national level. Thus, three children out of five exercise in the same sector of activity as their father. According to the area of residence, close to three children out of four work in the same sector of activity as their father in the rural area. On the other hand in the urban area, this ratio is one child out of three.

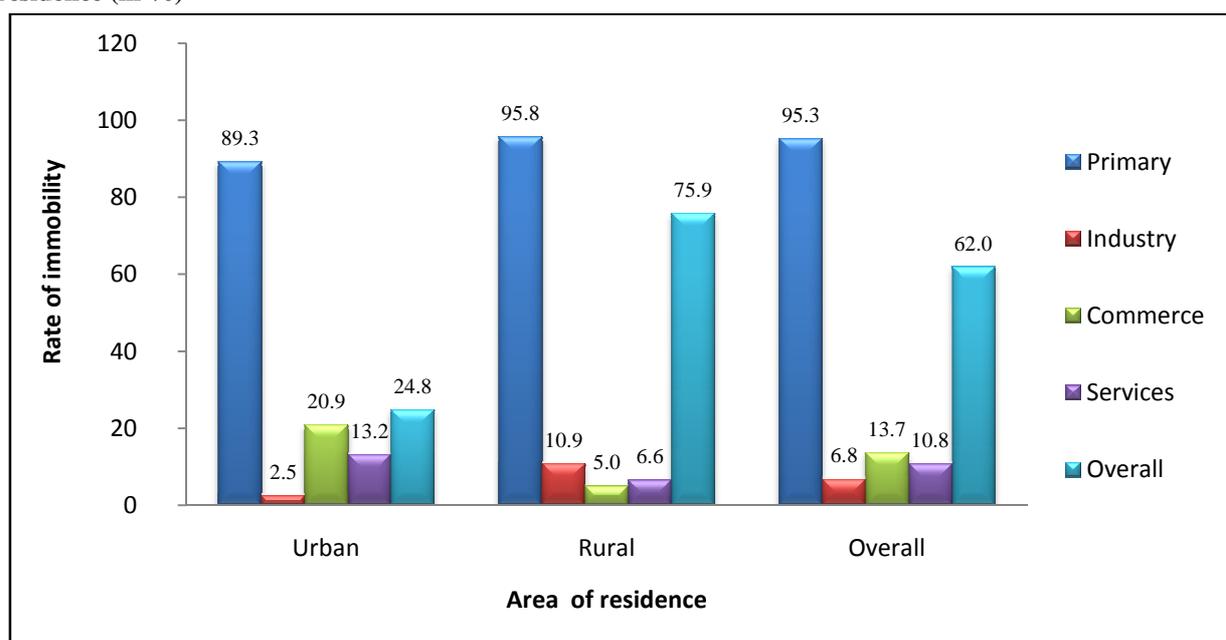
**Graph 7.1: Global rate of immobility between father and child according to the sector of activity by area of residence (in %)**



Source: EESI 2, Phase 1, NIS

The trends of the global rate of immobility observed between the father and the child are similar between mother and child.

**Graph 7.2: Global rate of immobility between mother and child according to the sector of activity by area of residence (in %)**



Source: EESI 2, Phase 1, NIS

The analysis carried out for the activity can also be done for the socio-professional category.

The study of the structural mobility, in terms of socio-professional category, shows a relative improvement. This one is shown by a relative increase of cadres (5.9% against 8.2%) and bosses (1.7% against 4.9%) and a diminution of own account workers (80.1% against 65.2%).

The social reproduction, in terms of socio-professional category, is very high among fathers of own account category of workers and among cadres. As a matter of fact, out of 100 fathers exercising as own account workers, 71 saw their children becoming also own account workers and 41 parents saw their children becoming cadres.

**Table 7.5: Intergenerational mobility between father and child according to the socio-professional category and the area of residence**

| Area of residence | Father's SPC                          | Child's socio-professional category |                |            |            |                    |                                       | Total        | Structure of the fathers' SPC |
|-------------------|---------------------------------------|-------------------------------------|----------------|------------|------------|--------------------|---------------------------------------|--------------|-------------------------------|
|                   |                                       | Cadre                               | Skilled worker | Labourer   | Boss       | Own account worker | Family aid/apprentice/ unclassifiable |              |                               |
| Urban             | Cadre                                 | 50.1                                | 19.0           | 1.8        | 5.6        | 22.7               | 0.8                                   | 100.0        | 12.8                          |
|                   | Skilled worker                        | 23.1                                | 23.1           | 4.7        | 8.9        | 39.3               | 0.8                                   | 100.0        | 18.1                          |
|                   | Labourer                              | 15.7                                | 17.7           | 12.1       | 8.5        | 43.6               | 2.4                                   | 100.0        | 4.6                           |
|                   | Boss                                  | 17.1                                | 24.1           | 2.7        | 17.1       | 37.3               | 1.7                                   | 100.0        | 1.4                           |
|                   | Own account worker                    | 12.9                                | 18.7           | 5.2        | 5.1        | 55.4               | 2.7                                   | 100.0        | 63.0                          |
|                   | Family aid/apprentice /Unclassifiable | 14.6                                | 0.0            | 0.0        | 37.7       | 0.0                | 47.8                                  | 100.0        | 0.1                           |
|                   | <b>Overall</b>                        | <b>19.7</b>                         | <b>19.5</b>    | <b>4.9</b> | <b>6.2</b> | <b>47.5</b>        | <b>2.1</b>                            | <b>100.0</b> | <b>100.0</b>                  |

| Area of residence            | Father's SPC                         | Child's socio-professional category |                |            |            |                    |                                      | Total        | Structure of the fathers' SPC |
|------------------------------|--------------------------------------|-------------------------------------|----------------|------------|------------|--------------------|--------------------------------------|--------------|-------------------------------|
|                              |                                      | Cadre                               | Skilled worker | Labourer   | Boss       | Own account worker | Family aid/apprentice/unclassifiable |              |                               |
| <i>Table 7.5 (Continued)</i> |                                      |                                     |                |            |            |                    |                                      |              |                               |
| <b>Rural</b>                 | Cadre                                | 23.1                                | 15.8           | 0.0        | 3.2        | 51.8               | 6.0                                  | 100.0        | 2.7                           |
|                              | Skilled worker                       | 11.2                                | 8.9            | 2.1        | 10.6       | 57.8               | 9.4                                  | 100.0        | 5.4                           |
|                              | Labourer                             | 1.4                                 | 19.8           | 6.5        | 7.7        | 53.2               | 11.5                                 | 100.0        | 2.1                           |
|                              | Boss                                 |                                     | 6.4            | 2.5        | 15.0       | 32.1               | 43.9                                 | 100.0        | 1.8                           |
|                              | Own account worker                   | 2.0                                 | 3.8            | 1.3        | 3.7        | 76.1               | 13.0                                 | 100.0        | 87.8                          |
|                              | Family aid/apprentice/Unclassifiable | 0.0                                 | 0.0            | 0.0        | 0.0        | 74.1               | 25.9                                 | 100.0        | 0.1                           |
|                              | <b>Overall</b>                       | <b>3.0</b>                          | <b>4.8</b>     | <b>1.5</b> | <b>4.3</b> | <b>73.2</b>        | <b>13.2</b>                          | <b>100.0</b> | <b>100.0</b>                  |
| <b>Overall</b>               | Cadre                                | 41.4                                | 18.0           | 1.2        | 4.8        | 32.1               | 2.5                                  | 100.0        | 5.9                           |
|                              | Skilled worker                       | 18.4                                | 17.4           | 3.7        | 9.6        | 46.7               | 4.3                                  | 100.0        | 9.4                           |
|                              | Labourer                             | 8.5                                 | 18.7           | 9.3        | 8.1        | 48.4               | 7.0                                  | 100.0        | 2.9                           |
|                              | Boss                                 | 4.5                                 | 11.1           | 2.6        | 15.6       | 33.5               | 32.7                                 | 100.0        | 1.7                           |
|                              | Own account worker                   | 4.7                                 | 7.5            | 2.3        | 4.0        | 71.1               | 10.5                                 | 100.0        | 80.1                          |
|                              | Family aid/Apprentice/Unclassifiable | 4.9                                 | 0.0            | 0.0        | 12.7       | 49.2               | 33.3                                 | 100.0        | 0.1                           |
|                              | <b>Overall</b>                       | <b>8.2</b>                          | <b>9.4</b>     | <b>2.5</b> | <b>4.9</b> | <b>65.2</b>        | <b>9.7</b>                           | <b>100.0</b> | <b>100.0</b>                  |

Source: EESI 2, Phase 1, NIS

It has been observed among fathers born from labourers, bosses and skilled workers socio-professional categories a relative mobility. Fathers exercising their employment with one of these categories register a higher probability to see their children exercise in a socio-professional category different from their own.

**Table 7.6: Inter-generational mobility between mother and child according to the socio-professional category and the area of residence**

| Area of residence | Mother's SPC                         | Child's socio-professional category |                |            |            |                    |                                      | Total        | Structure of the mother's SPC |
|-------------------|--------------------------------------|-------------------------------------|----------------|------------|------------|--------------------|--------------------------------------|--------------|-------------------------------|
|                   |                                      | Cadre                               | Skilled worker | Labourer   | Boss       | Own account worker | Family aid/apprentice/unclassifiable |              |                               |
| <b>Urban</b>      | Cadre                                | 48.2                                | 11.9           | 1.1        | 15.0       | 22.6               | 1.2                                  | 100.0        | 2.3                           |
|                   | Skilled worker                       | 35.9                                | 14.8           | 6.5        | 21.6       | 20.8               | 0.4                                  | 100.0        | 3.4                           |
|                   | Labourer                             | 18.3                                | 13.5           | 31.8       | 7.9        | 28.6               | 0.0                                  | 100.0        | 1.9                           |
|                   | Boss                                 | 21.7                                | 18.4           | 0.0        | 33.2       | 26.7               | 0.0                                  | 100.0        | 0.8                           |
|                   | Own account worker                   | 16.6                                | 19.6           | 4.6        | 5.9        | 51.1               | 2.2                                  | 100.0        | 77.2                          |
|                   | Family aid/Apprentice/Unclassifiable | 13.0                                | 14.4           | 3.6        | 4.9        | 59.6               | 4.5                                  | 100.0        | 14.3                          |
|                   | <b>Overall</b>                       | <b>13.0</b>                         | <b>14.4</b>    | <b>3.6</b> | <b>4.9</b> | <b>59.6</b>        | <b>4.5</b>                           | <b>100.0</b> | <b>14.3</b>                   |

| Area of residence            | Mother's SPC                                 | Child's socio-professional category |                |            |            |                    |  |              | Total        | Structure of the mother's SPC |
|------------------------------|--|-------------------------------------|----------------|------------|------------|--------------------|--|--------------|--------------|-------------------------------|
|                              |  | Cadre                               | Skilled worker | Labourer   | Boss       | Own account worker | Family aid /apprentice /unclassifiable |              |              |                               |
|                              | <b>Overall</b>                               | <b>17.5</b>                         | <b>18.4</b>    | <b>4.9</b> | <b>6.8</b> | <b>50.0</b>        | <b>2.4</b>                             | <b>100.0</b> | <b>100.0</b> |                               |
| <i>Table 7.6 (Continued)</i> |  |                                     |                |            |            |                    |  |              |              |                               |
| <b>Rural</b>                 | Cadre  | 33.1                                | 0.0            | 0.0        | 10.9       | 56.0               | 0.0                                    | 100.0        | 0.2          |                               |
|                              | Skilled worker                               | 19.1                                | 25.3           | 0.0        | 30.7       | 22.3               | 2.6                                    | 100.0        | 0.8          |                               |
|                              | Labourer                                     | 0.0                                 | 0.0            | 18.7       | 0.0        | 52.7               | 28.6                                   | 100.0        | 0.2          |                               |
|                              | Boss   | 0.0                                 | 0.0            | 67.4       | 0.0        | 19.3               | 13.2                                   | 100.0        | 0.1          |                               |
|                              | Own account worker                           | 3.3                                 | 5.4            | 1.8        | 3.8        | 80.2               | 5.5                                    | 100.0        | 61.8         |                               |
|                              | Family aid/<br>Apprentice/<br>Unclassifiable | 1.3                                 | 2.7            | 0.8        | 3.3        | 65.9               | 26.0                                   | 100.0        | 37.0         |                               |
|                              | <b>Overall</b>                               | <b>2.7</b>                          | <b>4.6</b>     | <b>1.5</b> | <b>3.9</b> | <b>74.3</b>        | <b>13.1</b>                            | <b>100.0</b> | <b>100.0</b> |                               |
| <b>Overall</b>               | Cadre  | 45.3                                | 9.6            | 0.9        | 14.2       | 29.1               | 1.0                                    | 100.0        | 0.8          |                               |
|                              | Skilled worker                               | 29.2                                | 19.0           | 3.9        | 25.3       | 21.4               | 1.3                                    | 100.0        | 1.5          |                               |
|                              | Labourer                                     | 14.6                                | 10.8           | 29.1       | 6.3        | 33.5               | 5.8                                    | 100.0        | 0.7          |                               |
|                              | Boss   | 18.5                                | 15.6           | 10.0       | 28.3       | 25.6               | 2.0                                    | 100.0        | 0.3          |                               |
|                              | Own account worker                           | 7.5                                 | 10.0           | 2.7        | 4.5        | 70.9               | 4.5                                    | 100.0        | 65.9         |                               |
|                              | Family aid/<br>Apprentice/<br>Unclassifiable | 2.8                                 | 4.1            | 1.1        | 3.5        | 65.1               | 23.3                                   | 100.0        | 30.8         |                               |
|                              | <b>Overall</b>                               | <b>6.8</b>                          | <b>8.3</b>     | <b>2.4</b> | <b>4.7</b> | <b>67.7</b>        | <b>10.2</b>                            | <b>100.0</b> | <b>100.0</b> |                               |

Source: EESI 2, Phase 1, NIS

The study of the professional mobility between mother and child according to the socio-professional category follows practically the same trends as those obtained between father and child. Nevertheless, in the mothers' generation, there is less than 1% of cadre against 6.8% among children. We register a relative increase of own account workers (65.9% against 67.7%).

### 7.3 Mobility between previous employment and present employment

The mobility between previous employment and the present employment designates, for any occupied active persons of 15 years or more at the moment of the survey and having exercised a previous employment, the change of employment between the present one and the one occupied just before the present employment.

The comparison of the structure of the previous employment by sector of activity to that of the present employment by sector of activity indicates a relative migration of occupied active persons towards the primary sector. Indeed, the share of the latter passes from 41.8% in the structure of the previous employment to 50.8% in the structure of the present employment. On the whole, the increase of the share of the primary sector is balanced by the decrease of shares of the other sectors. We can suggest that these sectors are those that supplied the migration towards the primary sector. Thus, the primary sector remains the biggest employments provider as well for the present employment as for the previous employment.

The matrix of mobility between the sector of activity of the formal employment and that of the present one shows a relative stability for the primary sector and that of services. As a matter of

fact, respectively 82.7% and 55.4% of active persons who exercised their previous employment in these sectors remained there. We note a relative decrease of the share of the employment in the industry and in the commerce. Active persons would leave these two sectors to fit themselves in greater part in the primary sector and services.

**Table 7.7: Transition matrix between the present employment and the previous employment and according to the sector of activity**

|                             |          | Present sector of activity |             |             |             | Total        | Structure of the sector of activity of the previous employment (%) |
|-----------------------------|----------|----------------------------|-------------|-------------|-------------|--------------|--|
|                             |          | Primary                    | Industry    | Commerce    | Services    |              |  |
| Previous sector of activity | Primary  | 82.7                       | 5.0         | 5.6         | 6.8         | 100.0        | 41.8   |
|                             | Industry | 35.9                       | 37.1        | 9.6         | 17.3        | 100.0        | 16.3   |
|                             | Commerce | 29.0                       | 11.5        | 33.4        | 26.1        | 100.0        | 12.8   |
|                             | Services | 23.0                       | 9.4         | 12.2        | 55.4        | 100.0        | 29.1   |
| Overall                     |          | <b>50.8</b>                | <b>12.3</b> | <b>11.8</b> | <b>25.1</b> | <b>100.0</b> | <b>100.0</b>   |

Source: EESI 2, Phase 1, NIS

Comparing the structure of the SPC of the present employment to that of the previous employment, we observe an increase of the share of the independent employment. As a matter of fact, 57.4% of occupied active persons exercise presently as own account worker against 26.1% in the structure by SPC of the previous employment. One of the improvements to point out here is the change of the SPC of family aids/apprentices/unclassifiable persons to that of own account workers. Family aids/apprentices/unclassifiable persons represent therefore only 15.3% in the distribution of present employments by SPC against 43.0% for the previous employment. Moreover, out of 100 active persons exercising previously as family aids/apprentices/unclassifiable persons 65 are presently own account workers.

The change of the worker's (respectively labourer's) SPC to own account workers is to be pointed out too. Less qualified wage-earners, notably workers and labourers thus orientate themselves towards independent employment. The independent employment constitutes the most solicited employment, not because it could be the best, but because the conditions of the exercise of the employment would impose it.

Active persons exercising as cadres and those exercising as own account workers witnessed less mobility in the SPC since 63.6% of cadres remained cadres and 65.5% of own account workers maintained their socio-professional category.

**Table 7.8: Transition matrix between the present employment and the previous employment according to the socio-professional category**

| SPC of the previous employment        | Socio-professional category of the present employment |                |            |            |                    |  | Total        | Structure of the SPC in the previous employment |
|---------------------------------------|---|----------------|------------|------------|--------------------|--|--------------|---|
|                                       | Cadre   | Skilled worker | Labourer   | Boss       | Own account worker | Family aid/ apprentice/ unclassifiable |              |   |
| Cadre                                 | 63.6  | 5.9            | 0.8        | 7.9        | 20.0               | 1.9                                    | 100.0        | 5.7   |
| Skilled worker                        | 7.0   | 37.5           | 4.8        | 4.4        | 42.4               | 3.8                                    | 100.0        | 16.2  |
| Labourer                              | 1.5   | 16.8           | 23.3       | 4.3        | 49.6               | 4.5                                    | 100.0        | 7.9   |
| Boss                                  | 7.6   | 16.5           | 0.0        | 40.1       | 34.3               | 1.5                                    | 100.0        | 1.1   |
| Own account worker                    | 2.0   | 9.9            | 6.5        | 2.8        | 65.5               | 13.3                                   | 100.0        | 26.1  |
| Family aid/Apprentice /Unclassifiable | 1.1   | 4.3            | 2.7        | 1.8        | 65.1               | 25.0                                   | 100.0        | 43.0  |
| Overall                               | <b>5.9</b>  | <b>12.3</b>    | <b>5.5</b> | <b>3.4</b> | <b>57.4</b>        | <b>15.3</b>                            | <b>100.0</b> | <b>100.0</b>                                    |

Source: EESI 2, Phase 1, NIS

## 7.4 Employment prospects

Employment prospects are examined in terms of professional projects, perception of the present employment and types of desired employments by the youths. This analysis is made on the population aged 15 years or more.

### 7.4.1 Professional projects

On the whole, 48.7% of persons of 15 years or more wish to keep their present situation, 30.4% want to get a new employment in another enterprise, 7.5% wish to get a new employment in the same enterprise whereas 13.5% wish to get a first employment. According to the area of residence, 18.4% of urban area want to get their first employment against 9.8% in the rural area. According to the sex, 12.7% of men against 14.1% of women have as project to get a first employment. The trends observed at the national level remained almost identical in the survey regions.

**Table 7.9: Distribution of 15 years or more by employment project and according to the survey region, the sex and the area of residence**

| Characteristics          | Employment project          |  |   |                               | Total        |
|--------------------------|-----------------------------|--|---|-------------------------------|--------------|
|                          | To get the first employment | To get a new employment in the same enterprise | To get a new employment in another enterprise | To keep the present situation |              |
| <b>Survey region</b>     |                             |  |   |                               |              |
| Douala                   | 17.2                        | 5.5  | 36.6  | 40.7                          | 100.0        |
| Yaoundé                  | 17.7                        | 10.4   | 30.5  | 41.4                          | 100.0        |
| Adamawa                  | 19.6                        | 5.5  | 18.2  | 56.6                          | 100.0        |
| Centre                   | 8.7                         | 4.6  | 34.3  | 52.4                          | 100.0        |
| East                     | 10.9                        | 3.7  | 37.9  | 47.4                          | 100.0        |
| Far-North                | 10.6                        | 6.2  | 19.1  | 64.1                          | 100.0        |
| Littoral                 | 6.4                         | 5.7  | 45.5  | 42.3                          | 100.0        |
| North                    | 9.5                         | 7.0  | 24.8  | 58.6                          | 100.0        |
| North-West               | 14.5                        | 9.9  | 29.0  | 46.6                          | 100.0        |
| West                     | 4.0                         | 6.6  | 34.4  | 55.0                          | 100.0        |
| South                    | 15.6                        | 11.5   | 43.4  | 29.6                          | 100.0        |
| South-West               | 22.6                        | 11.8   | 32.7  | 32.9                          | 100.0        |
| <b>Sex</b>               |                             |  |   |                               |              |
| Male                     | 12.7                        | 9.6  | 32.9  | 44.8                          | 100.0        |
| Female                   | 14.1                        | 5.6  | 28.1  | 52.2                          | 100.0        |
| <b>Area of residence</b> |                             |  |   |                               |              |
| Urban                    | 18.4                        | 8.2  | 32.9  | 40.6                          | 100.0        |
| Rural                    | 9.8                         | 7.0  | 28.5  | 54.7                          | 100.0        |
| <b>Overall</b>           | <b>13.5</b>                 | <b>7.5</b>                                     | <b>30.4</b>                                   | <b>48.7</b>                   | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

### 7.4.2 Perception of the present employment and types of desired employments

In the population of occupied active persons of 15 years or more, one person out of two wishes to keep his present employment. According to the survey region, occupied active persons of the Far-North (64.8%), Adamawa 60.7% and North (58.0%) are the most numerous to keep their

present employment. These results which seem to express some satisfaction could illustrate the resignation of occupied active persons.

Women who constitute a vulnerable population from the point of view of employment and remunerations wish, more than men, to keep their present employment (55.6% against 47.2%).

In developing economies like that of Cameroon, the low level of creation of employments in the formal sector might be at the origin of the precariousness of employments in general. Active persons orientate themselves towards some activities of the informal sector just to avoid unemployment or in order to survive.

**Table 7.10: Proportion of occupied active persons wishing to keep their present employment according to the gender and the area of residence**

| Survey region  | Urban       |             |             | Rural       |             |             | Overall     |             |             |
|----------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                | Male        | Female      | Overall     | Male        | Female      | Overall     | Male        | Female      | Overall     |
| Douala         | 43.3        | 48.9        | 45.7        | ///         | ///         | ///         | 43.3        | 48.9        | 45.7        |
| Yaoundé        | 38.5        | 43.9        | 40.9        | ///         | ///         | ///         | 38.5        | 43.9        | 40.9        |
| Adamawa        | 46.8        | 51.9        | 48.4        | 61.0        | 79.0        | 67.8        | 55.5        | 69.9        | 60.7        |
| Centre         | 37.7        | 59.4        | 46.9        | 48.1        | 61.4        | 54.8        | 47.4        | 61.3        | 54.4        |
| East           | 31.2        | 47.3        | 37.4        | 46.8        | 55.3        | 50.6        | 44.8        | 54.5        | 49.1        |
| Far-North      | 43.0        | 47.3        | 44.6        | 61.9        | 71.0        | 66.3        | 60.3        | 69.8        | 64.8        |
| Littoral       | 39.8        | 41.6        | 40.7        | 38.1        | 47.4        | 42.8        | 38.8        | 44.8        | 41.9        |
| North          | 55.2        | 45.5        | 51.8        | 48.8        | 69.8        | 59.4        | 50.0        | 67.2        | 58.3        |
| North-West     | 29.9        | 41.5        | 34.8        | 47.6        | 53.2        | 50.9        | 43.2        | 51.5        | 47.8        |
| West           | 40.2        | 49.4        | 44.9        | 62.1        | 60.0        | 60.8        | 53.7        | 56.7        | 55.4        |
| South          | 26.6        | 41.0        | 33.1        | 28.5        | 43.2        | 35.1        | 27.9        | 42.6        | 34.5        |
| South-West     | 40.8        | 41.2        | 41.0        | 42.7        | 38.7        | 40.8        | 42.5        | 38.9        | 40.8        |
| <b>Overall</b> | <b>40.7</b> | <b>46.3</b> | <b>43.1</b> | <b>51.4</b> | <b>60.1</b> | <b>55.8</b> | <b>47.2</b> | <b>55.6</b> | <b>51.2</b> |

Source: EESI 2, Phase 1, NIS

Considering the fact that the youths aged 15-34 years, according to several studies, constitute the group of the population that faces the most difficulties of insertion in the labour market and that represents concomitantly the labour force of the future, the analysis of desired employment is focused on them.

The structure of employments desired by the younger ones shows that on the whole, they prefer employments in the informal sector (51.1%) and this in spite of the precariousness and the instability of employments in this sector. Otherwise, the majority of employments occupied by the younger ones in 2009 are in the informal sector (57.8%). The facility to enter the informal sector could account for this result.

For reasons of stability and security in the employment, younger ones desire also employments in the administration and public enterprises (43.8%), institutional sectors for which 34.0% of young's employments were observed in 2009.

For want of the insertion in the administration, the younger ones prefer to orientate themselves towards the informal sector which is easily accessible and where you have some personal margin of move. Compared to employments observed in 2009, the younger ones prefer more employments in the administration (20.5% against 33.0%).

**Table 7.11: Structure of employments observed and desired by the younger ones of 15-34 years by institutional sector and area of residence**

| Area of residence | Type of employment               | Institutional sector |                   |                       |                 | Total |
|-------------------|----------------------------------|----------------------|-------------------|-----------------------|-----------------|-------|
|                   |                                  | Administration       | Public enterprise | Formal private sector | Informal sector |       |
| <b>Urban</b>      | Employments desired by the young | 35.3                 | 16.1              | 7.0                   | 41.7            | 100.0 |
|                   | Employments observed in 2009     | 24.3                 | 14.2              | 10.0                  | 51.6            | 100.0 |
| <b>Rural</b>      | Employments desired by the young | 30.8                 | 5.7               | 3.1                   | 60.4            | 100.0 |
|                   | Employments observed in 2009     | 15.4                 | 12.6              | 6.0                   | 66.0            | 100.0 |
| <b>Overall</b>    | Employments desired by the young | 33.0                 | 10.8              | 5.0                   | 51.1            | 100.0 |
|                   | Employments observed in 2009     | 20.5                 | 13.5              | 8.3                   | 57.8            | 100.0 |

Source: EESI 2, Phase 1, NIS

The structure of employments desired by the younger ones according to the socio-professional category reveals that the younger ones prefer wage earning employments (54.2%) to non-salaried employments (table 7.12). The structure of employments desired by the younger ones and the whole of employments observed in 2009 shows that 51.5% of employments observed are positions of non-salaried, essentially own account workers (33%), family aid or apprentices (0.8%) and bosses (17.7%) employments.

**Table 7.12: Structure of employments observed and desired by the younger ones of 15-34 years by socio professional category and the area of residence**

| Area of residence                | Socio Professional Category |                  |                  |                    |          |               |             |                    | Total |
|----------------------------------|-----------------------------|------------------|------------------|--------------------|----------|---------------|-------------|--------------------|-------|
|                                  | Senior executive            | Medium executive | Skilled employee | Unskilled employee | Labourer | Boss/employer | Own account | Other non salaried |       |
| <b>Urban</b>                     |                             |                  |                  |                    |          |               |             |                    |       |
| Employments desired by the young | 20.1                        | 15.0             | 12.0             | 6.1                | 10.5     | 11.7          | 24.0        | 0.7                | 100.0 |
| Employments observed in 2009     | 11.4                        | 13.1             | 13.2             | 5.5                | 10.5     | 15.7          | 30.2        | 0.4                | 100.0 |
| <b>Rural</b>                     |                             |                  |                  |                    |          |               |             |                    |       |
| Employments desired by the young | 9.3                         | 7.5              | 8.7              | 3.4                | 17.7     | 20.1          | 32.2        | 1.1                | 100.0 |
| Employments observed in 2009     | 7.5                         | 9.0              | 8.0              | 3.8                | 13.7     | 20.3          | 36.5        | 1.3                | 100.0 |
| <b>Overall</b>                   |                             |                  |                  |                    |          |               |             |                    |       |
| Employments desired by the young | 14.2                        | 10.8             | 10.2             | 4.6                | 14.4     | 16.3          | 28.5        | 0.9                | 100.0 |
| Employments observed in 2009     | 9.7                         | 11.3             | 10.9             | 4.7                | 11.9     | 17.7          | 33.0        | 0.8                | 100.0 |

Source: EESI 2, Phase 1, NIS



## **Chapter 8: Evolution of main indicators of the labour market between 2005 and 2010**

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This chapter analyses the evolution of indicators of employment possibilities and those linked to the conditions of the exercise of the main employment between 2005 and 2010.

### **8.1 Evolution of indicators of employment possibilities**

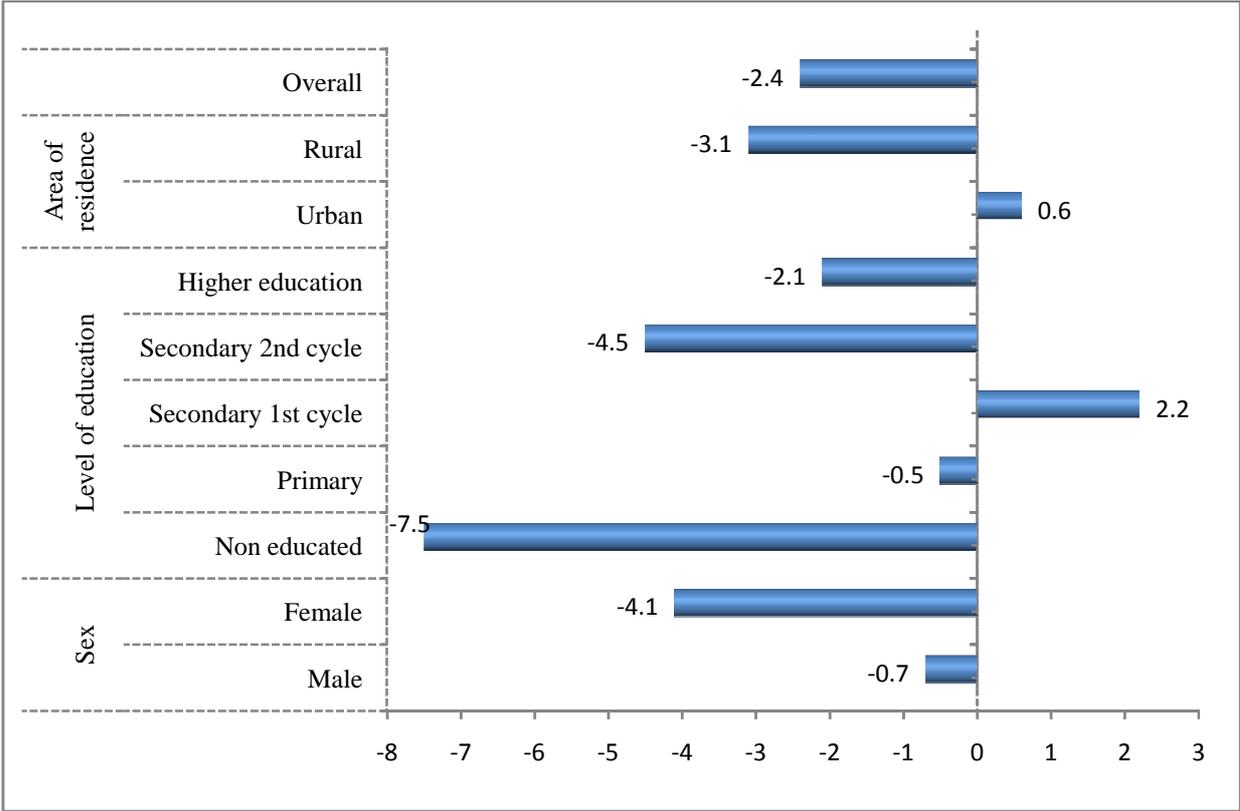
This section deals with the evolution of some indicators of employment possibilities, notably the rate of activity, the rate of employment and the unemployment rate.

#### **8.1.1 Evolution of rates of activity and employment**

The rate of activity is situated at 69.0% in 2010. It decreased by 2.4 points compared to 2005. Among the young aged 15 to 34 years, the aged group the most concerned by this decrease is that of 15-24 years, with a decrease of 4 points between 2005 and 2010. Otherwise, we observe a decrease of the same order of the rate of activity among children aged 10-14 years.

According to the level of education, although the rate of activity of non-educated persons is the highest in 2010 (74.2%), it has decreased by 5 points. On the other hand, the rate of activity of persons of secondary first cycle, although the lowest, is in increase by 2.2 points.

**Graph 8.1: Evolution between the rates of activity according to some characteristics**



Source: EESI 2, Phase 1, NIS

The men activity rate has remained almost stable over the period whereas that of women is in decrease by 4 points.

Concerning survey regions, the Centre (+12.8 points), the West (+12.5 points) and the Littoral (+9.6 points) registered an important increase of the activity rate. Otherwise, Adamawa (-19.8 points) and the Far-North (-14.6 points) registered an important decrease of this rate.

Over the period, the rate of activity decreased in the rural area. On the other hand, it remained almost stable in the urban area.

**Table 8.1: Rate of activity and rate of employment in 2005 and in 2010**

| Socio-demographic Characteristics | Rate of activity |             |             | Rate of employment |             |             |
|-----------------------------------|------------------|-------------|-------------|--------------------|-------------|-------------|
|                                   | 2005             | 2010        | Gap         | 2005               | 2010        | Gap         |
| <b>Sex</b>                        |                  |             |             |                    |             |             |
| Male                              | 74.8             | 74.1        | -0.7        | 71.7               | 71.7        | 0.0         |
| Female                            | 68.3             | 64.2        | -4.1        | 65.1               | 61.4        | -3.7        |
| <b>Youth age group</b>            |                  |             |             |                    |             |             |
| 10-14                             | 39.9             | 35.9        | -4.0        | 39.6               | 35.7        | -3.9        |
| 15-24                             | 61.2             | 56.9        | -4.3        | 56.6               | 53.3        | -3.3        |
| 15-34                             | 72.3             | 69.8        | -2.5        | 67.2               | 65.6        | -1.6        |
| <b>Level of education</b>         |                  |             |             |                    |             |             |
| Non educated                      | 81.7             | 74.2        | -7.5        | 81.3               | 73.5        | -7.8        |
| Primary                           | 71.6             | 71.1        | -0.5        | 69.4               | 69.6        | 0.2         |
| Secondary 1 <sup>st</sup> cycle   | 63.3             | 65.5        | 2.2         | 58.5               | 62.7        | 4.2         |
| Secondary 2 <sup>nd</sup> cycle   | 65.2             | 60.7        | -4.5        | 58.0               | 55.7        | -2.3        |
| Higher                            | 73.0             | 70.9        | -2.1        | 63.1               | 61.8        | -1.3        |
| <b>Survey region</b>              |                  |             |             |                    |             |             |
| Douala                            | 61.2             | 62.4        | 1.2         | 53.5               | 56.7        | 3.2         |
| Yaoundé                           | 55.5             | 57.3        | 1.8         | 47.3               | 51.5        | 4.2         |
| Adamawa                           | 68.8             | 49.0        | -19.8       | 67.7               | 46.9        | -20.8       |
| Centre                            | 69.2             | 82.0        | 12.8        | 65.8               | 80.7        | 14.9        |
| East                              | 69.4             | 70.2        | 0.8         | 67.6               | 68.1        | 0.5         |
| Far-North                         | 84.3             | 69.7        | -14.6       | 84.0               | 68.9        | -15.1       |
| Littoral                          | 73.6             | 83.2        | 9.6         | 70.2               | 81.6        | 11.4        |
| North                             | 80.8             | 74.8        | -6.0        | 80.0               | 73.4        | -6.6        |
| North-West                        | 72.5             | 68.6        | -3.9        | 69.9               | 67.9        | -2.0        |
| West                              | 71.1             | 83.6        | 12.5        | 69.8               | 82.2        | 12.4        |
| South                             | 73.8             | 73.8        | 0.0         | 69.1               | 69.7        | 0.6         |
| South-West                        | 66.1             | 66.3        | 0.2         | 61.7               | 63.4        | 1.7         |
| <b>Area of residence</b>          |                  |             |             |                    |             |             |
| Urban                             | 58.9             | 59.5        | 0.6         | 52.6               | 54.7        | 2.1         |
| Rural                             | 78.8             | 75.7        | -3.1        | 77.4               | 74.6        | -2.8        |
| <b>Overall</b>                    | <b>71.4</b>      | <b>69.0</b> | <b>-2.4</b> | <b>68.3</b>        | <b>66.4</b> | <b>-1.9</b> |

Source: EESI 2, Phase 1, NIS

As far as the rate of employment is concerned, at the national level, it decreased by close to 2 points to be at 66.4%. We register disparities about the variation of this rate according to the area of residence, the survey region, the level of education and the age.

The rates of employment in the urban and rural area evolve in the opposite direction over the period. As a matter of fact, the first registers an increase of 2.1% whereas the second shows a decrease (-2.8%).

According to the survey region, the rate of employment increased in the Centre excluding Yaoundé (+14.9 points), in the West (+12.4 points) and in the Littoral excluding Douala (+11.4 points). The Adamawa (-20.8 points), the Far-North (-15.1 points) are the only ones to see their rate of employment decrease significantly during the period.

Among the young of 15-24 years, the employment rate is in decrease by 3.3 points. This is all the more preoccupying in view of initiatives taken in favour of the employment of the young.

Concerning the level of education, we observe an important decrease of the rate of employment for the non-educated (-7.8 points) and an important increase among the secondary first cycle (+4.2 points).

The rate of activity and the rate of employment are close enough; this could express an important absorption of the labour force by the economy.

### 8.1.2 Evolution of the unemployment rate

The unemployment rate remains stable as well among women as among men although the amplitude of the phenomenon remains more important in the female population.

Over the period, the ILO unemployment has decreased. This trend to the decrease is more pronounced in Douala and Yaoundé towns, in the Centre, Littoral, North-West and South-West regions.

Otherwise, the unemployment rate that increases with the level of education of the active person decreases among the active persons of the secondary 1st and 2nd cycles (around 3 points).

**Table 8.2: ILO unemployment rate in 2005 and 2010 according to the socio-demographic characteristics**

| Characteristic                  | Year       |            | Gap         |
|---------------------------------|------------|------------|-------------|
|                                 | 2005       | 2010       |             |
| <b>Sex</b>                      |            |            |             |
| Male                            | 4.2        | 3.1        | -1.1        |
| Female                          | 4.6        | 4.5        | -0.1        |
| <b>Youth ages group</b>         |            |            |             |
| 10-14                           | 0.6        | 0.5        | -0.1        |
| 15-24                           | 7.6        | 6.4        | -1.2        |
| 15-34                           | 7.1        | 6.0        | -1.1        |
| <b>Level of education</b>       |            |            |             |
| Non educated                    | 0.5        | 1.0        | 0.5         |
| Primary                         | 3.1        | 2.1        | -1.0        |
| Secondary 1 <sup>st</sup> cycle | 7.6        | 4.2        | -3.4        |
| Secondary 2 <sup>nd</sup> cycle | 11.0       | 8.2        | -2.8        |
| Higher                          | 13.4       | 12.9       | -0.5        |
| <b>Survey region</b>            |            |            |             |
| Douala                          | 12.5       | 9.1        | -3.4        |
| Yaoundé                         | 14.7       | 10.0       | -4.7        |
| Adamawa                         | 1.6        | 4.3        | 2.7         |
| Centre                          | 4.9        | 1.5        | -3.4        |
| East                            | 2.5        | 3.0        | 0.5         |
| Far-North                       | 0.4        | 1.1        | 0.7         |
| Littoral                        | 4.6        | 2.0        | -2.6        |
| North                           | 1.0        | 1.8        | 0.8         |
| North-West                      | 3.6        | 1.0        | -2.6        |
| West                            | 1.7        | 1.8        | 0.1         |
| South                           | 6.4        | 5.5        | -0.9        |
| South-West                      | 6.7        | 4.4        | -2.3        |
| <b>Area of residence</b>        |            |            |             |
| Urban                           | 10.7       | 8.1        | -2.6        |
| Rural                           | 1.7        | 1.4        | -0.3        |
| <b>Overall</b>                  | <b>4.4</b> | <b>3.8</b> | <b>-0.6</b> |

Source: EESI 2, Phase 1, NIS

Though being an important indicator for the analysis of the labour market, the unemployment rate does not help to apprehend all the contours of the reality of the labour market in Cameroon. To that effect, the recourse to indicators of the conditions of exercise of the employment becomes necessary.

## **8.2 Evolution of indicators of conditions of activity**

Like the rate of the informality and the unemployment rate that describe the distortions of the labour market, the under-employment constitutes one of the key indicators. Its reduction and the promotion of the decent employment constitute one of the priorities of the GESP.

### **8.2.1 Evolution of the visible under-employment rate**

The visible under-employment is a situation that characterizes occupied active persons working involuntarily less hours per week than those foreseen by the regulation in force, for reasons linked with the employer or due to a bad economical conjuncture. As in 2005, this indicator is calculated here on the basis of 35 hours of work per week. On the whole, the visible under-employment has remained almost stable and is close to 12% between 2005 and 2010.

This rate has remained almost stable as well among men as among women. According to the age, the visible under-employment increased among children of 10-14 years passing from 14.8% in 2005 to 19.6% in 2010, meaning an increase of close to 5 points. Among the young aged 15-34 years, this rate has remained almost stable; on the other hand, among those of 15-24 years, it decreased by close to 2 points.

According to the level of education, the rate of visible under-employment witnessed an increase among the non-educated persons and among those having the level of higher education. As a matter of fact, it increased by close to 8 points among the persons having the level of higher education. Among non-educated persons, the increase does not exceed 2 points. On the other hand, for persons of intermediary levels (primary and secondary), the visible under-employment is decreasing.

With regard to the survey region, the under-employment is in progress in Yaoundé, the Far-North, the South-West and the North. In these regions, the visible under-employment rate witnessed increases that are above 4 points. In return, this rate has clearly decreased in the Adamawa (-14.1 points), West (-8.9 points), Douala (-4.8 points), South (-4.5 points) and East (-4.3 points).

### **8.2.2 Evolution of the invisible under-employment rate**

The invisible under-employment is the situation of the occupied active person whose income per hour born from the main employment during the month of reference is inferior to the norm set by the regulation in force. The value of this norm is equal to the ratio of the MIGW (23 500 CFAF in 2005 and 28500 CFAF in 2010) to the number of working hours per month calculated on the basis of 40 hours of work per week (136 628 CFAF/hour in 2005 and 165 698 CFAF/hour in 2010).

On the whole, between 2005 and 2010, the rate of the invisible under-employment has clearly reduced passing from 63.7% to 61.9%, meaning a decrease of 5.6 points.

According to the sex, the situation has improved as much among men as among women. Among the young, this rate has remained almost stable in the age group 10-14 years and has reduced respectively by 3.8 and 6.2 points in the ages groups 15-24 years and 15-34 years.

With regard to the level of education, the situation has really deteriorated among persons having done at least the secondary 2nd cycle than among those of lower levels. Thus, we note an increase of the phenomenon by 6.1 points among persons having done the secondary 2nd cycle whereas the rate has reduced respectively by 4.5 and 5.1 points among the non-educated and among those of primary. Among those of secondary 1st cycle, the situation is almost stable.

According to the survey region, the rate of the invisible under-employment has highly increased in the Centre region passing from 55.2% in 2005 to 69.4% in 2010; meaning an increase of 14.2 points. The situation has clearly improved in the East (-11.3 points), in the Adamawa (-11.9 points) in the South-West (-9.1 points). With regard to the area of residence, the situation has also clearly improved as well in the urban area (-2.8 points) as in the rural area (-4.2 points).

### **8.2.3 Evolution of the global under-employment rate**

The global under-employment synthesizes all the forms of distortions on the labour market. It includes the visible under-employment, the invisible under-employment and the unemployment.

On the whole, the global under-employment rate reduced by 5.2 points between 2005 and 2010 passing thus from 75.8% to 70.6%. This trend is observed among men as well as among women.

Among the young, the situation remained almost stable for the 10-14 years and has clearly improved in the 15-24 years (-3.9 points) and 15-34 years (-5.8 points) age groups.

As for the level of education, the phenomenon has worsened among the persons of higher education. The global under-employment rate with these persons passed from 35.4% in 2005 to 44.3% in 2010; it means an increase of 8.2 points. In the other hand, among non-educated persons and among those of primary level, this rate reduced respectively by 5.1 and 5.4 points.

According to the survey region, the rate of the global under-employment strongly decreased in the East passing from 84.3% in 2005 to 71.7% in 2010. This decrease is equally observed in Douala, in the Far-North, in North-West, and in South-West. On the other hand, in the Centre excluding Yaoundé, the situation has rather degraded with an increase of 8.2 points of this rate. With regard to the area of residence, the reduction of the global under-employment rate is equally registered in the two areas.

**Table 8.3: Rate of the visible, invisible and global under-employment in 2005 and 2010 according to the socio-demographic characteristics**

| Characteristic                  | Visible under-employment |             |            | Invisible under-employment |             |             | Global ILO under-employment |             |             |
|---------------------------------|--------------------------|-------------|------------|----------------------------|-------------|-------------|-----------------------------|-------------|-------------|
|                                 | Year                     |             | Gap        | Year                       |             | Gap         | Year                        |             | Gap         |
|                                 | 2005                     | 2010        |            | 2005                       | 2010        |             | 2005                        | 2010        |             |
| <b>Sex</b>                      |                          |             |            |                            |             |             |                             |             |             |
| Male                            | 11.9                     | 12.2        | 0.3        | 60.7                       | 56.3        | -4.4        | 68.3                        | 63.7        | -4.6        |
| Female                          | 12.4                     | 12.4        | 0          | 78.2                       | 71.8        | -6.4        | 83.6                        | 78.0        | -5.6        |
| <b>Youth ages group</b>         |                          |             |            |                            |             |             |                             |             |             |
| 10-14                           | 14.8                     | 19.6        | 4.8        | 97.1                       | 98.4        | 1.3         | 98.6                        | 98.9        | 0.3         |
| 15-24                           | 13.4                     | 11.6        | -1.8       | 83.5                       | 79.7        | -3.8        | 88.7                        | 84.8        | -3.9        |
| 15-34                           | 12.1                     | 11.6        | -0.5       | 71.8                       | 65.6        | -6.2        | 78.9                        | 73.1        | -5.8        |
| <b>Level of education</b>       |                          |             |            |                            |             |             |                             |             |             |
| Non educated                    | 9.2                      | 10.9        | 1.7        | 84.0                       | 79.5        | -4.5        | 88.0                        | 82.9        | -5.1        |
| Primary                         | 12.1                     | 10.9        | -1.2       | 75.7                       | 70.6        | -5.1        | 80.6                        | 75.2        | -5.4        |
| Secondary 1 <sup>st</sup> cycle | 14.8                     | 12.6        | -2.2       | 59.9                       | 61.2        | 1.3         | 69.1                        | 68.0        | -1.1        |
| Secondary 2 <sup>nd</sup> cycle | 14.5                     | 13.1        | -1.4       | 34.2                       | 40.3        | 6.1         | 50.3                        | 53.1        | 2.8         |
| Higher                          | 14.9                     | 23          | 8.1        | 11.5                       | 15.0        | 3.5         | 35.4                        | 44.3        | 8.9         |
| <b>Survey region</b>            |                          |             |            |                            |             |             |                             |             |             |
| Douala                          | 14.4                     | 9.6         | -4.8       | 37.1                       | 32.0        | -5.1        | 53.7                        | 44.3        | -9.4        |
| Yaoundé                         | 9.9                      | 16.7        | 6.8        | 38.3                       | 38.5        | 0.2         | 53.7                        | 56.3        | 2.6         |
| Adamawa                         |                          | 10          | -14.1      | 67.1                       | 55.2        | -11.9       | 79.4                        | 63.0        | -16.4       |
| Centre                          | 12.1                     | 10.3        | -1.8       | 55.2                       | 69.4        | 14.2        | 64.6                        | 72.8        | 8.2         |
| East                            | 10.9                     | 6.6         | -4.3       | 79.1                       | 67.8        | -11.3       | 84.3                        | 71.7        | -12.6       |
| Far-North                       |                          | 15.0        | 5.6        | 88.1                       | 82.8        | -5.3        | 91.2                        | 86.3        | -4.9        |
| Littoral                        | 10.4                     | 12.2        | 1.8        | 60.2                       | 66.1        | 5.9         | 67.0                        | 72.9        | 5.9         |
| North                           | 3.7                      | 7.8         | 4.1        | 82.0                       | 79.5        | -2.5        | 83.7                        | 82.3        | -1.4        |
| North-West                      |                          | 10.4        | -2.6       | 78.0                       | 74.8        | -3.2        | 84.0                        | 78.3        | -5.7        |
| West                            | 21.8                     | 12.9        | -8.9       | 75.5                       | 74.0        | -1.5        | 80.8                        | 79.5        | -1.3        |
| South                           | 12.6                     | 8.1         | -4.5       | 57.2                       | 55.0        | -2.2        | 64.5                        | 62.9        | -1.6        |
| South-West                      |                          | 21.6        | 9.7        | 56.4                       | 47.3        | -9.1        | 66.8                        | 61.8        | -5.0        |
| <b>Area of residence</b>        |                          |             |            |                            |             |             |                             |             |             |
| Urban                           | 14.7                     | 13.3        | -1.4       | 45.7                       | 42.9        | -2.8        | 59.6                        | 55.7        | -3.9        |
| Rural                           | 11.1                     | 11.8        | 0.7        | 78.6                       | 74.4        | -4.2        | 82.9                        | 78.8        | -4.1        |
| <b>Overall</b>                  | <b>12.1</b>              | <b>12.3</b> | <b>0.2</b> | <b>69.3</b>                | <b>63.7</b> | <b>-5.6</b> | <b>75.8</b>                 | <b>70.6</b> | <b>-5.2</b> |

Source: EESI 2, Phase 1, NIS

## 8.2.4 Evolution of rate of salarization and rate of low salary

The **rate of salarization** is the ratio of the number of salaried persons to the occupied active population. On the whole, this rate increased by close to 8 points passing from 12.3% in 2005 to 20.3% in 2010. This increase is observed as well among men as among women.

Among the young, the situation remained stable in the age group 10-14 years. In the other ages groups, the rate of salarization clearly increased respectively by 8 and 9.1 points among the 15-24 years and 15-34 years.

According to the level of education, we note a contrasting evolution between 2005 and 2010. Among persons having the secondary 2<sup>nd</sup> cycle level or higher level, the rate progressed, whereas among persons of other levels of education it decreased.

With regard to the survey region, a part from the Centre, the salarization rate progressed in the other regions. More important improvements were registered in Yaoundé, Douala and Adamawa.

According to the area of residence, the improvement was more important in the urban area (+20.2 points) than in the rural area (+2.3 points).

The rate of low salary<sup>31</sup> is an indicator of decent work which helps to appreciate the quality of the employment. On the whole, this rate remained almost stable on the period. The almost stability is observed as well among men as among women.

Among the young, the situation degraded for the 10-14 years (+6.3 points) and the 15-34 years (+4.3 points). According to the level of education, the situation equally degraded among persons of primary level. According to the survey region, we witness a more pronounced degradation in the North and an improvement in Adamawa and in South-West.

The share of the wage earning employment in the informal sector is one of the additional indicators that helps to measure the decent work. This indicator is analyzed here in the non-agricultural informal sector. In this sector, the share of the wage earning employment is in increase by 4 points, passing from 37.3% in 2005 to 41.3% in 2010.

This evolution is contrasting following the survey region. Important increases are noticed in the Adamawa (19.3 points), in the East (10.1 points) and in the Far-North (9.1 points). However, the Far-North region remains the one where this share is the smallest whatever the year. Concerning the North region, this share increased by 6.7 points in the non-agricultural informal sector. Almost similar increases (6 to 7 points) are registered in the South and South-West regions. On the other hand, the share of wage earning employments on non-agricultural employments regressed by 4.3 points in Douala and was almost stable in Yaoundé. It is in Yaoundé that we register the greatest share of salaried employments among non-agricultural employments.

The quality of the employment has improved more in the rural area than in the urban area. As a matter of fact, the share of the wage earning employments on the employments of the non-agricultural informal sector increased by 4.6 points in the rural area and by 1.6 points in the urban area.

Although the share of the salaried employments in the non-agricultural informal sector among men is more than the double of that of women, this share has increased more among women than among men. It has thus passed from 20.3% in 2005 to 26.5% in 2010 among women; it means an increase of 6.2 points. It progressed only by 1.3 points among men to be at 52.4% in 2010 against 51.1% in 2005.

Disparities are observed in the evolution of this indicator according to the level of education. The share of the salaried employment in the employment of the non-agricultural informal sector dropped for persons of higher education (-5.1 points) and secondary level (-3.0 and -6.1 points respectively for the 1<sup>st</sup> and the 2<sup>nd</sup> cycle); whereas it progressed in an important manner for non-educated persons (+8.6 points) and those of the primary level (+2 points).

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<sup>31</sup> **The rate of low salary** represents the proportion of workers whose salary is inferior to 2/3 of the national median salary. This indicator is calculated for the salaried workers (cadres, employees, workers, labourers).

**Table 8.4: Rate of salarization, of low salary and share of salaried employment in the non-agricultural informal sector**

| Characteristic                  | Rate of salarization |             |            | Rate of low salary (per hour income inferior to 2/3 of national median per hour income) among salaried persons |             |             | Share of the salaried employment in the non-agricultural informal sector |             |            |
|---------------------------------|----------------------|-------------|------------|--|-------------|-------------|--|-------------|------------|
|                                 | Year                 |             |            | Year   |             |             | Year   |             |            |
|                                 | 2005                 | 2010        | Variation  | 2005   | 2010        | Variation   | 2005   | 2010        | Variation  |
| <b>Sex</b>                      |                      |             |            |  |             |             |  |             |            |
| Male                            | 19.6                 | 28.6        | 9.0        | 35.4   | 34.0        | -1.4        | 51.1   | 52.4        | 1.3        |
| Female                          | 5.4                  | 11.2        | 5.8        | 36.3   | 34.9        | -1.4        | 20.3   | 26.5        | 6.2        |
| <b>Youth ages group</b>         |                      |             |            |  |             |             |  |             |            |
| 10-14                           | 0.6                  | 1.4         | 0.8        | 71.4   | 77.7        | 6.3         | 7.3  | 8.2         | 0.9        |
| 15-24                           | 8.3                  | 16.3        | 8.0        | 60.0   | 64.3        | 4.3         | 28.7   | 32.6        | 3.9        |
| 15-34                           | 14.1                 | 23.2        | 9.1        | 45.9   | 44.6        | -1.3        | 37.1   | 40.5        | 3.4        |
| <b>Level of education</b>       |                      |             |            |  |             |             |  |             |            |
| Non educated                    | 2.2                  | 4.7         | 2.5        | 62.5   | 70.9        | 8.4         | 8.7  | 17.3        | 8.6        |
| Primary                         | 8.5                  | 12.4        | 3.9        | 58.4   | 52.1        | -6.3        | 27.6   | 29.6        | 2.0        |
| Secondary 1 <sup>st</sup> cycle | 15.3                 | 22.4        | 7.1        | 39.2   | 43.9        | 4.7         | 40.1   | 37.1        | -3.0       |
| Secondary 2 <sup>nd</sup> cycle | 30.3                 | 44.7        | 14.4       | 17.6   | 23.4        | 5.8         | 63.0   | 56.9        | -6.1       |
| Higher                          | 50.2                 | 74.1        | 23.9       | 6.5  | 7.4         | 0.9         | 82.4   | 77.3        | -5.1       |
| <b>Survey region</b>            |                      |             |            |  |             |             |  |             |            |
| Douala                          | 24.9                 | 42.5        | 17.6       | 25.2   | 25.9        | 0.7         | 47.5   | 43.2        | -4.3       |
| Yaoundé                         | 24.1                 | 50.9        | 26.8       | 27.4   | 28.5        | 1.1         | 52.0   | 52.3        | 0.3        |
| Adamawa                         | 12.0                 | 24.9        | 12.9       | 61.9   | 52.3        | -9.6        | 28.1   | 47.4        | 19.3       |
| Centre                          | 12.9                 | 11.7        | -1.2       | 34.9   | 39.2        | 4.3         | 43.8   | 47.9        | 4.1        |
| East                            | 7.7                  | 16.9        | 9.2        | 45.3   | 43.3        | -2.0        | 33.4   | 43.5        | 10.1       |
| Far-North                       | 3.5                  | 6.1         | 2.6        | 47.3   | 45.7        | -1.6        | 16.3   | 25.4        | 9.1        |
| Littoral                        | 14.8                 | 17.5        | 2.7        | 36.6   | 35.0        | -1.6        | 37.6   | 37.4        | -0.2       |
| North                           | 5.0                  | 8.0         | 3.0        | 35.4   | 53.4        | 18.0        | 24.9   | 31.6        | 6.7        |
| North-West                      | 11.9                 | 14.3        | 2.4        | 47.4   | 47.5        | 0.1         | 36.4   | 33.9        | -2.5       |
| West                            | 8.1                  | 13.2        | 5.1        | 34.7   | 40.2        | 5.5         | 35.9   | 35.0        | -0.9       |
| South                           | 16.6                 | 25.4        | 8.8        | 33.9   | 33.5        | -0.4        | 34.7   | 40.7        | 6.0        |
| South-West                      | 15.2                 | 23.2        | 8.0        | 49.0   | 25.9        | -23.1       | 33.4   | 40.3        | 6.9        |
| <b>Area of residence</b>        |                      |             |            |  |             |             |  |             |            |
| Urban                           | 21.2                 | 41.4        | 20.2       | 30.1   | 31.0        | 0.9         | 44.3   | 45.9        | 1.6        |
| Rural                           | 7.1                  | 9.4         | 2.3        | 45.2   | 41.7        | -3.5        | 28.1   | 32.7        | 4.6        |
| <b>Overall</b>                  | <b>12.3</b>          | <b>20.3</b> | <b>8.0</b> | <b>35.6</b>  | <b>34.2</b> | <b>-1.4</b> | <b>37.3</b>  | <b>41.3</b> | <b>4.0</b> |

Source: EESI 2, Phase 1, NIS

## 8.2.5 Evolution of the vulnerable employment rate

The vulnerable employment rate is equal to the share of own account workers and non-remunerated family workers in the total of employments. It measures what is considered as vulnerable situation in the employment namely the status of own account workers and non remunerated family workers<sup>32</sup>.

This indicator is retained in the framework of the MDG (Objective 1, Target 1B) for the monitoring of the reach of the objective for extreme poverty and hunger reduction. Moreover, the target aimed is to ensure the full employment and the possibility for each one, including women and the young, to find a decent and productive work.

This concept based on the situation in the employment is relatively recent in the analysis of the labour market and give information on the proportion of workers in the situation of precariousness in the employment and therefore having no access to social advantages or

<sup>32</sup> Guide on the new employment indicators of MDG, ILO, 2009.

programmes of social protection. They are therefore more exposed to the fluctuations of the economic activity.

We observed globally a trend to the decrease of the rate of vulnerable employment between 2005 and 2010. On the whole, it decreased by 3.7 points. Among women, it decreased by 4.5 points and by 3.9 points among the young aged 15-34 years.

In spite of decreases registered globally for the rate of vulnerable employment, non-educated persons, women and younger ones aged 10-14 years are the most vulnerable in the employment, whatever the year.

Besides, it is proper to note that this rate rather increased (more than 2.7 points) for persons of the secondary and higher education level.

At the level of the survey region, we note few disparities. As a matter of fact, the survey regions of the Centre, the North-West and Douala witness increasing trends between 2005 and 2010. On the other hand, this rate is either in decrease or almost stable in the other survey regions.

**Table 8.5: Evolution of the rate of vulnerable employment according to some sociodemographic variables**

| Characteristic                  | Vulnerable employment rate |             |             |
|---------------------------------|----------------------------|-------------|-------------|
|                                 | Year                       |             | Gap         |
|                                 | 2005                       | 2010        |             |
| <b>Sex</b>                      |                            |             |             |
| Male                            | 66.4                       | 63.9        | -2.5        |
| Female                          | 88.6                       | 84.1        | -4.5        |
| <b>Youth ages group</b>         |                            |             |             |
| 10-14                           | 96.6                       | 97.2        | 0.6         |
| 15-24                           | 77.3                       | 75.2        | -2.1        |
| 15-34                           | 73.1                       | 69.2        | -3.9        |
| <b>Level of education</b>       |                            |             |             |
| Non education                   | 95.1                       | 93.6        | -1.5        |
| Primary                         | 82.3                       | 80.7        | -1.6        |
| Secondary 1 <sup>st</sup> cycle | 67.5                       | 70.2        | 2.7         |
| Secondary 2 <sup>nd</sup> cycle | 42.3                       | 47.5        | 5.2         |
| Higher                          | 14.6                       | 17.3        | 2.7         |
| <b>Survey region</b>            |                            |             |             |
| Douala                          | 44.9                       | 47.9        | 3.0         |
| Yaoundé                         | 38.9                       | 38.2        | -0.7        |
| Adamawa                         | 79.1                       | 70.5        | -8.6        |
| Centre                          | 76.8                       | 86          | 9.2         |
| East                            | 85.8                       | 78.7        | -7.1        |
| Far-North                       | 94.9                       | 92.2        | -2.7        |
| Littoral                        | 76.6                       | 77.3        | 0.7         |
| North                           | 90.7                       | 89.9        | -0.8        |
| North-West                      | 73.7                       | 77.3        | 3.6         |
| West                            | 84.4                       | 83          | -1.4        |
| South                           | 73.1                       | 70          | -3.1        |
| South-West                      | 64.1                       | 59.2        | -4.9        |
| <b>Area of residence</b>        |                            |             |             |
| Urban                           | 50.9                       | 49          | -1.9        |
| Rural                           | 87.7                       | 86.3        | -1.4        |
| <b>Overall</b>                  | <b>77.3</b>                | <b>73.6</b> | <b>-3.7</b> |

Source: EESI 2, Phase 1, NIS



# Conclusion and recommendations

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## 1. Conclusion

The first phase of the second Survey on Employment and the Informal Sector had as main objective to produce indicators to evaluate and follow up the evolution of the employment.

The main results show that the offer and demand of the professional training remain low and dominated by the on the job trainings, and this, in spite of its importance for the access to the employment.

Just as in 2005, the structure of employments according to the institutional sector shows that the majority of occupied active persons exercise their employment in the informal sector notably in the agricultural informal sector. The share of employment in the formal sector remains therefore low.

The structure of employment according to the sector of activity presents a predominance of employments of the primary sector in the rural area and employments of the tertiary sector in the urban area.

The unemployment remains an essentially urban phenomenon, very concentrated in Douala and Yaoundé where they register in general two digits unemployment rates. It touches mainly the young, especially those aged 15-34 years whose broadened unemployment rate reaches the highest point of 15.5%. Women are a bit more concerned than men, and are more discouraged in the employment seeking. Moreover, the possession of a diploma or a high level of education does not always guarantee the access to employment. The difficulty of insertion in the labour market depends on the channels used. The informal ways are the most used because of the non-recognition of the public (NEF) and private placing structures.

More than half of unemployed persons take more than a year seeking in general a wage earning employment. The minimum income acceptable by the unemployed persons to occupy an employment is averagely 59 800 CFAF per month (70 900 CFAF for men and 54 000 CFAF for women), which is a bit twice more than the Minimum Interprofessional Guaranteed Wage (MIGW) in force in Cameroon.

The main problem of the labour market in Cameroon is not the unemployment but rather the under-employment. Close to three workers out of four are under-employed, an under-employment that results mainly from a low remuneration, since 70.3% of workers earn less than the legal minimum monthly salary which is 28 500 CFAF. This situation of under-employment highlights the nature of the problem of adequacy training employment.

The analysis of mobility in the education shows that the present generations are better educated than the previous ones and this independently of the gender. Meanwhile, the school life duration in the rural area remains short compared to the one registered in the urban area.

As for the professional mobility, the structure of employments in the rural area has remained relatively stable whereas in towns, activities have diversified themselves following the economic development.

The measure of the rate of immobility taking into consideration at the same time the socio-professional category and the sector of activity of the father and the child, shows that one Cameroonian out of two works in the same sector of activity and in the same socio-professional category as his father.

The analysis of professional projects showed that half of the occupied active persons wish to keep their present employment. The active youths, better educated than their elders, prefer in majority employments in the public sector.

In terms of evolution, between 2005 and 2010, the labour market witnessed a slight structural fair period, with the improvement of great fundamental indicators like the under-employment, the unemployment and the decent employment.

As for the decent employment, it witnesses a slight improvement with the rising of the salaried employment in the non-agricultural informal sector in the rural area and in a lesser measure in the urban area of some regions. The rate of vulnerable employment has equally decreased notably among women and the young of 15-34 years; likewise among active persons of average level of education (primary and non-educated). But the decent work remains a preoccupying problem in spite of this appreciable decrease since it still occupies three quarter of the wage earning population in 2010.

Beyond these conditions of activity, we however observe between 2005 and 2010 an increase of the income born from the main employment having as corollary the decline of the global under-employment. Nevertheless, considering the evolution of the duration of work and that of the proportion of the informal employments, efforts remain to be made to reach the objective fixed by the GESP as far as the under-employment and the promotion of decent employments are concerned.

## **2. Recommendations**

These different results suggest the following recommendations:

- to accelerate the putting in area of policies aiming at improving the offer of professional training, important modality for the access to quality employment;
- to re-centre the organization and the functioning of higher graduating training establishments (BTS, HND, DSEP, Professional bachelor degree, etc.) and qualifying professional training through; (i) the reorientation of training programmes while insisting on the method of alternation; (ii) the recruitment of trainers and teachers of the said establishments; (iii) multiform support to these training structures;
- to diversify programmes of professional insertion in favour of the young, women and persons of higher level of education and put to place the one stop shop for employment;

- to improve the information system (National Observatory of Employment and Professional Training) and that of professional orientation (COSUP, NEF,...). This will help to limit upstream insertion delays of job seekers and the adoption by these latter of formal channels of job seeking;
- to accelerate the migration from the informal sector to the formal sector;
- to accelerate the implementation of the strategy of the GESP concerning mainly the support to the actors of the informal sector in organizing their activities in very small enterprises (VSE);
- to continue efforts to improve the conditions of activities of non agricultural informal actors;
- to continue efforts of improvement of conditions of activity of actors of agricultural and non-agricultural informal sector;
- to strengthen the capacities of the informal sector actors (technical, material and financial);
- to extend the social security to workers of the informal sector;
- to revise the labour code while taking into consideration the present context;
- to promote non-agricultural activities in the rural area;
- to encourage actions in view of the promotion of trade union culture and governance.



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# **APPENDICES**



## Appendix 1: Sampling errors and other tables

**Table a.1: Sampling errors for some indicators, national level**

Sampling errors, variation coefficient, effect of the sampling plan (DEFF), square root of the sampling plan (RDEFF) for some indicators

| Indicator  | Table | Estimation<br>(M) | Standard<br>error (ET) | Interval of confidence (95%) |                       | Variation<br>Coefficient<br>(ET/M) | Effect of<br>plan<br>(DEFF) | Effect of plan<br>(square root,<br>RDEFF) |
|--|-------|-------------------|------------------------|------------------------------|-----------------------|------------------------------------|-----------------------------|---|
|  |       |                   |                        | Inferior<br>(M-1,96*ET)      | Higher<br>(M+1,96*ET) |                                    |                             |   |
| Rate of unemployment according to ILO                | 4.1   | 3.777             | 0.251                  | 3.284                        | 4.269                 | 0.066                              | 2.622                       | 1.619                                     |
| Rate of enlarged unemployment                        | 4.5   | 5.684             | 0.337                  | 5.023                        | 6.345                 | 0.059                              | 3.278                       | 1.811                                     |
| Employment/population Ratio                          | 3.1   | 66.372            | 0.908                  | 64.590                       | 68.154                | 0.014                              | 8.42                        | 2.902                                     |
| Rate of activity according to ILO                    | 3.2   | 68.977            | 0.869                  | 67.272                       | 70.682                | 0.013                              | 8.039                       | 2.835                                     |
| Rate of salarization                                 | 5.2   | 20.304            | 0.834                  | 18.667                       | 21.940                | 0.041                              | 6.198                       | 2.489                                     |
| Rate of invisible under-employment                   | 5.3   | 63.690            | 1.082                  | 61.566                       | 65.814                | 0.017                              | 7.23                        | 2.689                                     |
| Rate of global under-employment according to ILO (1) | 5.3   | 70.551            | 0.883                  | 68.817                       | 72.285                | 0.013                              | 5.65                        | 2.377                                     |
| Rate of global under-employment according to ILO (2) | 5.3   | 71.866            | 0.853                  | 70.191                       | 73.541                | 0.012                              | 5.416                       | 2.327                                     |

Source: EESI 2, Phase 1, NIS

(1) : on the basis of 35 hours (2) : on the basis of 40 hours

**Table a.2: Sampling errors for some indicators, urban area**

Sampling errors, variation coefficient, effect of the sampling plan (DEFF), square root of the sampling plan (RDEFF) for some indicators

| Indicator   | Table | Estimation<br>(M) | Standard<br>error (ET) | Interval of confidence (95%) |                       | Variation coefficient<br>(ET/M) | Effect of the<br>plan (DEFF) | Effect of<br>plan (square<br>root,<br>RDEFF) |
|---|-------|-------------------|------------------------|------------------------------|-----------------------|---------------------------------|------------------------------|--|
|   |       |                   |                        | Inferior<br>(M-<br>1,96*ET)  | Higher<br>(M+1,96*ET) |                                 |                              |  |
| Rate of unemployment according to ILO                 | 4.1   | 8.074             | 0.424                  | 7.241                        | 8.907                 | 0.053                           | 1.309                        | 1.144  |
| Rate of broadened unemployment                        | 4.5   | 11.430            | 0.515                  | 10.419                       | 12.441                | 0.045                           | 1.473                        | 1.214  |
| Employment / population Ratio                         | 3.1   | 54.698            | 0.824                  | 53.080                       | 56.317                | 0.015                           | 2.586                        | 1.608  |
| Rate of activity according to ILO                     | 3.2   | 59.502            | 0.853                  | 57.827                       | 61.178                | 0.014                           | 2.849                        | 1.688  |
| Rate of of salarization                               | 5.2   | 41.421            | 0.945                  | 39.566                       | 43.276                | 0.023                           | 1.809                        | 1.345  |
| Rate of invisible under-employment                    | 5.3   | 42.900            | 1.023                  | 40.891                       | 44.908                | 0.024                           | 2.074                        | 1.440  |
| Rate of global under-employment, according to ILO (1) | 5.3   | 55.709            | 0.888                  | 53.965                       | 57.452                | 0.016                           | 1.714                        | 1.309  |
| Rate of global under-employment, according to ILO(2)  | 5.3   | 58.032            | 0.887                  | 56.291                       | 59.772                | 0.015                           | 1.731                        | 1.316  |

Source: EESI 2, Phase 1, NIS

(1) : on the basis of 35 hours (2) : on the basis of 40 hours

**Table a.3: Sampling errors for some indicators, rural area**

Sampling errors, variation coefficient, effect of the sampling plan (DEFF), square root of the sampling plan (RDEFF) for some indicators

| Indicator   | Table | Estimation<br>(M) | Standard<br>error (ET) | Interval of confidence (95%) |                         | Variation<br>Coefficient<br>(ET/M) | Effect of<br>plan<br>(DEFF) | Effect of plan<br>(square root,<br>RDEFF) |
|---|-------|-------------------|------------------------|------------------------------|-------------------------|------------------------------------|-----------------------------|---|
|   |       |                   |                        | Inferior<br>(M-1,96*ET)      | Superior<br>(M+1,96*ET) |                                    |                             |   |
| Rate of unemployment according to ILO                 | 5.1   | 1.394             | 0.243                  | 0.917                        | 1.871                   | 0.174                              | 4.174                       | 2.043                                     |
| Rate of enlarged unemployment                         | 5.2   | 2.412             | 0.336                  | 1.753                        | 3.071                   | 0.139                              | 4.723                       | 2.173                                     |
| Employment / population Ratio                         | 4.6   | 74.601            | 1.271                  | 72.106                       | 77.096                  | 0.017                              | 11.401                      | 3.376                                     |
| Rate of activity according to ILO                     | 4.1   | 75.656            | 1.236                  | 73.230                       | 78.081                  | 0.016                              | 11.084                      | 3.329                                     |
| Rate of salarization                                  | 4.7   | 9.389             | 0.685                  | 8.044                        | 10.734                  | 0.073                              | 5.247                       | 2.291                                     |
| Rate of invisible under-employment                    | 6.3   | 74.389            | 1.172                  | 72.088                       | 76.691                  | 0.016                              | 6.805                       | 2.609                                     |
| Rate of global under-employment, according to ILO (1) | 6.3   | 78.766            | 1.051                  | 76.702                       | 80.830                  | 0.013                              | 6.401                       | 2.53                                      |
| Rate of global under-employment, according to ILO (2) |       | 79.524            | 1.017                  | 77.526                       | 81.521                  | 0.013                              | 6.158                       | 2.482                                     |

Source: EESI 2, Phase 1, NIS

(1) : on the basis of 35 hours (2) : on the basis of 40 hours

**Table a.4: Net school attendance rate at the primary level (6-14 years) by region, sex, and according to the area of residence**

|                               | Area of residence |             | Overall     |
|-------------------------------|-------------------|-------------|-------------|
|                               | Urban             | Rural       |             |
| <b>Survey region</b>          |                   |             |             |
| Douala                        | 95.1              | ///         | 95.1        |
| Yaoundé                       | 93.8              | ///         | 93.8        |
| Adamawa                       | 83.2              | 69.3        | 73.5        |
| Centre                        | 100.0             | 95.4        | 95.7        |
| East                          | 96.4              | 89.2        | 90.3        |
| Far-North                     | 76.8              | 57.4        | 59.3        |
| Littoral                      | 97.3              | 95.7        | 96.3        |
| Nord                          | 71.1              | 57.7        | 59.6        |
| North-West                    | 88.1              | 92.5        | 91.9        |
| West                          | 96.2              | 95.8        | 95.9        |
| South                         | 89.6              | 99.9        | 95.5        |
| South-West                    | 92.1              | 96.8        | 96.4        |
| <b>Sex of the interviewee</b> |                   |             |             |
| Male                          | 92.5              | 77.9        | 82.3        |
| Female                        | 90.2              | 75.8        | 80.6        |
| <b>Overall</b>                | <b>91.4</b>       | <b>76.9</b> | <b>81.5</b> |

Source: EESI 2, Phase 1, NIS

**Table a.5: Proportion of employments observed per year and according to the institutional sector, over long period**

|              |  | Year employment creation (observation) |              |              |              |              |              |              |              |              |              |              |              |              |
|--------------|--|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|              |  | Before 1999                            | 1999         | 2000         | 2001         | 2002         | 2003         | 2004         | 2005         | 2006         | 2007         | 2008         | 2009         | 2010         |
| <b>Urban</b> | Public administration                          | 10.5                                   | 16.3         | 10.4         | 9.2          | 12.2         | 15.2         | 14.8         | 9.5          | 14.0         | 9.8          | 7.4          | 6.4          | 4.7          |
|              | Public enterprise / International Organization | 3.5                                    | 7.7          | 5.7          | 0.9          | 0.3          | 2.0          | 5.6          | 0.8          | 2.8          | 3.1          | 1.5          | 1.9          | 0.9          |
|              | Formal private enterprise                      | 7.3                                    | 4.8          | 5.7          | 5.2          | 9.1          | 14.7         | 8.0          | 9.8          | 9.2          | 8.4          | 8.1          | 8.9          | 7.5          |
|              | Non agricultural private informal enterprise   | 52.8                                   | 51.1         | 64.4         | 73.7         | 61.1         | 58.2         | 61.9         | 67.1         | 63.8         | 69.8         | 75.8         | 79.0         | 82.8         |
|              | Agricultural informal enterprise               | 26.0                                   | 20.1         | 13.8         | 11.0         | 17.3         | 10.0         | 9.7          | 12.7         | 10.1         | 8.9          | 7.2          | 3.7          | 4.2          |
|              | <b>Total</b>                                   | <b>100.0</b>                           | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |
| <b>Rural</b> | Public administration                          | 1.1                                    | 3.0          | 2.9          | 4.1          | 2.0          | 6.7          | 5.2          | 2.4          | 1.7          | 4.4          | 3.6          | 2.0          | 2.8          |
|              | Public enterprise / International Organization | 0.2                                    |              | 0.1          | 0.2          | 1.0          | 0.3          | 0.5          | 0.0          | 1.3          | 0.1          | 0.5          | 0.4          | 0.8          |
|              | Formal private enterprise                      | 0.7                                    | 0.2          | 1.4          | 0.8          | 0.2          | 1.2          | 0.5          | 1.1          | 0.6          | 2.8          | 1.8          | 2.3          | 3.0          |
|              | Non agricultural private informal enterprise   | 11.1                                   | 12.9         | 13.0         | 6.6          | 16.0         | 13.8         | 15.5         | 24.0         | 18.0         | 27.3         | 30.4         | 36.2         | 46.5         |
|              | Agricultural informal enterprise               | 86.9                                   | 83.9         | 82.6         | 88.2         | 80.9         | 78.1         | 78.3         | 72.4         | 78.4         | 65.4         | 63.6         | 59.1         | 47.0         |
|              | <b>Total</b>                                   | <b>100.0</b>                           | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |
| <b>Total</b> | Public administration                          | 2.7                                    | 6.6          | 5.0          | 5.9          | 4.7          | 9.4          | 8.5          | 4.7          | 6.3          | 6.5          | 5.2          | 4.1          | 3.9          |
|              | Public enterprise / International Organization | 0.8                                    | 2.1          | 1.6          | 0.4          | 0.8          | 0.8          | 2.2          | 0.3          | 1.8          | 1.3          | 1.0          | 1.1          | 0.9          |
|              | Formal private enterprise                      | 1.8                                    | 1.4          | 2.6          | 2.4          | 2.5          | 5.5          | 3.1          | 3.9          | 3.8          | 5.0          | 4.5          | 5.4          | 5.5          |
|              | Non agricultural private informal enterprise   | 18.3                                   | 23.3         | 27.0         | 30.5         | 27.8         | 27.9         | 31.3         | 37.8         | 34.9         | 44.0         | 49.8         | 56.2         | 66.9         |
|              | Agricultural enterprise informal               | 76.4                                   | 66.5         | 63.9         | 60.7         | 64.2         | 56.4         | 54.9         | 53.4         | 53.2         | 43.2         | 39.5         | 33.2         | 22.9         |
|              | <b>Total</b>                                   | <b>100.0</b>                           | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |

Source: EESI 2, Phase 1, NIS

**Table a.6: Unemployment rate in Douala, Yaoundé by sex and age**

|                   |                  | ILO unemployment rate |             |            | Broadened unemployment |             |             |
|-------------------|------------------|-----------------------|-------------|------------|------------------------|-------------|-------------|
|                   |                  | Survey region         |             | Overall    | Survey region          |             | Overall     |
|                   |                  | Douala                | Yaoundé     |            | Douala                 | Yaoundé     |             |
| Interviewee's sex | Male             | 5.7                   | 7.4         | 6.5        | 6.8                    | 8.3         | 7.5         |
|                   | Female           | 13.4                  | 13.0        | 13.2       | 17.2                   | 20.8        | 19.0        |
| Age               | 10-14 years      | 0.0                   | 1.7         | 1.0        | 0.0                    | 6.6         | 3.9         |
|                   | 15-34 years      | 11.6                  | 14.1        | 12.8       | 14.2                   | 19.5        | 16.8        |
|                   | 35-64 years      | 6.1                   | 4.4         | 5.3        | 8.2                    | 6.8         | 7.5         |
|                   | 65 years or more | 2.1                   | 4.6         | 2.8        | 2.1                    | 4.6         | 2.8         |
| <b>Overall</b>    |                  | <b>9.1</b>            | <b>10.0</b> | <b>9.5</b> | <b>9.5</b>             | <b>11.5</b> | <b>14.3</b> |

Source: EESI 2, Phase 1, NIS

**Table a.7: Unemployment rate according to ILO by migratory status, sex and area of residence**

| Migratory status | Urban      |             |            | Rural      |            |            | Total      |            |            |
|------------------|------------|-------------|------------|------------|------------|------------|------------|------------|------------|
|                  | Male       | Female      | Overall    | Male       | Female     | Overall    | Male       | Female     | Overall    |
| Non migrants     | 7.2        | 10.6        | 8.8        | 1.5        | 0.7        | 1.1        | 2.9        | 2.9        | 2.9        |
| Migrants         | 5.2        | 11.0        | 7.8        | 1.6        | 2.3        | 2.0        | 3.5        | 6.4        | 4.9        |
| <b>Overall</b>   | <b>5.9</b> | <b>10.9</b> | <b>8.1</b> | <b>1.5</b> | <b>1.3</b> | <b>1.4</b> | <b>3.2</b> | <b>4.5</b> | <b>3.8</b> |

Source: EESI 2, Phase 1, NIS

**Table a.8: Enlarged unemployment rate according to the migratory status and the sex by area of residence**

| Migratory status | Urban      |             |             | Rural      |            |            | Total      |            |            |
|------------------|------------|-------------|-------------|------------|------------|------------|------------|------------|------------|
|                  | Male       | Female      | Overall     | Male       | Female     | Overall    | Male       | Female     | Overall    |
| Non migrants     | 8.5        | 15.8        | 12.1        | 2.0        | 1.9        | 1.9        | 3.5        | 5.0        | 4.3        |
| Migrants         | 6.0        | 17.3        | 11.2        | 2.2        | 4.5        | 3.4        | 4.2        | 10.7       | 7.3        |
| <b>Overall</b>   | <b>6.8</b> | <b>16.8</b> | <b>11.5</b> | <b>2.1</b> | <b>2.8</b> | <b>2.4</b> | <b>3.9</b> | <b>7.7</b> | <b>5.7</b> |

Source: EESI 2, Phase 1, NIS



## Appendix 2: Definition of concepts and indicators

### 1. Definition of concepts

**Active population:** Population constituted by unemployed and occupied active persons.

**Apprentice:** Person admitted in an enterprise to acquire a professional training. He can be remunerated or not.

**Discouraged unemployed person:** Person without employment, who did not work (even just for an hour) during the preceding the survey, who did not seek an employment during the month preceding the survey, but available to work immediately if he is proposed an employment.

**Employer (or boss):** Individual working for his own account or with one or several partners, occupying an employment as independent, and who employs one or several salaried persons in his unit.

**Family aid:** Person occupying an employment in an enterprise (shop, small commerce at home, handicraft, agriculture, etc.) exploited by a relative generally living in the same household, but who cannot be considered as partner, and who does not receive any fixed remuneration in cash or in kind.

**Housewife:** Female individual, usually inactive, and who is engaged in household works or the education of children.

**Household:** It is one or several persons, having or not a blood, marriage link, living in one or several lodgings of the same compound, putting together part or all their resources, in order to satisfy current needs, taking more often their meals together and recognizing the authority of one person as head of the household.

**Inactive population:** All individuals who does not belong to the active population.

**Independent workers:** Set of employers/bosses and own account workers.

**Informal Sector:** Set of production units not having the tax payer's number and/or not keeping formal accounts (according to OHADA accounting Plan).

**Main activity:** Activity which is declared as such by the interviewee.

**Main employment:** Employment which is declared as such by the interviewee. It is in general the one to which the interviewee devoted much time or the one that yields much income.

**Migrant:** Person born outside his/her present locality of residence.

**Occupied active population:** Population regrouping all the persons having worked even just for an hour during the week preceding the survey, whether they are wage earners, own account, employers or family aids in the family enterprise or exploitation. It includes also persons having an employment but who are temporary absent for a reason such as illness, paid leave, work

conflict, a training. Persons having got a work which will start later on (month following the survey) are equally included in the occupied active population.

**Own account worker:** Person occupying an employment as independent, but who employs no wage earner and can nevertheless work with family aids or apprentices.

**Pensioner/Stock-holder:** Person usually inactive, and who receives as income a pension (retirement, invalidity, widow(er) hood, orphanage, etc), estate income, stocks and shares.

**Primo seeker:** Unemployed person looking for the first insertion in the labour market

**Reservation salary:** Minimum remuneration level under which an unemployed person cannot accept to occupy an employment.

**Salaried (wage earner):** Individual having an employment regularly remunerated in cash and/or kind and according to a defined periodicity, having a work contract, explicit or implicit, with the same employer continuously.

**Secondary activity:** Activity exercised in addition to the main activity.

**Secondary employment:** Employment occupied in addition to the main employment.

**Unemployed person according to ILO:** Person without employment who did not work (even just for one hour) during the week preceding the survey, having sought an employment during the month preceding the survey and declaring to be available to take an employment within the fifteen days.

**Unemployed person according to ILO:** Person without employment who did not work (even just for an hour) during the week preceding the survey, having sought an employment during the month preceding the survey and declaring to be available to take an employment within the fifteen days.

**Unemployed person:** Person considered as unemployed person according to ILO or discouraged unemployed person.

**Working age population:** Population of 10 years or more (*for the survey needs*).

## **2. Definition of indicators**

**Broadened activity rate:** Ratio of the active population (occupied active persons, unemployed persons according to ILO, discouraged unemployed persons) to the working age population.

**Broadened unemployment rate:** Ratio of the unemployed population (according to ILO, discouraged) to the active population (occupied actives, ILO unemployed).

**Dependence rate:** Ratio of the number of unemployed or inactive persons, to the number of occupied active persons.

**Employment rate:** Ratio of the number of occupied active persons to the working age population.

**ILO activity rate:** Ratio of the active population (occupied active, ILO unemployed persons) to the working age population.

**ILO unemployment rate:** Ratio of the population of the unemployed persons according to ILO to the active population (occupied active persons, ILO unemployed persons).

It can be calculated according to ILO or **broadened**.

**Net rate of primary school attendance:** Ratio of the total number of children registered in the primary who belong to the age group (6-11 years) corresponding to this level of teaching on the total number of children belonging to this age group.

**Net rate of secondary school attendance:** Ratio of the total number of children registered in the secondary education who belong to the age group (12-18 years) corresponding to this level of teaching on the total number of children of belonging to this ages group.

**Rate of global under-employment:** Ratio of the number of unemployed persons, and occupied active persons in the situation of under-employment (visible or invisible), to the active population.

**Rate of informality:** Ratio of the number of occupied active persons exercising in the informal sector to the total occupied active persons.

**Rate of pluri-activity:** Ratio of the number of persons exercising one or several secondary employments, to the occupied active population.

**Rate of the invisible under-employment:** Percentage of occupied active whose per hour income is inferior to the per hour income set by the legislation, calculated on the basis of the Minimum interprofessional guaranteed Wage (28 500 CFAF/month) for a per hour volume of 40 hours per week.

**Rate of visible under-employment:** Ratio of the number of occupied active persons working involuntary less than 40 hours per week, to the occupied active population. This rate has also been calculated on the basis of 35 hours of work per week.

**Salarization rate:** Ratio of the number wage earners, to the occupied active population.

**Unemployment rate:** Ratio of the number of unemployed persons to the active population.



## Appendix 3: List of the staff involved

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|                         |   |
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 FOU DA MEWOLI Claire Pascaline  
 PROMBO PEGHOKO Pierre  
 DOUALA LOBE Emanuel

GUEDEM KATOU Christelle  
 SISSIN Armand Didier  
 DIMOUAMOUA LOBE Hélène  
 TAPON Emmanuel Désiré  
 INGA WANE Eric Roosevelt  
 TOUBETH Adeline Flore  
 KOUAM NGOUPO François  
 VOLE Julienne Danielle  
 KWELEKO NKOUNGWE Pierre Jules  
 YOMESSON Annick  
 NDONGO ETAME MBOUSSAM D.  
 ENGANAYAT Masil Eric Julien  
 NDJIYA ERICK Calvin

**Driver**

AYISSI ABENA Elias

**YAOUNDÉ** region**Supervisors:**

DONGMO KEMKENG David Ghislain  
 TCHOUANGTE Robert  
 GUETSOP Paul Molière

**Controllers:**

IFOUE DOUNGUE Yves Martial  
 MOHAMADOU MANSOUROU  
 KAMDEM TSANANG Cédric  
 NGUIMEKENG TEMFACQ Nelly  
 KENGNE Rosine

NTOLO Jean Hilaire  
 LEUMALEU Marie Germaine  
 YOMBA Jean Jacques

**Interviewers:**

EPOTOH OYAKAT Téclaire  
 SAMBA NDONDOCK Agnès Solange  
 EYENGA ESSAMA Yves Germain  
 TCHUINGKAM Aristide Hervé  
 FOWOWE DIFFO  
 TOUKO Marie Louise  
 GHOMDIUM KAMGA Marie José  
 WABO NOUBOUÉ Adrien

ABDOULAYE OUMAR  
 MELELE Bénédicte  
 ABE Symphorien Vital  
 MUTAH RENETA ANGI  
 ATEMKOU Benjamin  
 MVELE ZE Hervé  
 AZIEA FRU Elisabeth  
 NGAMGNE FOKAM Suzy Liz Fanny  
 BATAK MANJANJA James  
 NGO LIKUND Marie Claire  
 BATELA Patrick Noël  
 NGONO OWONO Danielle Julienne  
 KENNE Hugues Martial  
 YANKAM DJONKAM Francis Lambert

BIOCK Olga  
 NKO A François Nestor  
 BOGNE TCHINDA Serge  
 NSI OWONO Patience Irène  
 CHE DOMINIC TENENG  
 ONAMBELE ONDOBO Mélanie  
 DJOUM Marius Blaise  
 OWONA NKOU MOU Franck Emilien  
 MAFFO YOUNSI Emilienne  
 BENO A BELLA Paule Claire/ NANFAH TSAKEU  
 Emmanuel  
 NGOUFANG NDZIE Christian Bernard

**Driver**

NONO Guy

**ADAMAWA** region**Supervisors:**

TCHOUALA TIOBOU Marcial  
 OUAMBA TAGNE Alain Rody

**Controllers:**

AISSATOU SOULE  
 SOKAMTE NZOFANG Louis Bruce  
 BA OUGA David

**Interviewers:**

ABOUBAKAR MALIKI  
 OUSMANOU ISSA  
 BOUGUEN FEMEUGNE Herman

ROUSGOU Jean Daniel  
 DAOUDA IBRAHIM  
 SELAGAI Nadège  
 DAYANG Maurice  
 TAGNE KAMTE Raoult Simplicie

DINGMA Jean François  
 WOYANG YONGA Carole  
 HAMIDOU  
 YAYA Jean Paul

**Driver**

KUEMO Séraphin

**CENTRE** region

**Supervisors:**

TAKEU NGUELA Alain  
NJIKI YATCHOUKEU Hyacinthe

**Controllers:**

ATANGANA Charles  
MOULIOM YACOUBA  
KENFACK CHOUNJIO Jean  
NTEBE AWONA Gilles Chantale

**Interviewers:**

ALEGA ADEBODA  
NGAKANOU Joelle Divine

BIDJONO NOAH Philémon Guy  
NGO'O Prosper Martial  
BIWOLE Serges Rodrigue  
NGORBO LEBOGO  
ELA Yannick Steve  
NLEP Jean  
HIE BASSANGEN Thomas Blaise  
AMASSOKA A. MOUTHE MOUSSA  
NGONO Eméran

NTOM NSI Denis/SAMBA NDONDOCK Agnès  
Solange  
MAKANI ESSOMBA Samuel Olivier  
NZIE BAHEBECK Serge Alex  
MEFOUE NKOA Joséphine Estelle  
TAGNI FOKOU Alain Serge

**Driver**

ZANDJIO Jérémie

**EAST** region

**Supervisors:**

FANMOE Alex Janvier  
TIOBO'O PAPOU Sédric Edmond

**Controllers:**

BATOURE II Arsène Achille  
NJOUMBA EKOSSO Yolande  
DIFFO Joé Clauvis

**Interviewers:**

AKONO Pascal Bruno  
MPANZOMO DJEMA Hermann  
MPOUAM Brice Yannick  
NDONGO Angeline  
ETCHOUKEM B. Armel

SAZANG BIGON Hervé Bertrand  
KANA Dieudonné  
TOMAZOK MBANE Joseph  
MPALLA NTEMEYAM Martial  
TSAGUE Simplicie

**Driver**

MENGUELE Gabriel

**FAR-NORTH** region

**Supervisors:**

FOMEKONG Félicien  
HORSE Timothée  
MOUAFO Raoul

**Controllers:**

ALI GARGA  
HOUNBARA KAOSSIRI Léo  
DIDJA Emmanuelle  
PISMO Robert

DJAOWE DIKWE Prosper  
TAPELE OUSMANOU BAH  
DOUMDA SABZE Ernestine  
WILBA Charlot

**Interviewers:**

ABAKAR HAMIDOU  
MAMAIDI Maximilien  
AHMED ZIREM BECHIR  
MAMMA Angèle  
AMADOU Jean  
MANA Bienvenu  
ATICKOA DJIMANKOA

MOÏSE ABBA Patou  
BAHADA Leopas  
NENBE HINBARA  
DAÏLING Rosalie  
NOUTADOU ABRAHAM  
DAIROU André  
OUMAROU AMADOU  
DJAOUWE Abraham  
POURBE MOUNANDI  
DJIBRILLA Saidou  
SADJO PALNANG  
GONG'NE Fidel  
SAIDOU ZACHEE  
GOUIGA FAWA

SANDA GOUYOUK  
HAIWANG Emmanuel  
TEUFACK SABZE Gaston  
HINDAL NYANGALA Serge Thierry  
WADJAKWA Chantale  
HAMADOU ARABO  
WANGKAGUE Pierre  
LINANCHO MICKA  
YATOI ABED-NEGO  
MAIDoba Lucie  
ZINALLA POUILLA DJONGUE Maxime

**Driver**

Hamidou ARDO NAIBOU

**LITTORAL** region

**Supervisors:**

NGONO Marguerite Ghislaine  
KOTTO Emile Zola

**Controllers:**

BETONG  
SONG Zacharie  
MONGO Thomas

**Interviewers:**

DIMOUNGUE Claire Parfaite  
JEMEA EKEDI ESSAKA Emmanuel  
ENANGUE Calixte  
MAFFO DJEMENING Régine Nadine  
NGO LISSO Sidonie Léonie

NGOH ELOUTI Sandrine Blanche  
EYOUM Eugène  
PATIPE TCHOUAMANI Guylain Styve  
GWETH NKOTH Armand Emanuel  
YOUNGA Erve Jules

**Driver**

TATENOU Michel

**NORTH** region

**Supervisors:**

FOKOU FOPI Serges  
MIENGUE André

**Controllers:**

BABA MAMAT Galgaba  
SEUGOUA Willy Marcial

MOKOYAM Stanislas  
TAGNE FOKOUA Rodrigue  
SAH Victorine

**Interviewers:**

BAVOUA ZANFACK Roseline  
MISSA Souaïbou  
BOUBA Taschobe  
HAYATOU  
DJORWE

MOMSA Ariane  
FANTA Joséphine  
NAMEKONG SENI Achille  
GODEWE Ali Kidmo  
NGOUANA MABOU Judith  
HAMADJAM Haman  
OUMAROU Bello  
HINDOU SANDA Sephora  
OUMAROU Kaldaza

KONAÏ Kotadai  
TIOZE Alain Edouard  
MENWA Pascal  
YIMELE Marie Claudine

**Driver**

TATSINGOUM Bertrand

**NORTH-WEST** region

**Supervisors:**

KETCHOUM NGAHANE Geoffroy Casimir  
ZAFACK Martin

**Controllers:**

ATONGSANG FUALEFAC  
NKEUMENI DEUTOU STELLA

FOHAM PEBOU JONATHAN BILL  
TADONKE  
MAMUE EVANGELINE TANTE

**Interviewers:**

NDIKUM MANYONG Relindis  
NGU ABANDA GERARD  
AWA-DEM ASONGANYI  
NGUM CHE Michaeline  
MEKONE EBAKO Bernadette

LUMUEH FONTOH Nicole  
CHE NANGA Maceline  
NJITOR WANGO Divine  
DADEM MOMO MADOUÉE  
MAURICE  
NWAHA JEFF Moïse  
ATABOH Eugene  
CHENG NGUM Peter  
FOGANG TAKU Peter

OWI ASAH Reneta  
ELUNDU TANTO Gilbert  
SMITH ANGUM Emilia  
MKONG NSHOM Leslie Paul  
ITALE BALEMBA Sylvie  
MOMA AKAMA Gerald  
WAM NYANGHA Sylvia

**Driver**

JUENGUE NANA Victor

**WEST** region

**Supervisors:**

TINGA YEPDO Joël Maturin  
FOTUE NJOMOU Sébastien

**Controllers:**

KENNGNI Dénise  
TABIGUE Hubert  
SOH PENTU Alain

TCHIEYA Bernard  
SOMO NANDA François  
ZEMAFACK Emilienne

**Interviewers:**

AFANYINYI LIENOU Iphigénie  
MAKA POKAM Anne Sylvie  
AYIAGNIGNI Abdou Salamou  
MBOULA KENMOE Guy Eric  
AZANMENE LOKO Gisèle Flore  
MEPIAP KANA Severin Narcisse  
DADEM KENFACK Dieunedort

MEYOUPO Bruno  
DJOTIE Norbert Lidovic  
MFOKUE Mohamed Nourredine  
GNABEYEU Bénédicte  
MOUE Michel Aimé  
KENMOE TAMO Alida  
MOUMBANGNA MOUCHIPOU François Xavier  
KONGA Rigobert  
NFOR MAMA  
LAMARE FAKUE Alnars Fadil

TETINOUE Denis  
TOMI NGUEMBOU Léopold Legrand  
TCHIO NOUMBESSI Merlin  
TAMBE Pauline  
KENGWEN NGOUNOU Vivian

**Driver**

TSAKEM Patrice Hilaire

**SOUTH** region

**Supervisor:**

KAMGHO TEZANOU Bruno Magloire

**Controllers:**

MBILI AZEGUE Achille  
OYONO Samuel

**Interviewers:**

ABESSOLO BILOA Simone Stella  
TAKOU DJOUMÉLOU Alain Marcel  
ABONDO ZE Christian  
KEMGNE DJONKAM Marcelline  
MENGUE Lucien  
AYISSI André Thierry

ESSONO Etienne Patrick  
ESSA BALLA Guy Marie  
GWABOU Achille François  
NGOFANG ZALI Murielle

**Driver**

NGNEYAMBA FOMBIT Emmanuel

**SOUTH-WEST** region

**Supervisors:**

DJEMNA KAMGA Elvis  
ETO Guy Sylvain

**Controllers:**

BI NDENECHO  
FUYA ACHU

EGBE John Agbormbongho  
TCHIO Mouotea Stanislas

**Interviewers:**

AMAH ALPHONSE AKE  
NKENGAFACK Albert Tangwa  
CHI ACHOH Christian  
NKENGLEFACK APUNDEM Pius

ENONGENE AKANG Justice  
NWABOH Judith Ambo  
FOZAO NZOTA MEZE  
MAMBO NJI Patina  
DIABE MAKOGÉ JR Fritz  
PEKELEKE CHEFOR Emmanuel  
IGELLE Isaac Toryila  
SIMO SIMO Simplicé

JEMIA KOTI  
NAMONDO NGOLLO Lizzy Elinge  
NGUEFACK ROGER  
TEPEKEM NGWEPEKEM Winifred

**Driver**

BENGA Basile

**DATA PROCESSING TEAM**

**Supervisors**

MBA Martin  
NDEFFO GOUOPE Guy Ferdinand  
NGONGANG Léandre

**Controllers:**

TCHAKOÛTE NGOHO Romain  
TCHOUDJA Victorien  
TABOUE Iréné

**Data entry agents:**

EBODE ONANA Aloys  
NGO HAGBE BELL Fleur Prudence  
NJOUNDIYIMOUN MAMA  
ATANGANA AYISSI Gontran Sylvain  
TEFFOZE DONGMO Ruth Yolande  
EYOMANE MINTYA Jeanine Sorelle  
KAPTCHOUANG KOMGUEP Elise Béatrice  
NYA Léontine Flore  
MAKOUGOU Lucienne Yolande  
TIETCHAC KAMENI Laurence épouse MBA  
MAGA OUAMBO Estelle Natacha  
KUIINZE KWISSONG Alvine Peggy  
NGUEDIA KENGNÉ Epse TSAFACK ZEBAZE  
ESSAH MESSOMO Germaine

MELON TSA FOGHAP Arnaud  
POUOKAM FOTSO Gertrude  
TETANG Pierre  
TCHOLEU Jeanne Epse POUAMO  
NGOMBI MVOGO Alexandra Isa  
ONANA BITONGO Timothée Roselin  
MANGA ATANGA Françoise Eliane  
DJUEDJI Adèle Pascaline  
ANGAZOMO Jeanine  
TECHE NOUMSI Nouvellin  
EPELE NDJAMBE Alexandre  
TSOMO Mathilde Elove  
KOM LIENOU Michelle  
BEAUFLEUR Lydienne Annie

NGOUINWOU NGOUINWOU Lucienne  
ABENG Françoise Jeannine  
CAROLINE MAMBO SAMA  
TOUNA MBALLA Rose Jeanine  
FOUENGUE Charly Gisèle Flore  
NOUMBISSIE Nick Michel  
DJOKO FRANK Herve  
NJONGUO ZENKEANG Maurine  
NAFACK FOYET Honorine Chantal  
TCHAKONTE TCHUISSEU Micheline Mireille  
EBANE EWANE Betty  
NGO GWODOG