

Dynamics & Trends of Employment

Select Cases in Sub-Saharan Africa Region



Outline

- Definition of Employment
- Significance
- Facts and Figures
- Conclusions



Definition

- Use of labour as a factor of production
- OR
- Aggregate number of persons in work in an economy as a constituent of the labour force

(Source: Collins Dictionary of Economics)



Why Employment

- Important ingredient in firm production
- Primary source of securing livelihoods
- Most stable avenue out of poverty

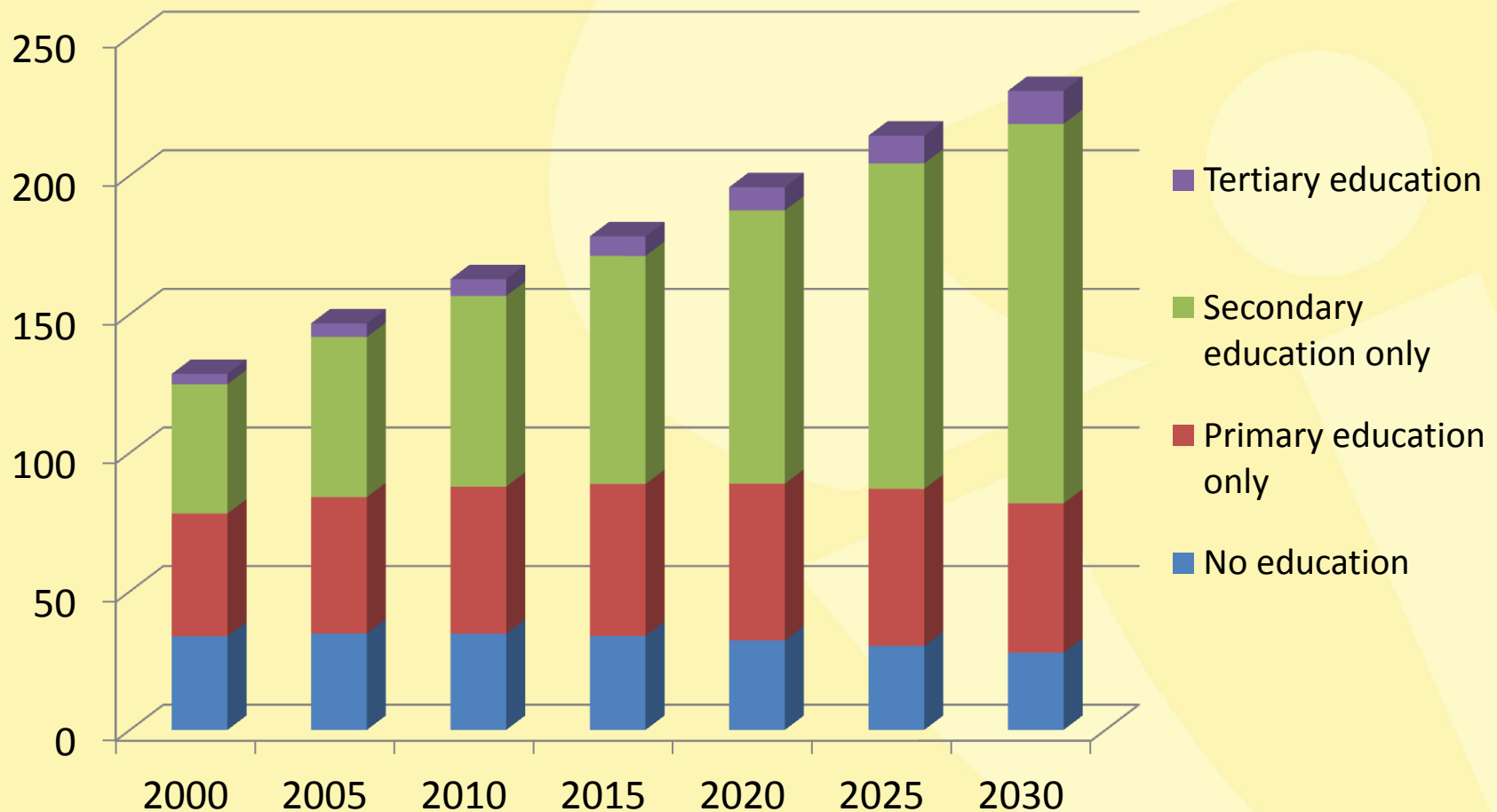


Determinants of Employment in SSA

- Demography
- Education
- Health
- Labour Market Policies
- Economic performance
- Firm & sector performance
- Employment policy

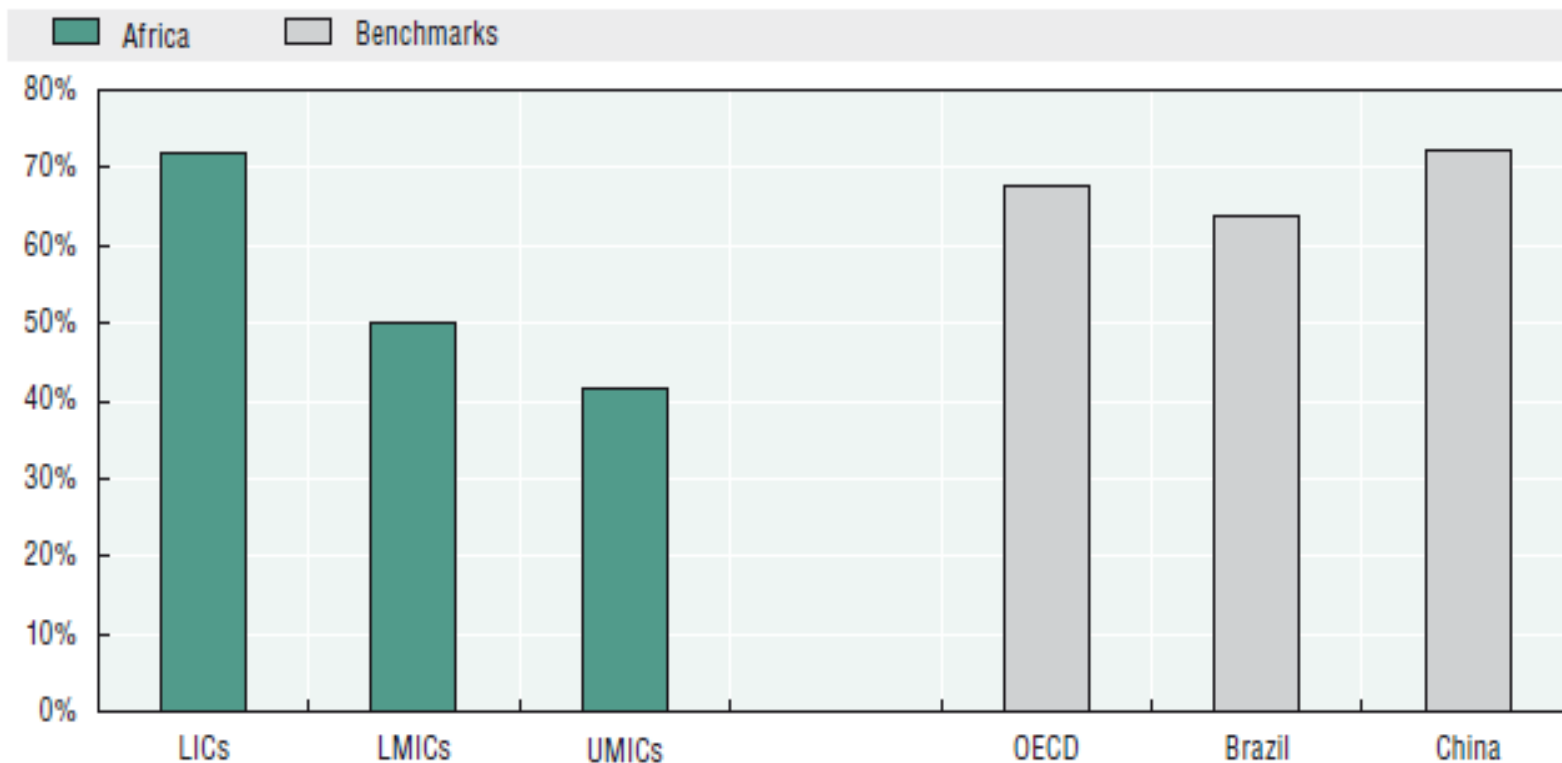


Education Attainment, 2000-2030



Ratio of Working Population

Figure 6.5. Employment rate to working age population (15-64) in Africa and comparators



Source: ILO KILM 7th Edition, 2011, authors' calculations.


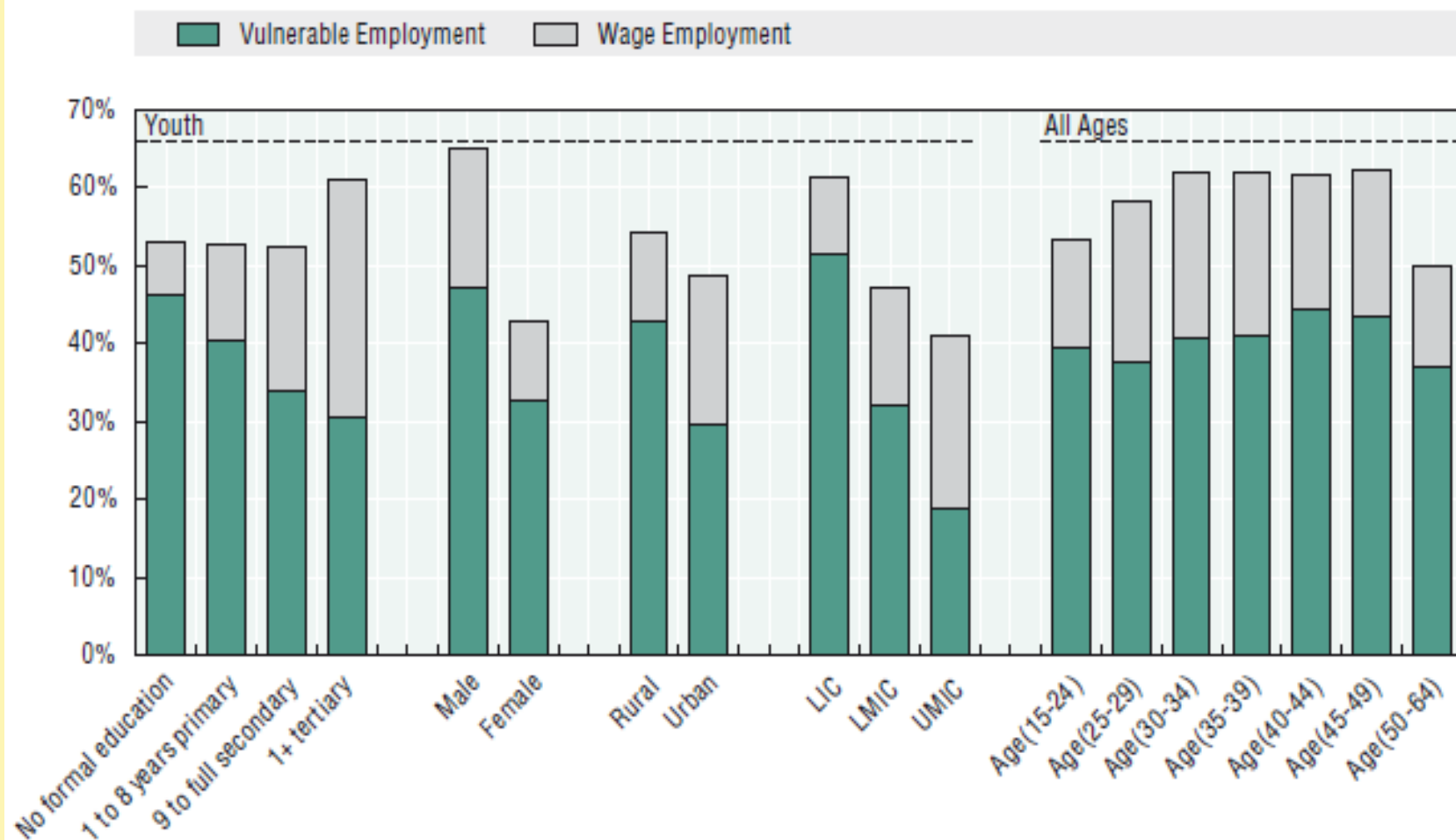

StatLink  <http://dx.doi.org/10.1787/888932600355>



Figure 6.8. Employment and its drivers

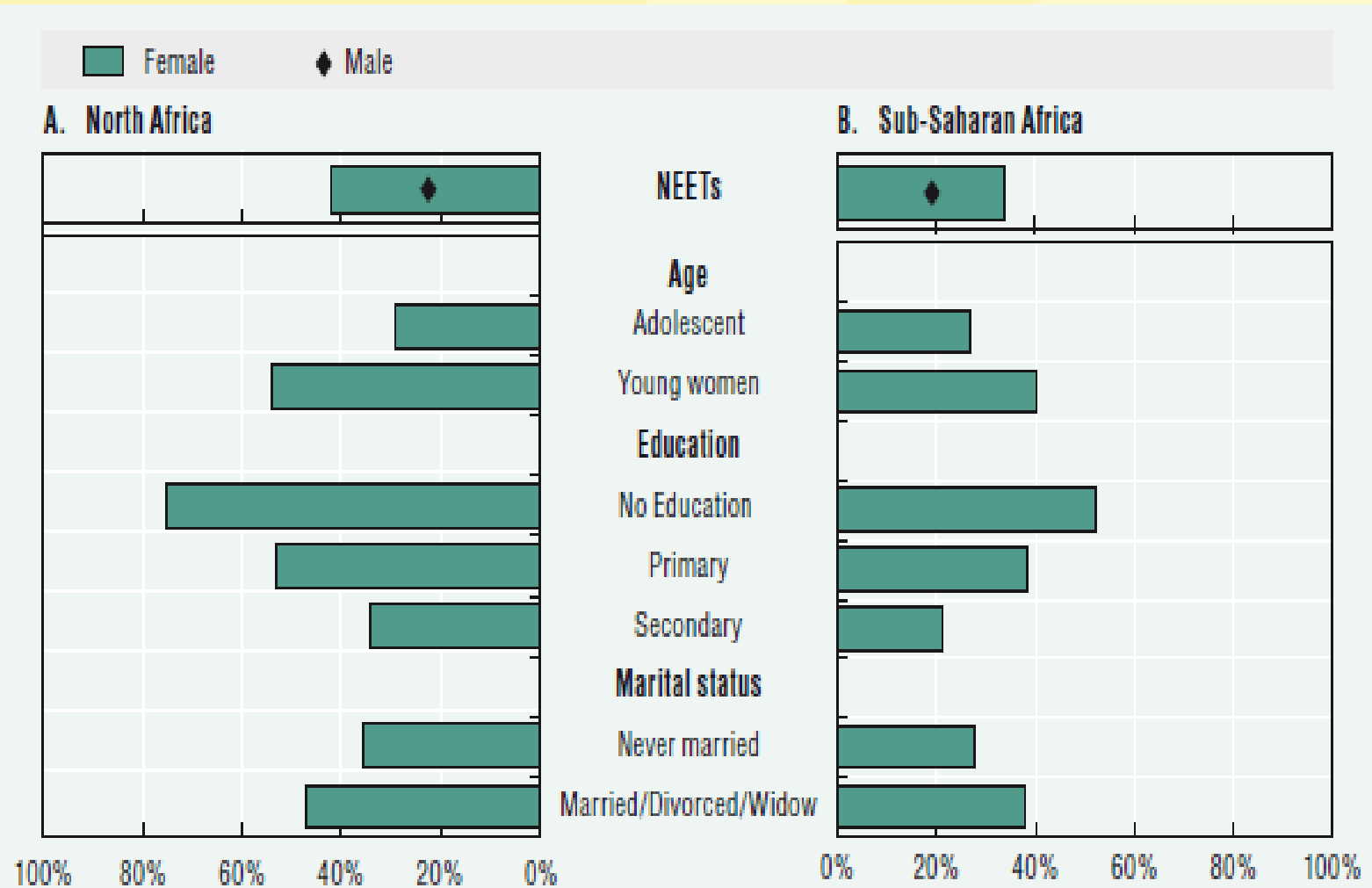


Source: Authors' calculations based on Gallup World Poll (2010).

StatLink  <http://dx.doi.org/10.1787/888932600412>



Gender Dimension



StatLink  <http://dx.doi.org/10.1787/888932605846>




The Age Factor

Figure 6.4. Youth and adult unemployment⁶



Source: ILO KILM, 7th Edition, 2011, authors' calculations.

StatLink  <http://dx.doi.org/10.1787/888932600336>



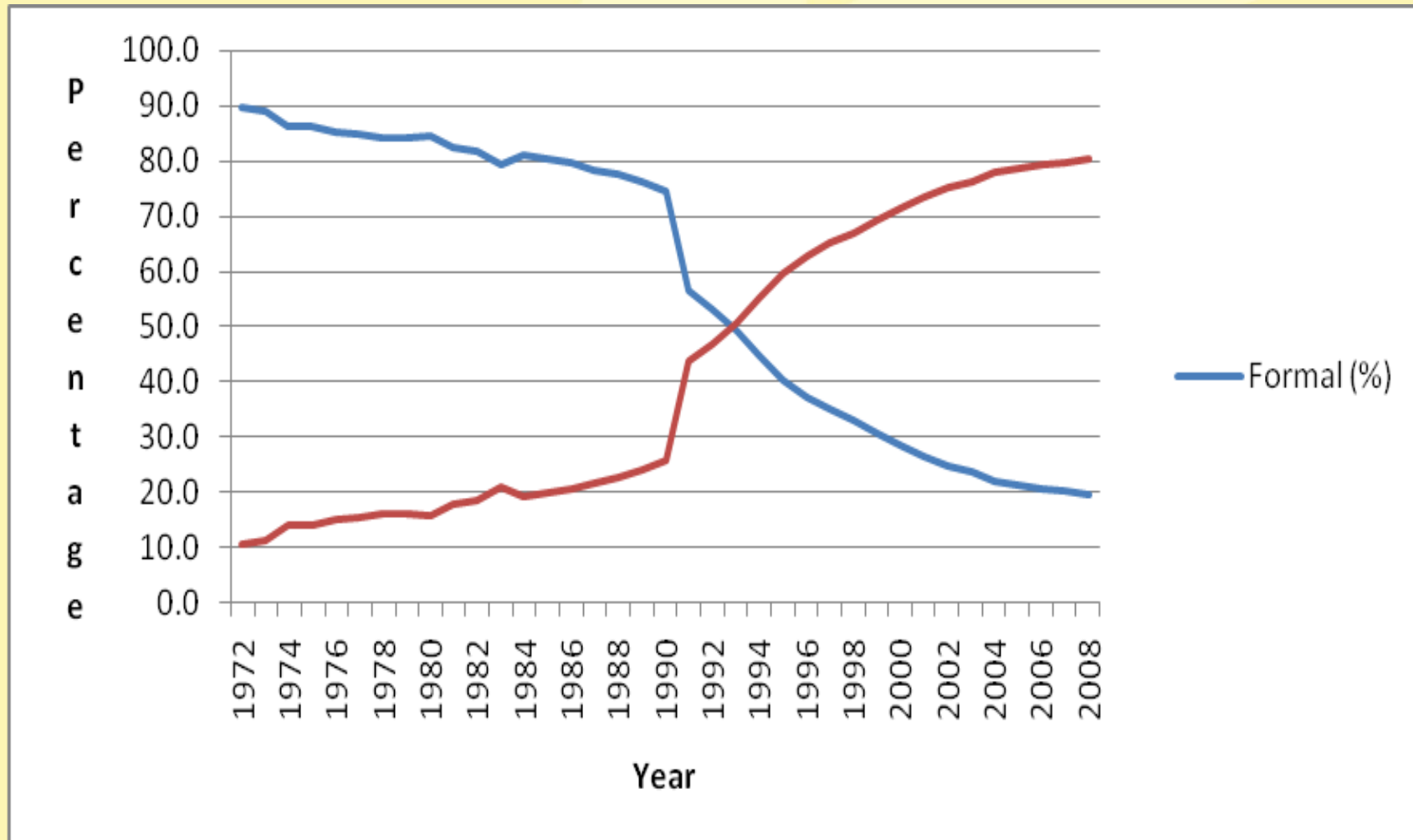
Sector Indicators

Value added per sector (% of GDP)- 2012

	Agriculture	Manufacturing	Services
Ethiopia	48.8	3.6	41.1
Ghana	22.7	6.9	50.0
Kenya	29.9	10.4	52.7
Nigeria	33.1	1.9	26.3
Rwanda	33.0	5.9	51.1
South Africa	2.6	12.4	69.0
Tanzania	27.6	10.2	47.4



Trends in Formal and Informal Sector employment : Kenya



Cases: Nigeria & Kenya

- Unemployment rate was $> 23\%$ in 2010
- Education attainment is low
- High poverty rates
- Dominance of Informal sector
- Poor - Growth employment nexus



Conclusion

- Absence of structural change in economy
- Informal sector & vulnerable employment
- Disparity in wages
- Working Poor



THANK YOU



Presentation available at:

http://www.ieakenya.or.ke/publications/cat_view/1-publications/7-lectures-presentations

