



Republic of Sierra Leone

2004 Population and Housing Census

Analytical Report on Employment and Labour Force

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PREFACE

A: Background

Sierra Leone has emerged from a ten year civil war that significantly reduced the standard of living, and access to housing facilities for many people. The large scale destruction of most of the physical, social and economic infrastructure that took place during the war intensified the problem of housing and exacerbated unemployment and poverty.

The 2004 Housing and Population Census was necessary to guide the transition from the rebuilding process to a Development phase based on data, participatory planning and policy formulation.

B: The Aim of the Census

The aim of the census was to determine the number and the demographic, economic and social characteristics of every person in Sierra Leone at the time of the enumeration.

C: The Census Questions on Employment and Economic Activity

The census questionnaire consists of the following main sections:

- (i) Population
- (ii) Housing Facilities
- (iii) Agricultural Module
- (iv) Ownership of Household assets
- (v) Deaths in the Household

For the purpose of this report, the relevant questions were those in columns P23 to P25 relating to Economic Activity. Questions on economic activity relate to respondents who were aged 10 years and above. The questions asked were -:

P23: What was.....main activity status in past one month?

This question seeks to determine whether the respondent did any work regularly during the month to the census in order to establish his or her status in employment. Status in employment was classified using the International Classification of Status in Employment (ICSE-93) adopted by the Fifteenth International Conference of Labour Statisticians (Geneva, 1993). Based on their responses, persons were classified as; paid employees, self employed, unpaid family worker, looking for work, not working and not looking for work, household work, full time student, retired/pensioner, other (specify).

P24: What kind of work did...do?

This question refers to the respondent's occupation. Occupation means the main work a person does, irrespective of what is actually produced. The reference period was also one month. Occupations were classified according to the International Classification of Occupations, ISCO-88. Occupations were classified by the following major ISCO-88 groups: Legislators, Senior Officials and Managers, Professionals, Technicians and Associate Professionals, Clerks, Service, Shop and Market Sales Workers, Skilled Agricultural and Fishery Workers, Craft and related Trade Workers, Plant and Machine Operators and Assemblers, Elementary Occupations and Armed forces.

P25: What is the main economic activity of the place...works?

The respondent was asked a series of questions to determine the industry in which he/she was engaged. He/She was asked; "Where do you work?", "What happens there?", and "What is made or produced?" "What services are provided?" or "What is sold?"

The options provided were based on the International Standard Industrial Classification of All Economic Activities. These were as follows: Crop Farming, Livestock, Poultry, Hunting and Forestry, Fishing, Mining and Quarrying, Manufacturing, Electricity, Gas and Water Supply, Construction, Wholesale & Retail Trade, Repair of Motor Vehicles, Motor Cycles and Personal Household Goods, Hotels and Restaurants, Transport, Storage and Communication, Financial Intermediation, Real Estate, Renting and Business Activities, Public Administration and Defense, Compulsory Social Work, Education, Health and Social Work, Other Community, Social and Personal Service Activities, Private Households with Employed Persons and Extraterritorial Organizations and Bodies.

D: Acknowledgements

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Any shortcomings of this work rests purely in the alley of the Authors.

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EXECUTIVE SUMMARY

It took two decades for Sierra Leone to undertake a Housing and Population Census that can provide the Government, International Organisations and Bodies, Researchers, Policy Planners and Makers with data that has national coverage and diverse issues about Sierra Leoneans not limited to the head count of Sierra Leoneans but including population structure and composition, economic activities (Industrial and occupational classification) educational and marital status, fertility, fecundity, mortality , morbidity, work environment to name the obvious.

The three questions pertaining to Labour and Employment status formed the basis for this analysis and eight. key Indicators of the Labour Market (KILM) had been derived for Analysis-Status in Employment, Labour Force Participation Rate, Employment-to-Population Ratio, Employment by industry, Unemployment, Youth Unemployment, Inactivity Rate and Informal Sector Employment. The working age used in the analysis is 15-64 years.

Out of almost 5 million people of Sierra Leone, 52.6 percent (2,621,773) are in the working age 15-64 years, with about 85.62 percent of those in the working age,(1,785,662) economically active. This translates into 1,722,460 employed and 63,262 unemployed.

The Labour Force distribution is proportional regionally but clearly shows gender disparity. There is a fair share of an inactive population with over 60 percent engaged in household work (about 12 percent not working & not looking for work, retired and others). Western Urban has the largest share (about 25 percent males, females 47 percent) followed closely by Kenema, Kailahun and Pujehun Districts. The surprising result is the dependency ratio of 90, lower than 106 of 1985 Census, implying a higher proportion of people in the working age in 2004 than in 1985. This result is surprising given that we are a post-conflict country where extended family is predominant.

The Age Specific Activity Rate shows that after 54 years the activity rate declines continuously, implying in aggregate that optimal productivity cannot be achieved beyond that age.

The result reveals a relatively high Employment-to-Population Ratio (65.7 percent) implying the ability of the economy to create jobs but does not provide information about the earnings and working conditions.

This ratio is 70.4 for males and 61.5 for females, a clear show of gender disparity, dictating the need for a gender sensitive approach to employment.

Labour Force Participation Rates are lowest in Western Urban district, below 60 percent whereas all other districts record rates above 60 percent. This rate

further confirms male dominance in the Labour market. women's Share in Non-Agricultural Employment is by far lower than that for Males, another clear indication of gender disparity.

The Unemployment Rate of about 3.45 percent is unrealistic but emanates from the definition used. Unpaid family workers/Household workers, those without work and not looking for work (the so-called discouraged workers) when added to those available for work/seeking work but without it gives 27.5 percent $(347,706+80460 +632,620)/1,785,662$. This is slightly over 720,000 persons, a more realistic figure for an economy like Sierra Leone where the skill base is low and the labour market is limited and fragmented. Unemployment is rife in the Western Urban district than in all other districts.

Youth Unemployment is pronounced because the Youth rate exceeds the national and District rates. This is reflective of the school leaving age, which is 15 years for those who cannot make the Basic Education Certificate Examinations (BECE). Thus, there is excess supply of labour and this pressure cannot be absorbed by the economy.

The distribution of the Labour Force classified by industry tells the entire story about labour market mismatch. About 80 percent of those employed are either in crop farming (60.4percent), or Trade/Repairs (14.32 percent) or Commercial/Social Work (4.4percent). Three regions display this same pattern, North, East and South report Agriculture, Hunting and Forestry whereas the West reports Trade/Repairs. At district level Agriculture, Hunting and Forestry loomed paramount, with the largest number of economically active persons in the Western Urban district being in the Trade/repairs industry.

An analysis of the paid employed by Industrial classification shows that education was the favourite candidate accounting for about 20 percent of paid employment. Public Administration and Defence (16.2 percent), Agriculture, hunting and Forestry (11.7 percent) with Trade/Repairs accounting for about 8 percent.

It is worthy to note that there are more females engaged in paid employment in Education (25.7 percent as against 19.4) and Agriculture (14.2 percent against 11 percent). This pattern is discernible in financial intermediation, Social Work, Hotel and Restaurants. Note also that in self-employment Agriculture is top of the activities.

Classifying Labour Force by cash earning shows that 50 percent of the labour force is in self-employment, 5 percent paid employment. There is dire need for small and medium scale (SM) enterprise development. Agriculture accounts for about 61 percent of total cash earning. The preponderance of Agriculture as the major means of earning cash, the ultimate job for a lot of rural people implies the vogue of "decent work" propagated by the ILO is yet a far cry in Sierra Leone.

The desire for job creation as a strategy for poverty reduction is well placed because the bulk of the economically active are at economic risk and therefore vulnerable to the vagaries of climate and shortage of input supplies and credit/loans.

The occupational classification reveals a weak skill base in the country because those that are skilled agricultural workers, elementary occupation workers and service/shop workers represent 86 percent of the cash earning population. To buttress the above, those in Legislative and Managerial Occupations are about 2 percent in the West, 1.0 (one) percent in the East and about 0.5 percent in the South. Numerically the total of Legislative/Managerial workers, Professionals and Technicians in the whole country is less than 120,000. This is appalling and calls for attention to encourage the educational system to cater aggressively for the training of cadres in these areas.

Even with the low level of technology workers are exposed to injury. Males and females of the Bonthe district seem to be at high risk in terms of occupational injury. The south showed the greatest exposure to occupational injury. As usual occupational injury is gender related as can be discerned from the following figures related to specific injuries; sight difficulty (males 31.4 percent, females 24.3), blindness (males 8.9 percent, females 5.4), use of arms (males 7.8 percent, females 7.6). Use of legs (females 17.1 percent, males 16.2), back spine (females 17.3 percent, males 15.4 percent and rheumatism (females 10 percent, males 5.1). Census data confirms that with information about jobs and education occupational injury can be kept at low ebb.

The magnitude of the self-employed is an indication of the size of the Informal sector. This sector tends to absorb new job entrants from which some graduate in self enterprises or experience to enter the formal job market.

Given the rights of children is centre stage and a major goal in the Millennium Development Goals (MDGs), Child Labour formed a part of the analysis. Data reveals that 3.03 percent of children 10-14 years are in paid/ employment, 57.51 in self-employment and 33.92 percent are engaged as unpaid family workers. For those 6 to 17 years about 32.5 percent are out of school, Koinadugu recorded 57.4 percent, all other districts recorded values above 30 percent. Only the Western Urban and Rural districts recorded 16.6 and 25.6 percent respectively. This dictates the need for a reform of our educational practices and to encourage compulsory education. The females are more at risk in child labour.

It is never possible for a Census to capture the dynamics of the labour market but it provides the bedrock for analysis and gaps to be filled. There is an urgent need for a Labour Force Survey, Micro Enterprise survey, Survey on Children in the Worst Form of Child Labour (WFCL)/ Children Engaged in Hazardous work.

Data necessitates that Sierra Leone embarks on Youth Employment as part of a holistic development programme, Compulsory Education Programme and Public Intensive Works.

The above surveys and Programmes along with the Census and Sierra Leone Integrated Household Survey will provide direction for the design formulation and implementation of an Active Labour Market Policy (ALMP) that would be in tune with the 21st Century.

CHAPTER ONE

EMPLOYMENT AND LABOUR FORCE

1.1 Introduction

The 1985 and 2004 Censuses provide a set of estimates of labour force, employment and unemployment, which will form the basis for assessing the manpower requirements of Sierra Leone, post-conflict economy. The data on labour force classified by occupation (an inventory of skills workers possess to produce output) and status (paid employee, self employed, unpaid farm worker, household worker) is useful for planning output requirements of the educational system and the determination of social mobility.

Labour force statistics (numerical facts relating to the working-age population, employment and conditions of work and life in the labour market), encompasses the following, though not limited to them:- economically active population, cash earnings (salaries/wages and other benefits from paid employment, remunerations from self-employment), labour mobility, labour turnover, education and training, social security, employment injuries and worker's compensation and industrial disputes. Labour statistics lends credence to Labour Market Information (LMI) and serves as a guiding post for a comprehensive labour policy.

Comparative analysis of the 1985 and 2004 censuses is implausible because of the working population age band difference considered in the 2004 Population and Housing Census analysis that is 15-64 years. In the 1985 census the working population was 10 and above, though the time horizon of economic activity (previous one month) and concepts of labour force (employed, unemployed) are the same.

1.1.2 Concepts and Definitions on Employment and Labour Force

Definitions of Labour force, employment and unemployment are based on ILO recommendations.

The Labour force is made up of the employed and the unemployed populations. The employed population consists of persons who are working while the unemployed population consists of persons who are not working but who are looking for work and are available for work.

Economically active- Those 15 -64 years of age engaged in any economic activity either as paid employee, self employed, unpaid family

worker and those looking for work. **Economically inactive**- those 15-64 years who are neither working nor looking for work, full time household work, full time student, Retired/pensioner, totally impaired, or occupied caring for family members. Generally, inactivity rate is the proportion of the population that is not in the labour force. This Census report will place emphasis on persons in the -age group- 15-64 years. Focussing on this age group is appropriate because they are most likely to be active labour participants, having completed part of their education, or fully completed their education but not yet eligible for retirement benefits.

Employed- A person 15 -64 years old who did any work regularly the month prior to the census.

Unemployed- A person 15-64 years not working, available for work, and, or looking for work during the previous month. The notion of seeking work is of limited relevance in Sierra Leone because the labour market is limited in scope, not very organised and labour force largely self employed. Besides, a person without work and currently available for work who had made arrangements to take up paid employment or undertake self employment at a date subsequent to the reference period should be considered unemployed.

To provide a measure of unemployment that would reflect the current unemployment situation in this country, it is expedient to use one of the following measures (a) those looking for work plus those not working and not looking for work (in some literature termed discouraged workers) and (b) those looking for work plus those not working and not looking for work and unpaid family workers (this notion hinges from the fact that no one will leave paid work where available and work free-of-charge). Both measures or at least one of them will portray the true picture of unemployment in Sierra Leone and also be comparable to unemployment levels in Sub-Saharan Africa.

Employment status is classified as paid employee, self employed, unpaid family worker.

Paid employee - those working for others and are paid in cash or kind.

Self employed - People engaged in business/enterprise for themselves, for example, hawkers, shoe repairers, store owners, farmers who intend to sell their products, etc.

Informal Sector - There is no single definition that completely describes the Informal sector, a source of employment growth and one of the survival strategies adopted by the unemployed, Youth, migrants in urban areas, wage earners, especially in the face of declining real wages. There

is paucity of data on the informal sector because of the apparent absence of an operational definition.

The total employment in the informal sector refers to the total number of persons employed in informal sector enterprises, including the operators of informal sector enterprises, business partners, unpaid family workers, and employees. There is an inherent problem with the estimate of the size of this sector because the Census did not provide a question on micro-enterprises' owners, employees, and modes of operation of enterprises and their registration or incorporation. However, there were issues relating to self employment, unpaid family worker and others (activities that cannot be classified but can be described); kind of work, service workers, shop and market sales workers, elementary occupations and private households with employed persons.

Child Labour – Percentage of children aged 5 to 14 years of age involved in economic activities a month prior to the census. However, there is a general concern that of all animals, “man is the only one that uses the offspring to fend for the family, all others fend for their young until they are of age to be independent”.

Thus man considers child labour as a contentious issue given that the distinction between child work (a process of socialisation, in tune with the moral , psychological , physiological development of the child) and exploitative child work (an aspect that exposes the child to disadvantages in present or future life, that is devoid of the child's protection and interest both in terms of social, moral and ethical development) is somehow blurred. Nevertheless, a child who walks 200 metres to fetch water from a tap would be doing child work, but a child who goes over 1000m(1km) to fetch water and later sell in the streets, to eke a living for the family can be conceived of as engaged in child labour. The above example gives a clear cut instance of work inimical to a child's development.

1999: ILO Convention 182: calls for "...immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour."

(Article 3)"In determining the types of work referred to under Article 3(d) of the Convention, and in identifying where they exist, consideration should be given, inter alia, to:

(a) work which exposes children to physical, psychological or sexual abuse;

(b) work underground, under water, at dangerous heights or in confined spaces;

(c) work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;"

ILO Convention 182 and Recommendation (190) further implicitly recognize such a distinction among various forms of child labour, by calling for priority in the elimination of the worst forms of child labour (including slavery, bonded labour, child soldiers, commercial sex trade or pornography, drug trafficking, and work which could harm children's well-being).

Determining which forms of work fulfil these criteria is done at the national level after tripartite consultation in terms of Article 4 of C.182. For the development of indicators below, it will be important to adopt the details determined by each particular state.

1.1.3 Evaluation of Data

It should be noted that certain aspects of employment quality are virtually impossible to measure; only anecdotal evidence of their suitability and degree of change is available, which is unacceptable for analysis. Information on the extent of respect for health and safety provisions and the level of protection they give fall into this category. So, to a large extent, does the coverage and development of training.

The 2004 census data is purposive and covers the basics of Labour;- main economic activity status, paid employment, occupation of cash earning population, educational attainment and occupation of cash earning population, population by industry, occupational injuries, and child labour. The informal sector can only be estimated by residual methods, because of the difficulty of distinguishing between household enterprises, unregistered small/micro or mobile enterprises, hit and run businesses.

Informal sector workers can be classified into three broad groups: micro entrepreneurs (those are the owner operators of small unregistered businesses; self employed (those who work on their own account or in family businesses; and wage workers (these include the employees of small unregistered businesses, casual workers who do not have a single employer, home workers who work on sub-contract for informal or formal enterprises). With these criteria, there is a possibility to over estimate the informal sector employment because not all self employed and family businesses are unregistered, though there is the likelihood the family workers may be paid "under the table"- names not on any voucher, no social security considerations and no income tax paid.

The Census did not elicit information on the worst forms of child labour (WFCL) which is a limitation to the analysis of child labour, that labour which inhibits the normal development of the child.

The Census did not make provisions for information on issues such as underemployment and as such there will be no mention of the concept underemployment in this analysis.

- **Coverage**

The population considered in estimating the size of the labour force comprises persons aged 15-64 years. However, it is not clear whether expatriate workers are not included in the Labour force.

- **Time Horizon**

The time horizon used in the 1985 and 2004 censuses is the same, economic activity in one month. This is a source of error given the seasonal variation of some economic activities. As noted in the Analytical Report-1985 Population and Housing Census Sierra Leone, agriculture will be overestimated in the industrial classification because the period of the census, December, is harvesting time and casual employees and part-time workers will be counted as employed. This aspect of the census reduces both the number of unemployed and clouds out the concept of underemployment.

1.1.4 Literature Review

- **Censuses**

The 2004 Population and Housing census is the fourth census in Sierra Leone, 1963, 1974 and 1985, being the first three respectively. The 1985 and 2004 Censuses can be used for comparison given the similarity in definition of concepts, coverage and time horizon. However, any comparison between the two censuses would be treated with caution because of the long time lapse (two decades).

- **Sierra Leone Integrated Household Survey (SLIHS)**

This survey was conducted during the period April 24, 2003 and April 26, 2004. It provided an emerging view of poverty in Sierra Leone and complemented the assessment of poverty that was fed into the Sierra Leone Poverty Reduction Strategy Paper (SLPRSP, 2005). This survey provided grounds for the estimation of the minimum expenditure required for a household to be classified as food and, or, income poor. It provided an independent National Poverty line that almost approximates the Money-metric notion used in International forum.

This survey will complement the census data on issues like, national social security coverage, and earnings in formal and informal activities, Public/Private sector employment, unemployment, Youth employment and unemployment, child labour.

- **Sierra Leone Poverty Reduction Strategy Paper (SLPRSP)**

Prior to the preparation of the SLPRSP was the Interim –PRSP (finalised June 2001) that reflected Government’s approach to the challenges of transition from war to peace. The I-PRSP’s objectives, cast in the medium-term framework, placed emphasis on restoring national security and good governance, re-launching the economy; and providing basic services to the most vulnerable groups.

In July 2005, the SLPRSP was produced to provide a comprehensive plan for poverty reduction. This paper spelt out the major challenges in Sierra Leone in the form of three pillars: promoting good governance, peace and security; promoting pro-poor sustainable growth for food security and job creation; and promoting human development.

The Census and SLIHS can provide the indicators against which “Job Creation”, part of the second pillar can be measured and thus provide a sign post for tackling the problem of unemployment.

- **VISION 2025**

Vision 2025, a Futures study, articulates Sierra Leone’s long-term development agenda. The Vision highlights two key issues that the Census and SLIHS can bring to fore and they are:- attain a competitive private sector led-development with effective indigenous participation and to create a high quality of life for all Sierra Leoneans. These two goals can only be achieved in a society that is aware of the shortcomings in labour and employment, and has information on employment in both the private and public sectors.

1.2 Analysis of 2004 Population and Housing Census Employment and Labour Force Data

The 2004 Population and Housing Census Employment data covered persons aged 10 and above with questions relating to economic activity limited to the previous one month. The employment data can be derived from three questions relating to type of economic activity (main activity status, kind of work-in terms of industrial classification and main economic activity).). There is dire need for a consensus on those considered unemployed, because the current definition blurs the rate of unemployment that our census reports provide. However, for international

comparability, this analysis will utilise this definition because no consensus has been reached as to the most appropriate definition (that is adding discouraged workers). Analysis will be restricted to the population aged 15 -64.

1.2.1 The Population by current activity status

1.2.1.1 The size of the Labour Force

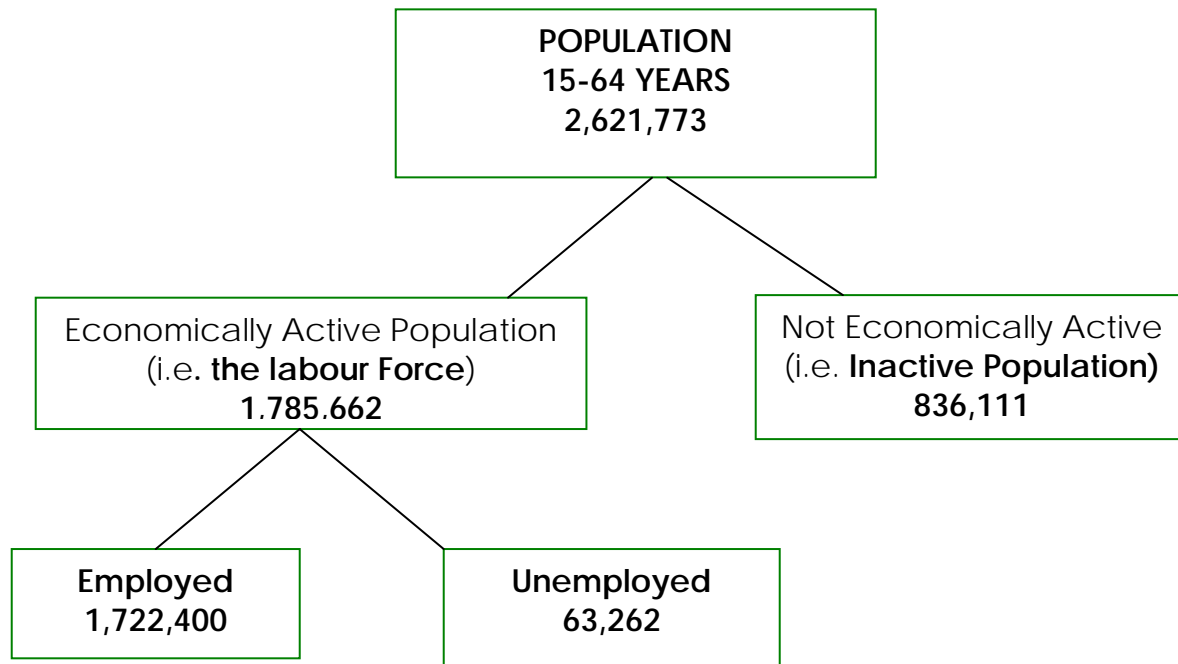
Although all persons of a country consume goods and services, only a part of the entire population of that country is engaged in producing such goods and services. Some of the youngest, oldest and the physically or mentally incapacitated do not engage in economic activities because of complete inability and due to some legal restrictions.

Those that do engage in such economic activities are referred to as the economically active or simply the labour force of the country. The economically active population comprises all persons of either sex who supply labour for the production of economic goods and services during the reference period.

Figure 1.1 shows that at any point in time, an economically active person may be either employed or unemployed. The employed consist of all persons including family workers, who worked during the reference period, or who had a job in which they had already worked but were temporarily absent because of illness or injury, industrial dispute, vacation, or other leave of absence, or absence without leave, or temporary disorganization of work due to such reasons as bad weather or mechanical breakdown. On the other hand those who, during the reference period, were not working either for self or for country but were looking for work are classified as unemployed.

The “Not Economically Active” Population category comprises individuals who do not fall into either of these two groups—such as retired people, full-time students, those not working and not looking for work, household workers and others who do not fall into any of these named categories.

Figure 1.1: Distribution of Census working Population According to Economic Status



The 2004 Population and Housing Census data reveals that the country has 1,785,662 currently economically active population 15-64 years (about 85.62 percent of the population 15-64 years). This implies that 96.45 percent of the economically active population was employed, and that only 3.55 percent was unemployed. The number of males employed is 750,194 and that of females is 676,004 while males unemployed are 43,096 females unemployed are 20166. which shows that male participation (52.6 percent) is higher than for females (47.4 percent). There is a clear male dominance in the Labour force.

From Table 1.1, the majority of the economically active population, are in the age group 15 – 44 years, over 80 percent, with the highest number of the economically active (19.83 percent) in the age group 15–19 years. Interestingly, the age band 20-39 carries over half of the unemployed economically active.

Table 1.1 Currently Economically Active Population 15-64 years

Age Group	Active			Inactive Population	TOTAL population	PERCENT (%)		
	Employed	Unemployed	Total			Economically Active	Employed	Unemployed
15-19	188483	7447	195930	324045	519975	10.94	11.77	19.83
20-24	230800	13902	244702	162423	407125	13.40	21.98	15.53
25-29	284865	13789	298654	102333	400987	16.54	21.80	15.29
30-34	237472	8758	246230	63499	309729	13.79	13.84	11.81
35-39	236050	6667	242717	55088	297805	13.70	10.54	11.36
40-44	170380	4679	175059	36666	211725	9.89	7.40	8.08
45-49	143890	3402	147292	28546	175838	8.35	5.38	6.71
50-54	101498	2214	103712	23817	127529	5.89	3.50	4.86
55-59	66074	1427	67501	16750	84251	3.84	2.26	3.21
60-64	62888	977	63865	22944	86809	3.65	1.54	3.31
TOTAL	1722400	63262	1785662	836111	2621773	100.00	100.00	100.00

Table 1.2 shows that there are more employed men than women in age groups 30-34 right up to age of retirement. The employed female population exceeds their male counterparts in age groups 15-19, 20-24 and because more of them enter the labour market earlier than their male counterparts. This happens because they are likely to drop out of school earlier than their male counterparts, or not even sent to school in some cases. The table further reveals that more males are unemployed at all age groups than females, a natural tendency for men to seek jobs more than women.

Table 1.2 Currently Active Population 15-64 Years by Sex

ECONOMICALLY ACTIVE (NUMBER)							Distribution of economically active Male	Distribution of economically active Female
AGE GROUP	Male			Female				
	Employed	Unemployed	Total	Employed	Unemployed	Total		
15-19	79424	4332	83756	109059	3115	112174	9.18	12.84
20-24.	102412	8836	111248	128388	5066	133454	12.19	15.28
25-29	138679	9345	148024	146186	4444	150630	16.23	17.25
30-34	119012	6032	125044	118460	2726	121186	13.71	13.88
35-39	122415	4828	127243	113635	1839	115474	13.95	13.22
40-44	93163	3522	96685	77217	1157	78374	10.60	8.97
45-49	84830	2666	87496	59060	736	59796	9.59	6.85
50-54	57374	1714	59088	44124	500	44624	6.48	5.11
55-59	38841	1112	39953	27233	315	27548	4.38	3.15
60-64	33074	709	33783	29814	268	30082	3.70	3.44
TOTAL	869224	43096	912320	853176	20166	873342	100.00	100.00

Table 1.3 below reveals a proportional distribution of labour force in the country. The Northern Province with about one-third of the working population has about 35 percent of the national labour force followed by the Eastern province (24.3 percent). This proportionality does not extend to the sexes because fewer women than men are employed and unemployed (the economically active), though they form over 50 percent of the total working population. There is thus a need for a gender sensitive approach to employment.

Table 1.3: Distribution of Labour Force by Region and by Sex

	Employed			Unemployed		
	Male	Female	Total	Male	Female	Total
NATIONAL	869224	853176	1722400	43096	20166	63262
EASTERN	239009	185871	424880	7136	2513	9649
NORTHERN	281176	337553	618729	6242	2753	8995
SOUTHERN	190501	188349	378850	4944	2180	7124
WESTERN	158538	141403	299941	24774	12720	37494

Table 1.4 (distribution of total labour force 15-64 years by district and by sex) reveals the dominance of certain urban Towns in Sierra Leone's distribution of labour force and also provides a distribution of labour force by sexes. There are certain preferred towns in this country which create the development bias, Bo, Bombali, Kenema, Kono, Port Loko and Western Urban. These six districts (out

of the 14) have over 60 percent of the Labour Force in Sierra Leone. These are the melting points in Sierra Leone, in terms of economic activity, educational and health facilities and appropriate infrastructure. An interesting picture provided is that in the East (in all districts) labour force distribution of males exceed those of females, whereas in the North (in all districts) female labour force distribution exceeds that of their male counterparts, and in the South also, it is only in Pujehun that male labour force distribution exceeds that of females. In Western Rural female labour force distribution exceeds that of males. This distributive pattern only reflects the proportion of the female labour force in those districts in relation to the working population but does not reflect any gender sensitivity.

Table 1.4 Distribution of the Total Labour Force 15-64 years by District and Sex

District	Males			Females		Distribution of Female Labour Force(%)
	Total Male Population	Total Labour Force	Distribution of Male Labour Force(%)	Total Female Population	Total Female Labour Force	
Kailahun	86838	41926	5.29	99337	35614	5.10
Kenema	137671	94021	11.85	134356	58328	8.38
Kono	97408	69528	8.76	87938	44210	6.35
Bombali	93381	57851	7.29	112354	63411	9.11
Kambia	56196	33763	4.26	73432	33537	4.82
Koinadugu	58532	37449	4.72	76247	41592	5.97
Port Loko	97311	62785	7.91	129172	72241	10.38
Tonkolili	74929	43486	5.48	99629	42229	6.07
Bo	115598	78229	9.86	124255	70644	10.15
Bonthe	31835	22777	2.87	38411	21249	3.05
Moyamba	57405	39951	5.04	73552	41350	5.94
Pujehun	51795	33714	4.25	63056	25900	3.72
Western Rural	44855	32022	4.04	48163	30602	4.40
Western Urban	231324	145788	18.38	226793	115263	16.56
Sierra Leone	1,235,078	793,290	100.00	1,386,695	696,170	100.00

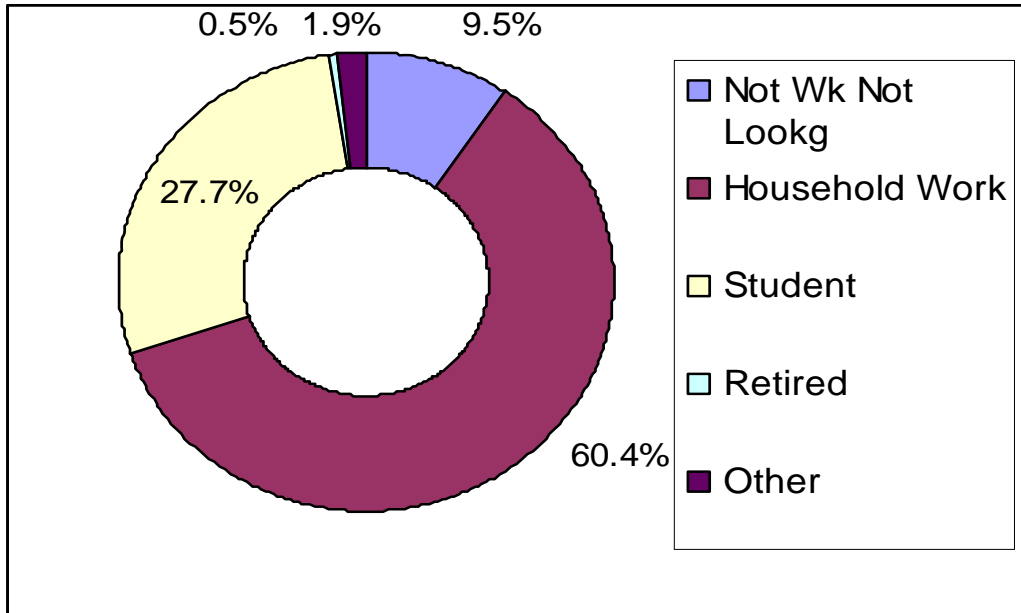
1.2.2 Currently Not Economically Active

In order to determine the labour force status of respondents in the labour force survey, a series of questions were asked, based on the activity done during the week preceding the interview, such as working, available for work, Not working, self employed etc. Respondents were also asked to state the reasons why they were not available for work at that time. A respondent may have more than one reason for not being in the labour force. Where more than one reason for non-participation was cited, a respondent was also asked the main reason preventing participation in the labour force and was classified accordingly. The group included all persons who were doing household duties, students, the retired/aged

(65 years and above) and others, which include sick and disabled people-who can't work at all.

The census data revealed that about 41.2% (1,418,209) of the 3,439,284 persons of the national population were neither working nor looking for work or available for work during the reference period.

Figure 1.2: Distribution of the number of Currently Economically Inactive persons by Reasons,



Not Wkg/Not Lk=Not working and Not Looking for Work

Figure 1.2 shows that the major reason given for not being economically active was household work with about 60.4% of the total inactive population and the other major reason being school work (27.7%).

The overall distribution of students is almost the same in all regions (see table 1.5 below). This may be due to the robust education policy of the Government on primary education. This somewhat compulsory education policy encourages families and communities to send their children to school to acquire at least some years of basic formal education.

Table 1.5 Distribution of the Total Currently Inactive Population 15-64 years by Reason and Region

Reason	Eastern Region		Northern Region		Southern Region		Western Area		Sierra Leone	
	Number	%	Number	%	Number	%	Number	%	%	
Not kg/Not LW	14333	6.86	19285	7.92	15338	9.02	31504	14.74	80460	9.62
HH Work	104866	50.17	114671	47.10	77981	45.89	50188	23.48	347706	41.59
Student	83578	39.99	101922	41.86	71748	42.22	123942	58.00	381190	45.59
Retired	732	0.35	958	0.39	656	0.39	3093	1.45	5439	0.65
Others	5510	2.64	6623	2.73	4210	2.48	4973	2.33	21316	2.55
Total	209019	100	243459	100	169933	100.00	213700	100.00	836111	100.00

Table 1.6 is to stress the strength of inactive population within each district. The national value lies below that of six districts and almost all of the female district inactive percentages save Koinadugu, a district with very high female activity rate. Females are presented as the most inactive within the country and in almost all districts save Bombali.

Table1.6 Distribution of the Total Inactive Population 15-64 years by District and Sex

Districts	Males			Females		% of Inactive Female Pop. within District
	Inactive Pop	Distribution of Inactive Pop.(%)	% of Inactive Male Pop. within District	Inactive Pop	Distribution of Inactive Pop.(%)	
Kailahun	27764	9	32	43721	9	44
Kenema	30481	9	22	58932	11	44
Kono	17527	5	18	30594	6	35
Bombali	25066	8	27	30827	6	27
Kambia	13247	4	24	23279	5	32
Koinadugu	12012	4	21	20746	4	27
Port Loko	24063	7	25	37789	7	29
Tonkolili	18543	6	25	37887	7	38
Bo	30469	9	26	44230	9	36
Bonthe	6988	2	22	14574	3	38
Moyamba	11974	4	21	22340	4	30
Pujehun	11757	4	23	27601	5	44
Western Rural	11423	4	25	15190	3	32
Western Urban	81444	25	35	105643	21	47
Sierra Leone	322758	100	26	513353	100	37

Table 1.7 below shows the inactive rates within each age group and between the sexes. From the age band 20-24 up to 60-64 the inactivity rate for women is higher than that for men, a normal phenomenon as confirmed by ILO (KILM 2001-2002,

p392). For the age band 15-19 the higher inactivity rate for the males might be related to the high level of school going activity among the males than females that is reflected thus.

TABLE 1.7: Total inactive population by Age and by Sex

	Total Males	Total Inactive Male Population	% of Inactive Within Age Group	Total Females	Total Inactive Female Population	% of Inactive Within Age Group
15-19	252061	168305	67	267914	155740	58
20-24	184583	67486	37	222542	89088	40
25-29	178958	26358	15	222029	71399	32
30-34	138389	10381	8	171340	50154	29
35-39	137184	7350	5	160621	45147	28
40-44	103843	5093	5	107882	29508	27
45-49	93629	4129	4	82209	22413	27
50-54	63887	2980	5	63642	19018	30
55-59	43794	2379	5	40457	12909	32
60-64	38750	2810	7	48059	17977	37
Total	1235078	297271	24	1386695	513353	37

1.3 Activity Rates

1.3.1 Crude Activity Rates

Crude Activity rate (CAR), an indicator of the level and extent of employment, is the percentage of the population classified as economically active. All values of the indicator for the 2004 population and Housing census lie below the 1985 figures. The CAR is so low and calls for attention, because it portends there is a fertile bed for some anti-social activities and, or crime

Table 1.8 below, shows that the Female CAR is below both the national rate and the rate for Males. This low value for females might not be removed from the fact that the contribution of females in the farm and full time household work are not classified as economic activities. There were no questions in the Census pertaining to time spent on farm or household work to ascertain the contribution of women in farm and household work that would provide an indication of time spent on work that can be classified as an economic activity. The CAR 1985 is higher than the CAR 2004 because the 2004 labour force did not grow as much as the population growth rate between 1985 and 2004.

Table 1.8: Crude Activity Rates

	Both Sexes	Males	Females
Population	4,976,871	2, 420,218	2,556,653
Labour Force	1,785,662	912,320	873,342
CAR	35.9	37.7	34.2

1.3.2 REFINED ACTIVITY RATE

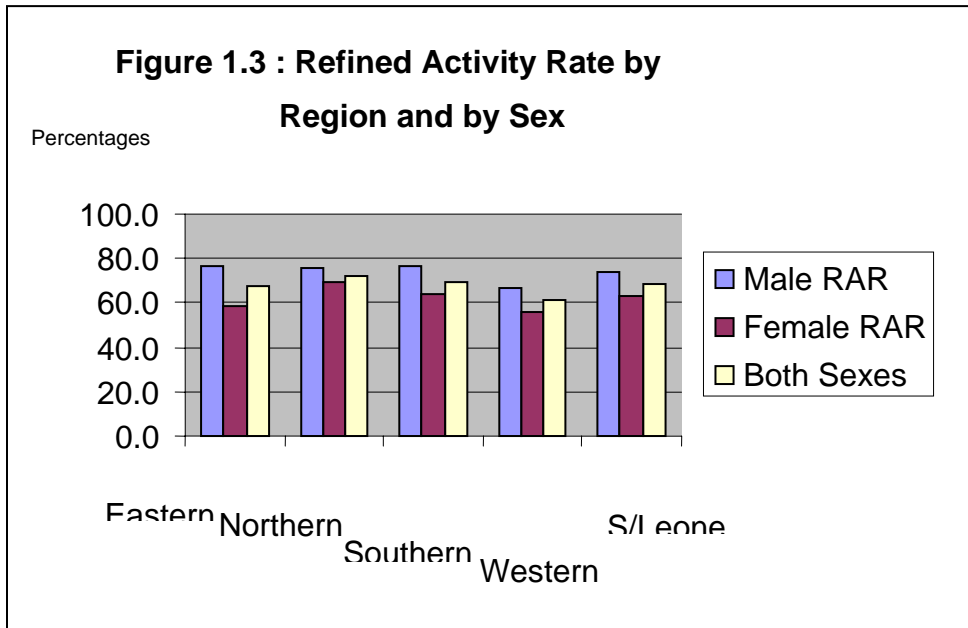
(CAR) is just a rule of thumb, a better measure of the activity rate is the Refined Activity rate (RAR), This rate relates the labour force to the population in the working age group 15-64 years. There is a general indication that the RAR is likely to be always higher than the CAR.

Table 1.9: Refined Activity Rates by Sex

	Both Sexes	Males	Females
Population 15-64 years	2,621,773	1, 235,078	1,386,695
Labour Force	1,785,662	912,320	873,342
RAR	68.1	73.9	63.0

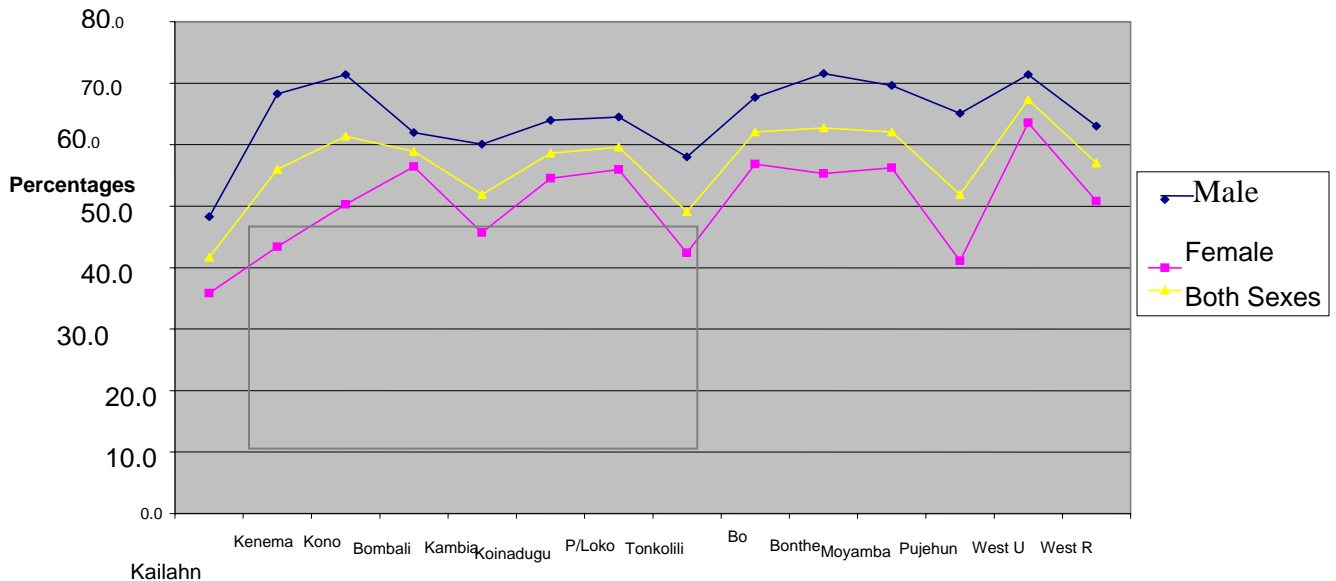
Table 1.10 Refined Activity Rates By Region And Sex

REGION	Male RAR	Female RAR
NATIONAL	73.9	63.0
EASTERN	76.5	58.6
NORTHERN	75.6	69.3
SOUTHERN	76.2	63.7
WESTERN	66.4	56.1



The data of Table 1.10 illustrated in Figures 1.3 pinpoint that in all four regions of the country, the RAR for males surpasses that for females. The disparity is more striking in the Eastern, Southern and Western regions. Similar observations are made for the districts. Figure 1.4 below shows that the RAR for males surpasses that for females in nearly all districts save Bombali. The RAR for males per district ranges from over 70 in Kono to below 50 in the Western rural, whereas for the females it ranges from over 60 in Koinadudgu to below 45 in Western rural.

Figure 1.4 Refined Activity rate by District and by Sex



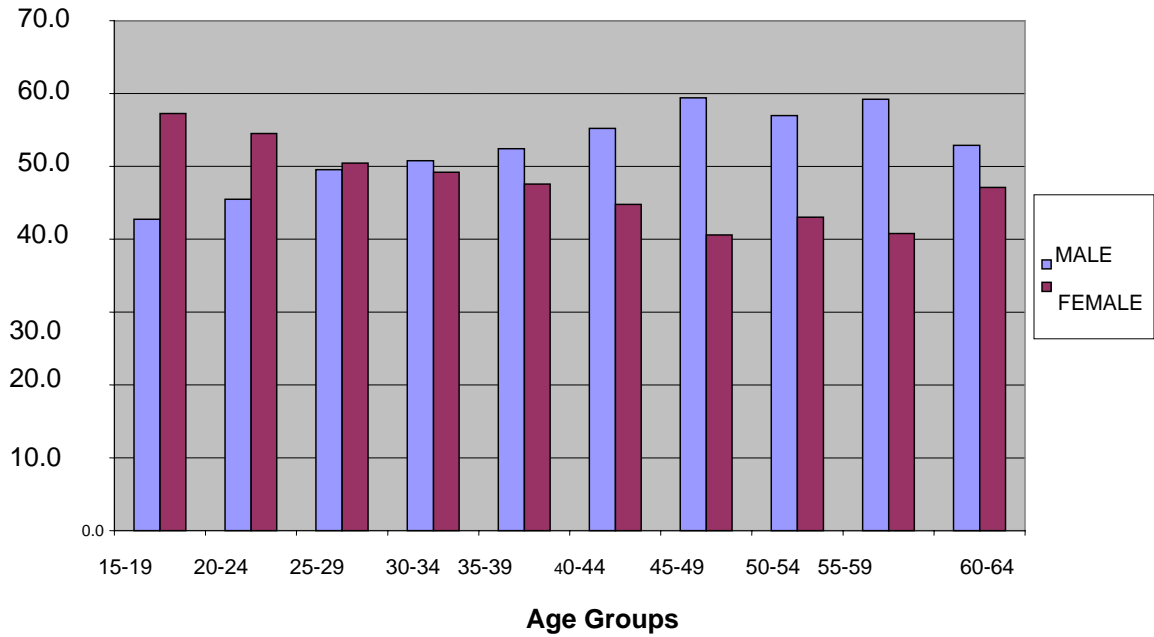
1.3.3 Age Specific Activity Rate

This is the proportion of the population in a given age group that is in the labour force. It is calculated as the number of persons in the labour force in a specific age group divided by the total persons in that age group. This yields a better measure of the labour participation rate than the crude/refined activity rate.

The data illustrated in figure 1.5 below shows that at lower ages (15-29), the participation rate for females is slightly greater than the participation rate for males. However, at higher ages (30+), males' participation rate in the labour force dominates that of females. This scenario may be as a result of the fact that most males at the age group 10-25 are in full time schooling and after graduate to be employable.

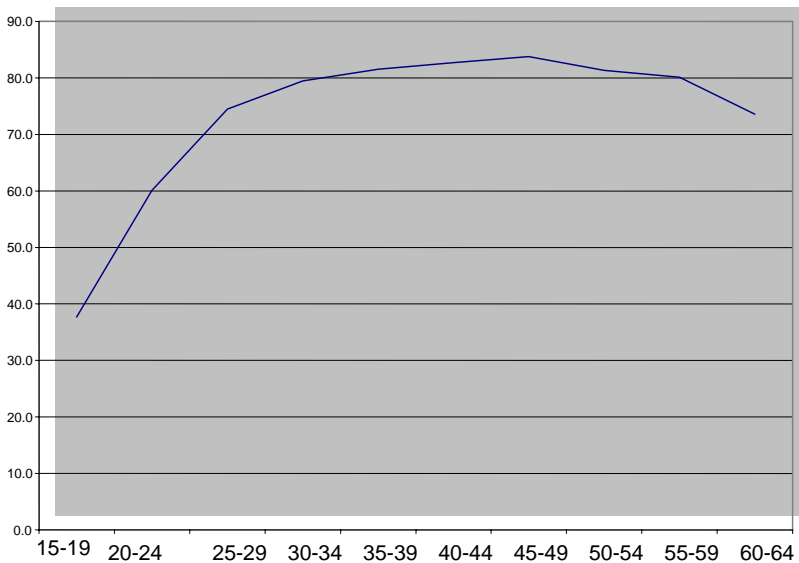
Girls, are sometimes not sent to school due to religious, social, cultural, or financial reasons, or they tend to be engaged with household chores, baby sitting, caring for an infirmed and aged relative or in business or farm activities at an earlier stage than boys.

Figure 1.5: Age-Sex Specific Activity Rate Percentages



The pattern exhibited by the age specific activity rates above is very similar to the pattern exhibited in the 1985 Census. There is a gradual increase in activity rate as people become better trained/ skilled/qualified in later years to be favourable candidates for employment or job creation. The optimal activity rate is at 45-49, and then the downhill turn towards retirement, infirmity and old age begins at 50-59, and a sharp fall at 60-64 (see figure 1.6 below) family workers”. Results from the Census reveal that the overall employment population ratio for Sierra Leone is Low.

Figure 1.6: Age Specific Activity Rate



1.3.4 Dependency Ratio

Closely associated with the crude activity rate is the dependency ratio, defined as the number of persons not in the labour force per 100 in the labour force. This is a ratio of the sum of the population Aged 0 to 14 years and those aged 65 and above to the economically active population aged 15 to 64 years.

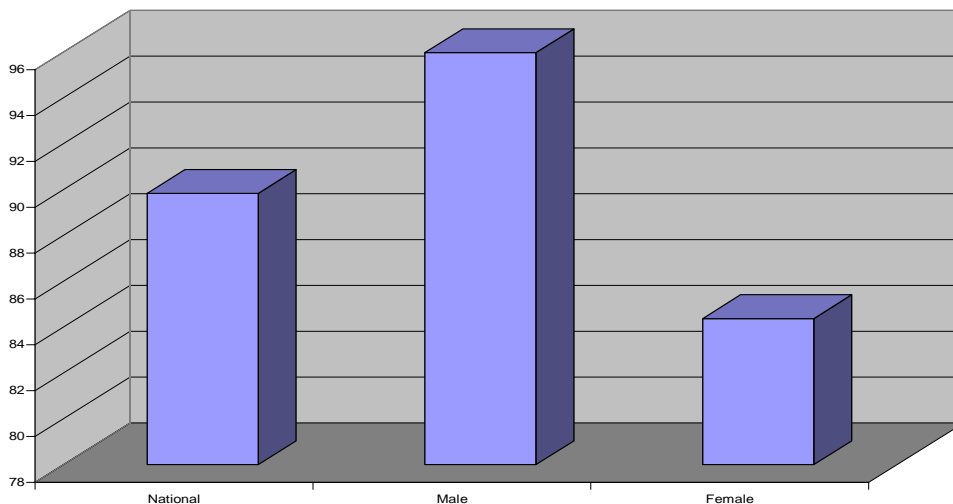
This is a crude indicator of the incidence of burden of those who produce no income on income earners. These none income earners however, contribute in some form to family income or production of goods and services. The dependency ratio for the country is 90. For every 100 workers there are 90 dependants. This value is low for a developing country emerging from the scourges of war and where the household sizes are on average about 6 persons and the extended family system is practised.

Table 1.11 Dependency ratio by sex (percent)

National	90
Males	96
Females	84

However, this dependence ratio shown in Table 1.9 is far less than the one obtained for the 1985 census data, which was 106%. This fall in the dependency ratio may be as a result of the increase in the number of women who are economically independent than was in the 80s. Another possible reason might be giving of wrong ages for children below 15 as above 15 and the proportion of family farm workers classified as economically active. Given the extended family system in Sierra Leone and household size averaging 6 persons by household this figure raises eyebrows

Figure 1.7 Economic Dependency Ratio for Sierra Leone by Sex



1.4 THE POPULATION AGED 15-64 YEARS BY PAID EMPLOYMENT

1.4.1 Employment-to- Population Ratio

This indicator measures the proportion of the working age population that is employed. Employment-to-population ratio provides information on the ability of the economy to create jobs. This ratio is equal to the labour force participation rate after the deduction of the unemployed from the numerator of the rate. When computed for specific groups, it is measured as the employed persons of the specific group divided by the total population of that group. The employed persons were regarded as those in paid employment, self-employment and those engaged as “unpaid.

Table 1.12: Employment –to-Population Ratio of Population 15-64 years by Region and Sex

PROVINCES/ AREA	Males and Females			Males			Females		
	Total Population	Total Employed	Ratio	Total Population	Total Employed	Ratio	Total Population	Total Employed	Ratio
Eastern	643548	424880	66.0	321917	239009	74.2	321631	185871	57.8
Northern	871183	618729	71.0	380349	281176	73.9	490834	337553	68.8
Southern	555907	378850	68.1	256633	190501	74.2	299274	188349	62.9
Western Area	551135	299941	54.4	276179	158538	57.4	274956	141403	51.4
Sierra Leone	2621773	1722400	65.7	1235078	869224	70.4	1386695	853176	61.5

It can be seen from Table 1.10 above that the ratios are fairly high for the Eastern, Northern and Southern Provinces. An indication that there is a high capacity for job creation in these regions and nationwide. Information on gender differences in labour market activity can be derived from the employment-to-population ratio when compared by sex . the gender disparity is very striking in the Eastern region, though the result shows it is nationwide

Table 1.11 below shows that for the country, as a whole the employment population ratio is 65.7%. When analysed by sex, the ratio is higher for males (70.4%) than for females 61.5%.

When district variations are considered, the employment population ratio is lowest in the Western Urban district (54.4%) and the highest in Koinadugu district (66.7%) than all other districts. The low employment population ratio for the Western Urban district Area is a reflection of the higher unemployment rate among the population in this District. A large percentage of the job seekers (both rural and urban) hope, believe and are convinced that Freetown, the capital city, has the highest number of the job opportunities that exist in Sierra Leone.

Table 1.13 Employment –to- Population Ratios by District and Sex

Employment Population Ratio By District			
	Males & Females	Males	Females
Kailahun	60.3	66.0	55.4
Kenema	65.7	75.8	55.4
Kono	72.2	79.3	64.2
Bombali	71.6	71.2	71.9
Kambia	70.8	74.9	67.8
Koinadugu	75.1	78.6	72.4
Port Loko	71.3	73.1	70.0
Tonkolili	66.9	73.9	61.6
Bo	67.2	71.2	63.4
Bonthe	68.1	76.4	61.3
Moyamba	72.9	77.7	69.2
Pujehun	64.8	75.8	55.8
Western Rural	67.2	68.5	66.1
W/Urban	51.8	55.2	48.3
S/Leone	65.7	70.4	61.5

The Table shows that with the exception of Bombali and Port Loko, there is a fairly wide disparity in gender labour market activity: In Bombali the female ratio is higher than the male ratio, almost confirming the labour participation pattern in the district. The widest disparities are found in Pujehun, Bonthe, Kono and Kenema. These are districts in which mining is taking place and some amount of fishing, both gender stereo type activities.

1.4.2 Labour Force Participation rates

Given the paucity data on Labour, an analysis of the distribution of the Labour force 15-64 years by Region, District and Sex will provide policy makers with a sense of direction in planning labour and employment in a Regional specific and, or , District specific manner, that is depending on the spatial distribution of the Labour Force.

Table 1.14 below, the Regional distribution of labour force participation by sex, confirms the assertion that labour force participation is biased towards men, though total female population exceeds that of the males. At the regional level male labour force participation in the Eastern region is the highest, followed by the Southern province, whereas for the Females the highest labour force participation is in the North, far exceeding values for each of the other three regions, a noticeable regional female labour force participation disparity.

Table 1.14 Labour Force Participation Rates By Region And By Sex

REGIONS	MALES			FEMALES		
	Total Male Population	Total Male Labour Force	Male labour Force Participation	Total Female Population	Total Female Labour Force	Female Labour Force Participation
EASTERN	321917	246,145	76.4	321631	188,384	58.6
NORTHERN	380349	287,418	75.6	490834	340,306	69.3
SOUTHERN	256633	195,445	76.2	299274	190,529	63.7
WESTERN	276179	183,312	66.4	274956	154,123	56.1
SIERRA LEONE	1235078	912320	73.9	1386695	873,342	62.98

Table 1.15: Distribution Of The Total Labour Force 15-64 Years by District

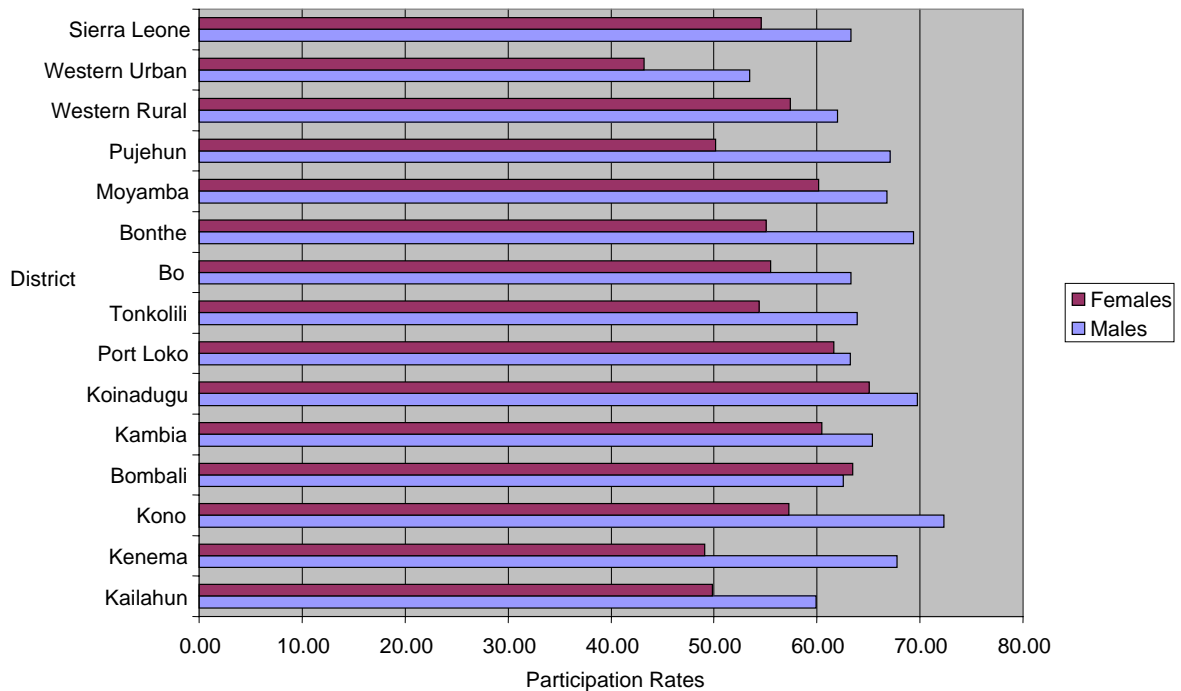
DISTRICTS	Total Population	Labour Force (Number)				Distribution of Labour Force (%)
		Employed	Unemployed	Total Labour Force	Labour Force Participation Rates	
Kailahun	186175	112328	2362	114690	61.60	6.4
Kenema	272027	178785	3829	182614	67.13	10.2
Kono	185346	133767	3458	137225	74.04	7.7
Bombali	205735	147311	2531	149842	72.83	8.4
Kambia	129628	91837	1265	93102	71.82	5.2
Koinadugu	134779	101234	787	102021	75.70	5.7
Port Loko	226483	161571	3060	164631	72.69	9.2
Tonkolili	174558	116776	1352	118128	67.67	6.6
Bo	239853	161075	4079	165154	68.86	9.3
Bonthe	70246	47858	826	48684	69.31	2.7
Moyamba	130957	95507	1136	96643	73.80	5.4
Pujehun	114851	74410	1083	75493	65.73	4.2
Western Rural	93018	62554	3851	66405	71.39	3.7
Western Urban	458117	237387	33643	271030	59.16	15.2
Sierra Leone	2621773	1722400	63262	1785662	68.11	100

Table 1.15, above shows that Western Urban, Bo, Port Loko, Bombali and Kenema have half of the employed population of Sierra Leone, and if Kono is added to them, they have over half of the country's Total Labour force. The distribution of the labour force per district is almost proportional to the distribution of the labour force participation per district.

Figure 1.8 below illustrates that labour force participation in Sierra Leone is male dominated (63.3 % males; 54.6 females). This is true for almost every district, save Bombali, in which females have higher labour force participation. In districts like Kenema, Kono, Bonthe and Pujehun, which are mainly mining or fishing districts, the disparity in labour force participation rate between the sexes is

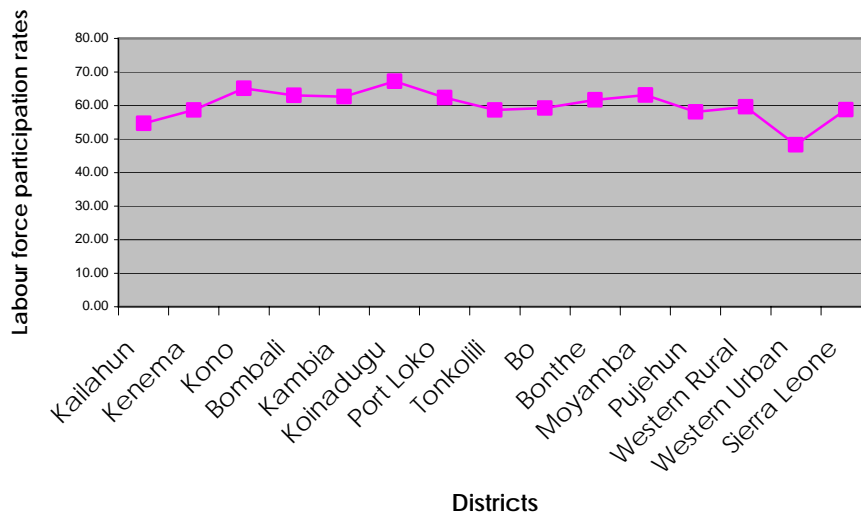
glaring, possibly reflecting, stereotype employment opportunities. The main activities in these districts such as mining, Fishing, Building and construction are male dominated.

Figure 1.8: Labour Force Participation Rates by District and Sex



To further indicate the level of labour force participation through out Sierra Leone, the labour force participation by District is illustrated in Figure 1.9. The national maximum labour force participation is in Koinadugu and the minimum in Western Urban. This may be explained in terms of the massive agricultural activity in the Koinadugu district (this involves both sexes) and the dependence on public sector employment in the Western region. Kono, Bombali, Kambia, Koinadugu, Port Loko, Bonthe, Moyamba and Western rural have on average a labour force participation rate of 60 and Bombali and Port Loko display some amount of equity in terms of labour force participation among the sexes.

Figure 1.9 Labour Force Participation Rates



1.4.3 Unemployment Rate:

The unemployment rate as defined by the International Labour Organization is the “number of persons unemployed as a percentage of the labour force”. The “persons of working age are classified as unemployed if they were not employed or had not worked for even one hour in any economic activity (paid, employment, self-employment or unpaid work for a family business or farm), were available for work and had taken active steps to seek work during a specified recent period”. However, the aspect of seeking work, or making efforts to get work can be ignored given the fragmented nature of our labour market. The working age for the 2004 population census was set at 10 years and above and the reference (i.e. specified recent period) was one month.

Table 1.16. Unemployment Rates by Age for Population 15-64 years

Unemployment Rate By Age			
Age	Both Sexes	Males	Females
15-19	4.3	6.0	3.0
20-24	5.7	7.9	3.8
25-29	4.6	6.3	3.0
30-34	3.6	4.8	2.2
35-39	2.7	3.8	1.6
40-44	2.7	3.6	1.5
45-49	2.3	3.0	1.2
50-54	2.1	2.9	1.1
55-59	2.1	2.8	1.1
60-64	1.5	2.1	0.9
Sierra Leone	3.4	4.4	2.3

Using the standard definition of unemployment above, it could be seen from table 1.16 above that the unemployment rate was very low for the country as a whole (3.4%). The unemployment for all ages and within all districts (Table 1.16 above & Table 1.17 below) is higher for males than for females. The overall rate of unemployment for males (4.4%) is almost twice that for females (2.3%). This is because more females are employed as unpaid family workers or engaged in household work than males.

In an undeveloped economy like Sierra Leone, the unemployment rate calculated using the standard definition of unemployment is not a good indicator of labour market performance. The rates for all districts reflects this under-estimation. There is no comprehensive unemployment insurance or Social Security Scheme to compensate for the lack of employment, very few people can survive a whole month without work or family support, hence the rate of unemployment as defined is likely to be under stated. There are people who wish to work but are not actively seeking a job since they see no possibility of obtaining gainful employment, the so-called “discouraged workers”. This is a question of prevailing economic conditions, if and when chances of finding work improve, some of these people will probably return to employment without ever having been classified as unemployed. There is thus a need for a broader definition, which perhaps might include all young people who are neither in education nor in employment.

Also the proportion of the population engaged in self-employment is very high. People who are self employed are less likely to be unemployed than those engaged in paid employment. A better indicator would be the employee – specific unemployment rate.

Table 1.17: Unemployment Rates By District and Sex

	Both Sexes	Males	Females
Kailahun	2.06	1.526	0.534
Kenema	2.10	1.532	0.565
Kono	2.52	1.887	0.633
Bombali	1.69	1.200	0.489
Kambia	1.36	0.927	0.432
Koinadugu	0.77	0.480	0.291
Port Loko	1.86	1.274	0.584
Tonkolili	1.14	0.841	0.304
Bo	2.47	1.703	0.767
Bonthe	1.70	1.095	0.602
Moyamba	1.18	0.836	0.339
Pujehun	1.43	1.046	0.388
Western Rural	5.80	33.244	17.419
Western Urban	12.41	0.995	0.425
Total	3.54	2.413	1.129

1.4.3.2 Youth Unemployment Rates

The conventional definition of the youth population is all persons in the age category 15-24 years. The youth unemployment rate measures the number of employed youths as a percentage of the labour force in the age category 15-24 years. This indicator shows the lack of work for youths in a country. The youth unemployment rate is one of the 8 Millennium goal indicators. Using the conventional definition of unemployment, the 2004 Census data shows that youth unemployment is higher (5.2 %) than the National rate (3.4%). This is a reflection of the fact that the population most at risk of unemployment is generally the educated youths entering the labour force for the first time with little experience and skills.

In economies where the conventional definition of unemployment is relevant the total youth population including the economically inactive such as those in school can be regarded as the base to compute another indicator called the Youth unemployment population ratio. As can be seen on table 1.18 below, the youth unemployment population ratio is lower (2.53% than the youth unemployment rate (5.2%) for the conventional age category 15-24 years.

Table 1.18: Youth Unemployment Rates

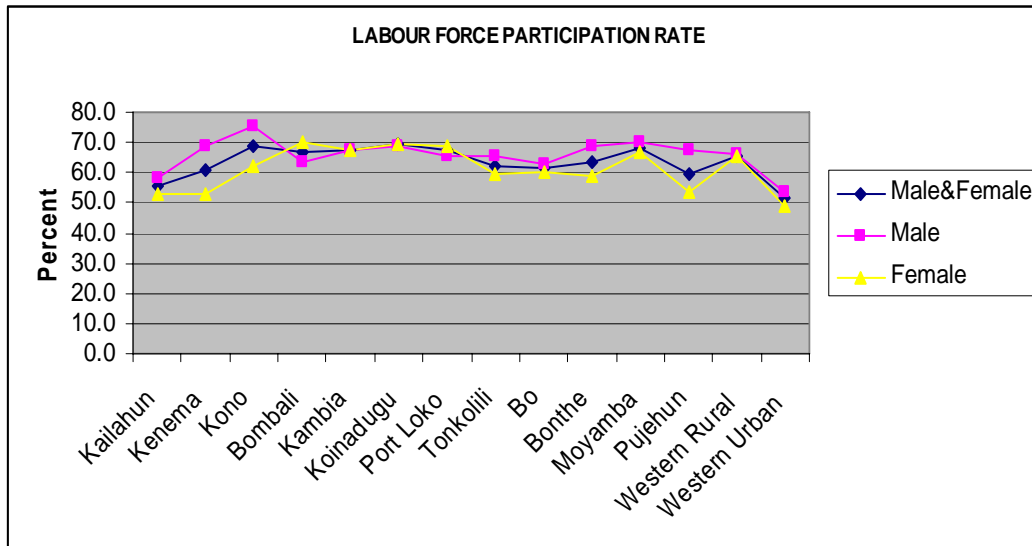
Age group	Total Youth Population	Youth Labour Force	Youth Paid Labour Force	Youth Unemployment Rate	Youth Employment Population Ratio	Youth Unemployment Population Ratio
15-19	519975	195930	4475	3.8	11.5	1.432184
20-24	407125	244702	10865	4.4	14.1	3.414676
25-29	400987	298654	21213	7.1	17.4	3.438765
30-34	309729	246230	22847	9.3	14.5	2.827633
15-24	927100	440632	15340	3.5	25.6	2.680155
15-34	1637816	985516	59400	3.6	57.5	1.432184

As shown on Table 1.18 above, the youth unemployment is very high for the conventional age group 30-34 years (9.3 %) and it exceeds the national rate.

1.4.3.2 Youth Labour Force Participation Rates

The youth labour force participation rate measures the extent to which a country's youths are economically active. Figure 1.10 shows the distribution of the youth Labour Force by District in the country.

Figure 1.10: Youth Labour Force Participation Rate



As can be seen from the diagram male youths in all districts are more economically active than female youths, save Port Loko district, because a larger proportion of females in that district were engaged in household work than males. Youth labour force participation rates are also higher for districts with a high rural population such as Koinadugu (69.2%), Moyamba (68.3 %), Kono (69%) and Kambia (67.1%) than those with a large urban population like Western Urban (51.3%). The low youth labour force participation rate recorded for Kailahun district (55.3%) indicates the high level of economically inactive youths in that district. This may be due to the large number of ex-combatants resident in this district, most of whom may not have integrated into productive activities yet.

CHAPTER TWO

ANALYSIS OF THE POPULATION BY INDUSTRY

2.1 Distribution of the Labour Force by Industry

The structure of an economy is determined by the proportion of the population engaged in agriculture, industry and services. As an economy develops, it is expected that the distribution of the economically active population will shift from the agriculture sector to other sectors such as manufacturing, telecommunication, services etc. Thus an agrarian economy has a large proportion of the labour force engaged in agriculture. An analysis of the labour force by industry was done to determine the economic structure of the country.

Table 2.1 The distribution of the labour force by industry and Sex

Industry	Sierra Leone (Males & Females)		Males		Females	
	Total Labour Force	Distribution of Labour Force (%)	Total Labour Force	Distribution of Labour Force (%)	Total Labour Force	Distribution of Labour Force (%)
Crop Faming	1177873	64.01	568165	60.42	609708	67.77
Livestock	7241	0.39	3940	0.42	3301	0.37
Poultry	1796	0.10	866	0.09	930	0.10
Hunting	1241	0.07	777	0.08	464	0.05
Forestry	6180	0.34	4060	0.43	2120	0.24
Fishing	48821	2.65	31834	3.39	16987	1.89
Mining	67644	3.68	58481	6.22	9163	1.02
Manufacturing	9203	0.50	7236	0.77	1967	0.22
Electricity/Gas/Water	8255	0.45	7059	0.75	1196	0.13
Construction	38307	2.08	27829	2.96	10478	1.16
Trade/Repairs	263459	14.32	100398	10.68	163061	18.12
Hotels/Restaurants	4890	0.27	2604	0.28	2286	0.25
Trans/Com/Storage	15654	0.85	14402	1.53	1252	0.14
Financial Intermediate	6873	0.37	3973	0.42	2900	0.32
Estate/Renting/Business	10602	0.58	5428	0.58	5174	0.58
Public Admin/Def/SS .	25804	1.40	21038	2.24	4766	0.53
Education	33550	1.82	22708	2.41	10842	1.21
Health/Social Wk .	19594	1.06	9739	1.04	9855	1.10
Other Community/Social work	81157	4.41	43378	4.61	37779	4.20
Private HH Employee	8062	0.44	3895	0.41	4167	0.46
External org/Bodies	3796	0.21	2486	0.26	1310	0.15
Sierra Leone	1840002	100.00	940296	100.00	899706	100.00

The 2004 census data shown on table 2.1 reveals that 64.9% of the total Sierra Leone labour force was in the agriculture, hunting and forestry industry (i.e crop farming, livestock, poultry, hunting, and forestry) with Crop farming alone accounting for 64.0 % of the total labour force.

The other sector that has the second highest share of the labour force was the Trade and Repairs industry (14.3 %), which include wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods. A very small share of the labour force was engaged in manufacturing (0.50), financial Intermediation (0.4 %), hotels and restaurants (0.3 %), transport, storage and communication (0.9%), education (1.8%) health and social work (1.1 %), and public administration (1.8 %). This shows the agrarian nature and the weak industrial base of the economy.

When the industrial distribution of the labour force is analysed by sex, the result shown on table 2.1 reveals a higher proportion of females in crop farming (67.8%) and Trade and repairs(18.1%) than males(60.4 % and 10.7 % respectively). There were also slightly higher proportion of females than males in Private Household employment and Health and Social Work (see table 2.1 above).

When regional differences in the industrial distribution of the labour force are considered, the 2004 Census data showed that agriculture, hunting and forestry accounted for the largest share of the labour force in the Northern Region (81.2%), Eastern Region (71.7%) and Southern Region (71.8%). In the Western Area which comprises of the capital city Freetown, Trade and Repairs had the largest share of the labour force(45.5%) followed by Other Community, Social and Personal Service Activities(11.7%) while Agriculture, Hunting and Forestry accounted for only(4.5 %) of the total labour force in that Region.

Differences between males and females in the regional distribution of the labour force show similar patterns as in the overall labour force, i.e. there were more females engaged in Agriculture and Trade and Repairs than males in all regions. The reverse holds true for other industries.

Table 2.2: Distribution of the Sierra Leone Labour Force by Industry and Region (Both Sexes)

	Eastern Region	Northern Region	Southern Region	Western Region
Industry	Distribution of Labour Force(%)	Distribution of Labour Force(%)	Distribution of Labour Force(%)	Distribution of Labour Force(%)
Crop Faming	71.66	81.16	71.77	4.49
Livestock	0.27	0.60	0.22	0.36
Poultry	0.13	0.07	0.05	0.17
Hunting	0.07	0.06	0.05	0.11
Forestry	0.21	0.31	0.26	0.69
Fishing	0.83	1.74	5.21	3.93
Mining	9.63	0.79	3.58	1.23
Manufacturing	0.31	0.24	0.37	1.53
Electricity/Gas/Water	0.33	0.20	0.24	1.44
Construction	1.30	1.06	1.46	6.33
Trade/Repairs	7.83	8.38	8.07	45.50
Hotels/Restaurants	0.09	0.08	0.10	1.16
Trans/Com/Storage	0.34	0.34	0.33	3.44
Financial Intermediate	0.22	0.13	0.16	1.42
Estate/Renting/Business	0.57	0.21	0.32	1.75
Public .Admin/Def/SS .	0.68	0.60	0.72	5.17
Education	1.13	1.25	1.80	4.15
Health/Social Wk .	0.68	0.63	0.78	2.97
Other Community/Social work	3.39	1.93	4.16	11.73
Private HH Employee	0.21	0.18	0.27	1.58
External Org/Bodies	0.12	0.05	0.07	0.85
Total	100.00	100.00	100.00	100

District level industrial distribution of the labour force depicted on table 2.3 below shows that agriculture; hunting and forestry had the highest share of the labour force in all districts. The district with the highest share of the labour force in the agriculture industry was Koinadugu(93.0%) followed by Kailahun district(91.6%). There were more economically active persons in the Trade and Repairs industry in the Western Urban (47.0% and Western Rural (39.8%) districts than in all the other districts. Thus the trend that emerges from the 2004 population Census data relating to the industrial distribution of the labour force was that trade and repairs were the main economic activity of the economically active population in the Western Region while agriculture was the predominant economic activity of the population in the provincial areas.

Table 2.3 Distribution of the Sierra Leone Labour Force by Industry and District (Both Sexes)

	Agriculture, hunting and Forestry	Fishing	Mining	Manufacturing	Construction	Trade and Repairs	Education	Others
Kailahun	91.58	1.17	0.78	0.16	0.86	2.04	0.79	2.61
Kenema	64.99	0.43	11.30	0.42	1.51	10.96	1.54	8.84
Kono	65.67	1.06	14.99	0.31	1.40	8.61	0.86	7.10
Bombali	77.86	0.80	2.28	0.18	1.30	11.17	1.53	4.88
Kambia	80.97	2.83	0.51	0.19	0.93	9.26	0.94	4.37
Koinadugu	92.95	0.07	0.29	0.10	0.61	2.64	0.77	2.57
Port Loko	75.63	4.07	0.15	0.37	1.11	11.46	1.39	5.82
Tonkolili	88.54	0.25	0.44	0.28	1.16	4.81	1.39	3.12
Bo	63.94	1.12	6.48	0.46	2.30	12.19	2.33	11.18
Bonthe	64.75	17.56	0.34	0.26	1.36	5.87	1.71	8.14
Moyamba	83.22	3.63	0.11	0.41	0.65	6.74	1.64	3.60
Pujehun	81.42	7.93	3.99	0.20	0.80	2.35	0.91	2.40
Western Rural	15.66	11.50	2.53	1.20	4.58	39.75	2.81	21.98
Western Urban	3.17	1.90	0.88	1.62	6.80	47.04	4.50	34.09
Sierra Leone	64.91	2.65	3.68	0.50	2.08	14.32	1.82	10.04

The industries that were classified as others were : electricity, water and gas, hotels and restaurants, transport, storage and communication, financial intermediation, real estate and business activities, public administration and defence, health and social work, other community, social and personal service activities, private household employment and extra-territorial organisations and bodies. The districts with the largest combined total percentage share of the labour force in this industries were the main urban districts; Western Urban(34.0%), Western Rural(22.0%), Bo(11.2%) and Kenema(8.8%).

2.2 Industrial Distribution of the Paid Labour Force

The paid labour force refers to the economically active population that is in regular wage or salary employment. To compute this indicator, the self employed, unpaid family workers, and those looking for work are excluded from the total labour force. The industrial distribution of the paid labour force will give us an indication of the industries where formal employment opportunities exist. It also points to the sectors of the economy that are potential sources of economic growth. Table 2.4 below shows the distribution of the paid labour force for population 15 to 64 years by sex. The table shows that nationally, Education accounted for the highest share of the total labour force in paid employment(19.4%) followed by public administration, and defence (16.2%) and

agriculture, hunting and forestry(11.7%) and trade and repairs(8.2%). When analysed by sex, the census data reveals that the percentage of females in paid employment engaged in education (25.7%) and agriculture (14.2%) was higher than that of males (19.4% and 11.0% respectively). This implies that the main paid employment opportunity available for women in the economy is in Education.

Other industries where there were relatively higher percentage of women in paid employment were; hotels and restaurants, financial intermediation, health and social work and private household employment (see table 2.4 above).

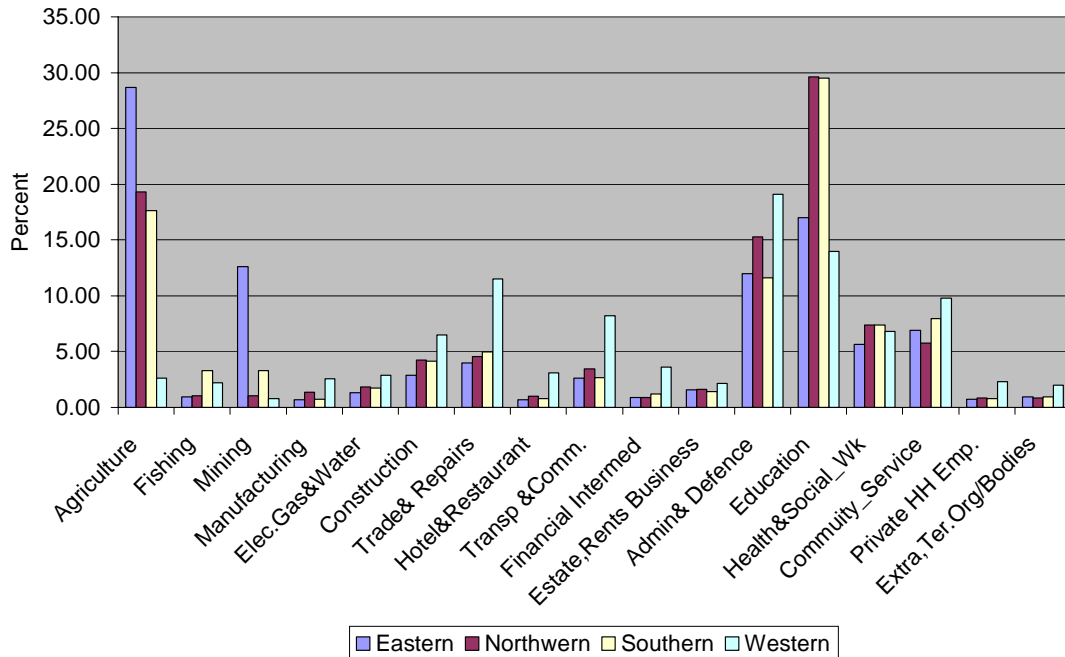
Table 2.4 Distribution of the Sierra Leone Paid Labour Force by Industry and Sex

	Total	Males	Females
Crop Faming	10.01	9.20	12.62
Livestock	0.52	0.49	0.63
Poultry	0.21	0.21	0.23
Hunting	0.17	0.16	0.19
Forestry	0.80	0.90	0.48
Fishing	1.98	2.23	1.13
Mining	3.07	3.77	0.79
Manufacturing	1.79	2.07	0.89
Electricity/Gas/Water	2.29	2.78	0.70
Construction	5.19	6.35	1.45
Trade/Repairs	8.20	8.19	8.21
Hotels/Restaurants	2.00	1.51	3.59
Trans/Com/Storage	5.70	6.87	1.90
Financial Intermediate	2.36	2.15	3.05
Estate/Renting/Business.	1.86	1.94	1.60
Public .Admin/Def/SS .	16.21	17.61	11.67
Education	19.36	17.40	25.70
Health/Social Wk .	6.79	4.79	13.29
Other Community/Social work	8.39	8.41	8.33
Private HH Employee	1.60	1.44	2.12
External Org/Bodies	1.48	1.50	1.43
Sierra Leone	100.00	100.00	100.00

Regional distribution of the paid labour force is illustrated on figure 2.1 below. The census data illustrated on figure 2.1 shows variations among regions in the industries that contribute mainly to paid employment. In the Eastern Region, agriculture account for the largest share of paid employment (28.6%) followed by education (17.0%), Mining (12.6 %) and Public Administration (12.0 %). In the North and Southern Regions education accounted for the largest share of the labour force in paid employment (29.6% and 29.5% respectively) followed by

agriculture (19.3% and 17.7% respectively). There was a relatively more even distribution of the paid labour force among the various industries in the Western Area than in other regions.

Figure 2.1: Percentage Distribution of the Paid Labour Force(Both Sexes) by Region



In the Western Area, the industry with the largest percentage share of the labour force was not agriculture (which accounted for only 2.6% of the total labour force in that region) as in the other regions but Public Administration and Defence(19.1%). Education (14.0 %),Trade and repairs (11.5 %) , Other community and social work(9.8%),Transport and Communication(8.2%), Health and social work(6.8%), Construction(6.5 %) and hotels and restaurants (3.1%) accounted for a reasonable share of the labour force. Manufacturing (2.6%) which is a capital intensive industry had a very small percentage of the paid labour force in the Western Area.

2.3 The Industry of the Self-Employed

The self-employed are the economically active population engaged in economic activities for themselves, for personal gain or to further a career. The prevalence of self-employment is a good indication of the level of innovation, and entrepreneurship within the labour force. The prevalence of self-employment also determines the size of the private sector. Private sector growth is an important indicator of economic development in a free market economy. Table 2.5 below shows the percentage distribution of the total labour force 15-64 years that is in self-employment classified by industry.

Table 2.5 Distribution of the Total Population 15 to 64 years in Self Employment by Industry

	Both Sexes		Males		Females	
	Distribution of Self Employed Population	Self Employed as % of Total Labour Force	Distribution of Self Employed Population	Self Employed as % of Total Labour Force	Distribution of Self Employed Population	Self Employed as % of Total Labour Force
Crop Farming	65.10	76.31	64.41	79.22	65.82	72.41
Livestock	0.37	70.10	0.39	69.62	0.34	68.45
Poultry	0.06	45.55	0.05	43.20	0.07	46.00
Hunting	0.06	63.17	0.07	59.45	0.05	64.86
Forestry	0.31	69.56	0.39	66.51	0.23	73.19
Fishing	2.92	82.48	3.77	82.92	2.03	80.32
Mining	4.11	83.88	7.03	83.98	1.10	77.33
Manufacturing	0.44	66.04	0.65	62.98	0.22	76.04
Elec/Gas/Water	0.32	52.90	0.52	51.35	0.11	59.05
Construction	2.07	74.76	2.79	70.18	1.33	85.40
Trade/Repairs	17.04	89.30	12.33	85.93	21.90	90.65
Hotels/Restaurants	0.13	36.87	0.12	32.72	0.14	41.02
Trans/Com/Storage	0.50	43.92	0.90	43.69	0.08	44.42
Financial Interm	0.24	47.32	0.21	37.50	0.26	59.82
Estate/Rentg/Busi.	0.54	70.79	0.45	57.61	0.64	83.81
Pub.Admin/Def/SS.	0.15	7.81	0.19	6.41	0.10	13.38
Education	0.33	13.52	0.40	11.90	0.25	14.90
Health/Social Wk .	0.60	42.47	0.56	40.33	0.64	43.13
Other Comm/Social work	4.32	73.44	4.40	70.60	4.23	73.49
Private HH Emp	0.30	52.17	0.25	44.16	0.36	55.27
Ext-ter Org/Bodies	0.10	35.64	0.10	27.66	0.10	49.18
Sierra Leone	100.00	75.03	100.00	74.22	100.00	74.46

National values for this indicator shown on table 2.5 above reveals that the largest proportion of the self-employed labour force was in crop farming (65.1%, followed by trade and repairs (17.0%) Other community and social work(4.3%) and mining(4.1%).A higher percentage of the female labour force was engaged in crop farming and trade and repairs(65.8 and 21.9% respectively)than their male counterpart(64.4% and 12.3% respectively). This result gives us an indication of the low level of technological development of the economy. This follows from the observation that, the industries which had the largest share of the self employed labour force were those that require little skills for entry and are mainly labour intensive. Although the entrepreneurship spirit as indicated by the higher level of self-employment is high, the technological base is weak.

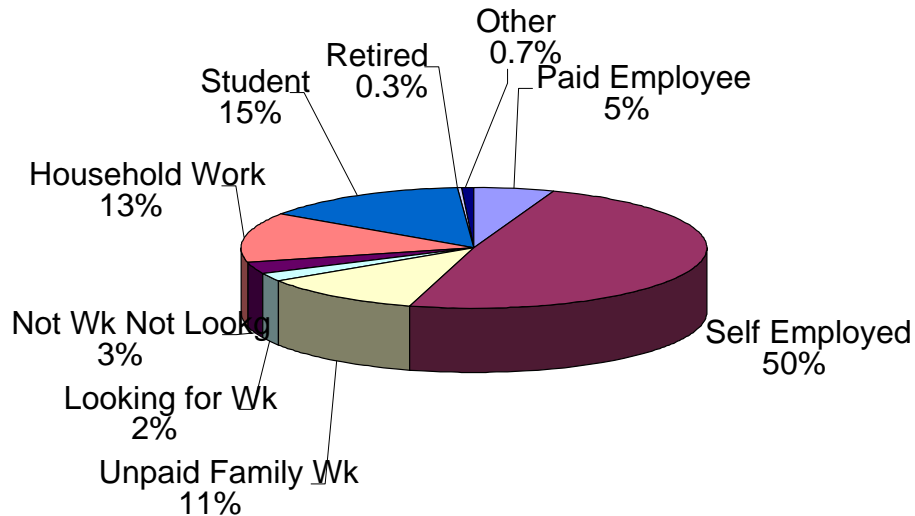
The prevalence of self-employment is clearly seen if the economically active population in self-employment is expressed as a percentage of the total labour force. It should be noted that the total labour force comprises of four components; the population in wage or salary employment (paid employees), the self employed, unpaid family workers and the unemployed (i.e. those actively seeking work). As can be seen from table 2.5 above, the percentage of the self-employed in all industries was very high. Nationally, 75.3 % of the total labour force was engaged in self-employment. There were slightly more females (74.5%) than males (74.28%) in self-employment. When analysed by industry, self-employment as percentage of the total labour force in the industry was above the national average in crop farming (76.3%), fishing (82.5%), mining (83.9%), and trade and repairs (89.3%). The industries with the lowest percentage of self-employed were; public administration and defence (7.8%) and education (13.5%).

2.4 Analysis of the labour force by Cash Earning Status

Workers are classified by industries i.e. the activity of the establishment or enterprise in which the individual works, by occupation, i.e. the type of work done by the individual as an employee or a self employed person classified by cash earnings or non-cash earnings and by educational attainment. This information is essential for studies relating to the problems of improving the quality of manpower, raising productivity and minimizing unemployment and underemployment.

The cash earning population refers to the population that is in wage or salary employment and those in self employment. The paid and self employed are regarded as being in employment that directly earns income. The unpaid family workers who are also regarded as being economically productive but who do not earn cash income are excluded from the analysis.

Figure 2.2: Cash Earning Status of the Labour Force Classified by Activity Status



The 2004 Population and Housing census results illustrated on the diagram above (Figure 2.2) shows that nationwide, 55% of the population 15-64 years were in regular cash earning employment when the labour force is classified by status in employment. This figure shows a substantial growth in the cash earning population when compared with the December 1985 census result (35%). The cash earning population include the paid employees (5%) and the self employed (50%) who may be paid in cash, or paid in kind, for goods and services they produce or render. The family farm is made up of persons who work for the family business most of which are engaged in subsistence farming. This group which is excluded from the cash earning population, accounted for about 13% of the labour force.

There is also the non-active group who constituted about 19% of the population. This group includes those not looking for work, the unpaid household worker that does not receive any income but work for family house gains, students and the retired. Less than 1% of the Labour Force had irregular employment and constituted the other group and 2 % of the labour force was looking for work.

2.5 Cash Earning Status of Population 15 to 64 years by Industry.

To determine the industries that mainly contribute to national output, the cash earning population was classified by industry. The results are presented in table 2.6 below. Nationally, as shown in table 2.6, agriculture accounts for 60.8 % of total cash earning employment with 59.9% of the cash earning population engaged in crop farming. The 2004 population and housing census results also

show that 16.2 % of the cash earning population was in the trade and repairs industry. Other industries such as education (2.1%), manufacturing (0.6 %), construction (2.4 %), mining (4.04%), and health and social work (1.2%) accounted for a small proportion of the total cash earning employment.

Table 2.6: Distribution of Total Cash Earning Population 15-64 years by Industry and Sex

	Both Sexes		Males		Females	
	Distribution of Cash Earning Population	Cash Earning as % of Total Pop in Industry	Distribution of Cash Earning Population	Cash Earning as % of Total Pop in Industry	Distribution of Cash Earning Population	Cash Earning as % of Total Pop in Industry
Crop Farming	59.88	77.54	56.89	81.32	63.28	74.02
Livestock	0.38	80.58	0.41	83.78	0.36	76.76
Poultry	0.07	62.81	0.07	70.09	0.07	56.02
Hunting	0.07	83.00	0.08	84.17	0.05	81.03
Forestry	0.36	88.30	0.46	91.53	0.24	82.12
Fishing	2.83	88.33	3.56	90.90	1.99	83.52
Mining	4.01	90.44	6.58	91.42	1.08	84.21
Manufacturing	0.57	94.23	0.84	94.78	0.25	92.22
Electricity/Gas/Water	0.50	93.02	0.83	95.16	0.13	80.43
Construction	2.37	94.37	3.28	95.58	1.34	91.14
Trade/Repairs	16.20	93.80	11.77	95.19	21.25	92.95
Hotels/Restaurants	0.31	96.01	0.31	97.04	0.30	94.84
Trans/Com/Storage	0.99	96.63	1.71	96.63	0.17	96.57
Financial Intermediate	0.44	97.03	0.48	97.56	0.39	96.31
Estate/Renting/Business	0.67	96.14	0.65	97.25	0.69	94.97
Public .Admin/Def/SS .	1.67	98.69	2.57	99.08	0.65	96.96
Education	2.13	96.95	2.72	97.19	1.47	96.45
Health/Social Worker	1.19	92.60	1.14	95.11	1.25	90.12
Other						
Commercial/Social work	4.70	88.38	4.95	92.60	4.43	83.54
Private HH Employer	0.43	80.92	0.41	86.03	0.44	76.15
External Org/Bodies	0.23	92.15	0.29	94.57	0.16	87.56

The share of employment in agriculture, industry and services are indicators of the economic structure of a country. The results shown on table 2.6 above reinforce the observation that the Sierra Leone economy is an agrarian economy which has little opportunities for employment in industry.

Advocates of the decent work agenda opined that the prevalence of decent work in an economy is to some extent determined by the structure of its economy. Workers in an agrarian economy are said to be disadvantaged because agriculture workers tend to work on family farm or tend to be self employed with low incomes and little or no social protection. Industrial workers are said to be

relatively well paid and have social security benefits. The 2004 census results depicted above reveals the lack of decent work opportunities in the country.

The distribution of the cash earning population classified by sex shown on table 2.6 above reveals that the percentage of females engaged in cash earning employment in agriculture and trade and repair industries was higher than that of males. As shown in section 2.3, self employment .

The 2004 census results on table 2.7 below reveals very low rates of unemployment for all industries. It shows that the national rate of industrial unemployment was 0.1 %. This implies that only 0.1% of the total labour classified by industries that were looking for work in a specific industry was without work as at December 2004. The results show that unemployment in specific industries was higher for males (0.12%) than for females (0.06%). For both sexes, industrial unemployment is higher in the agriculture industry (0.8%) than in any other industries. In agriculture, the data shows that there were less opportunities for work in poultry than in the other sub-sectors of the industry; Crop farming, Livestock, hunting, and forestry, accounts for the largest share of total employment in these industries. The results thus highlight the acute lack of decent employment opportunities for women in Sierra Leone.

2.6 Unemployment Rates by Industry

Industrial unemployment is an important indicator for policy formulation relating to skill related employment. When there is little or no employment opportunities in certain industries, persons with skills relevant for employment in these industries tend to take up jobs in other industries for which they were not trained. This may lead to the problem of underemployment or unemployment for those who insist on finding employment relevant to their skills. In economies where the conventional unemployment concept is relevant, industrial unemployment provides a guide to government expenditure designed to generate employment opportunities. It points to the skill levels of the labour force that are not been optimally utilised and industries where public and private investment should be made to create jobs intended to maximise the skill levels of the labour force.

In Sierra Leone industrial unemployment as had been said for the general rate of unemployment is not a relevant concept. In the absence of social protection for unemployment, it is difficult for any body to go without work for a whole month. Where there are no employment opportunities for the skills acquired, people tend to seek self or wage employment in other industries. The result is underemployment. Given that the 2004 Census data does not give information on the problem of underemployment or the mismatch of jobs with acquired skills, further research into the prevalence of underemployment is required to measure the extent of this problem.

Table 2.7 Unemployment Rates for Population 15-64 years by Industry and Sex

	Both Sexes	Males	Females
Industry	Unemployment Rate	Unemployment Rate	Unemployment Rate
Crop Faming	0.05	0.07	0.03
Livestock	0.04	0.00	0.09
Poultry	0.39	0.46	0.32
Hunting	0.24	0.39	0.00
Forestry	0.08	0.05	0.14
Fishing	0.05	0.06	0.04
Mining	0.14	0.15	0.12
Manufacturing	0.16	0.19	0.05
Electricity/Gas/Water	0.34	0.34	0.33
Construction	0.16	0.20	0.06
Trade/Repairs	0.15	0.21	0.11
Hotels/Restaurants	0.27	0.27	0.26
Trans/Com/Storage	0.36	0.35	0.40
Financial Intermediate	0.22	0.20	0.24
Estate/Renting/Business.	0.06	0.07	0.04
Public .Admin/Def/SS .	0.12	0.10	0.23
Education	0.23	0.26	0.17
Health/Social Worker.	0.24	0.27	0.21
Other Commercial/Social work	0.22	0.27	0.17
Private HH Employee	0.37	0.46	0.29
External Org/Bodies	0.29	0.32	0.23
Total	0.09	0.12	0.06

Regional and district analysis of the census data shows that there was no industrial unemployment in some industries. This should not be interpreted as implying full employment in these industries. The low unemployment rate points to the lack of employment opportunities in these industries in the region or district. For example, in the Northern region, industrial unemployment was zero in fishing, manufacturing etc, which account for a very small part of the economic activities of the Northern Region.

CHAPTER THREE

ANALYSIS OF THE POPULATION BY OCCUPATION

3.1 Occupation of Cash Earning Population

Table 3.1 below shows the percentage distribution of the cash earning population by occupation for the population 15-64 years old. If comparable data exist; the classification of the cash earning population by occupation is useful in understanding the level of professional development of the population. It also points to the manpower needs of the country. As an economy develops, it is expected that the distribution of the economically active population will shift from the agriculture sector to other sectors such as manufacturing, telecommunication, services etc. This shift from agriculture to other sectors is reflected in a change in the professional structure of the labour force.

Table 3.1 Occupational Distribution of the Cash Earning Population 15 to 64 years by Sex

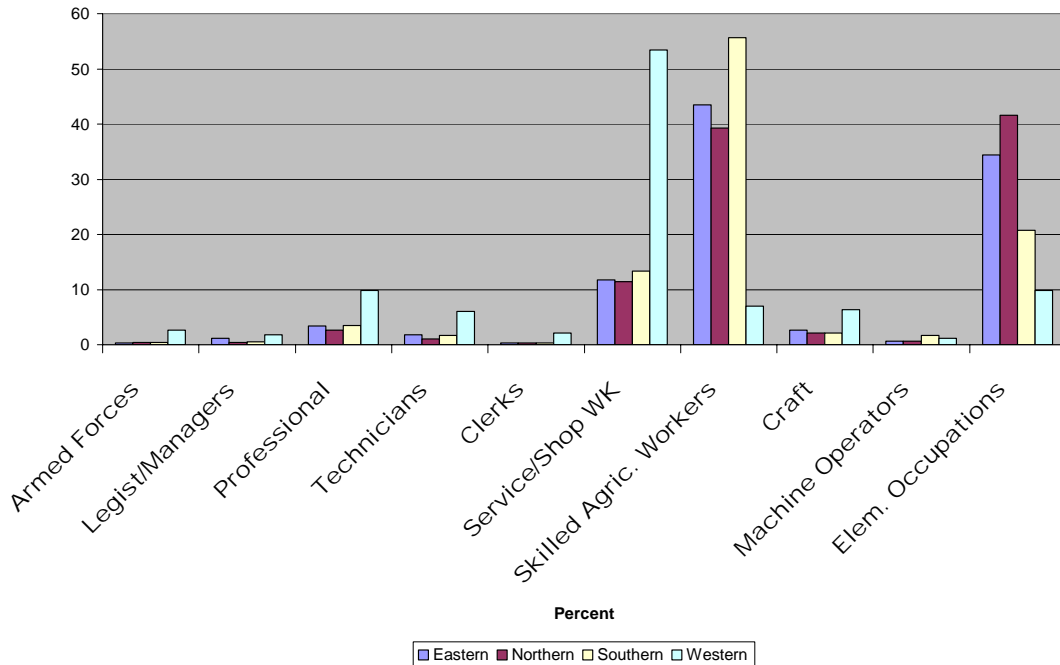
	Sierra Leone		Males		Females	
	Total Cash Earning	Distribution of Cash Earning Population	Total Cash Earning	Distribution of Cash Earning Population	Total Cash Earning	Distribution of Cash Earning Population
Armed Forces	12453	0.81	10707	1.31	1746	0.24
Legist/Managers	13876	0.91	9454	1.16	4422	0.62
Professional	67268	4.40	48229	5.92	19039	2.66
Technicians	35527	2.32	31178	3.83	4349	0.61
Clerks	9712	0.63	5801	0.71	3911	0.55
Service/Shop WK	306416	20.03	126380	15.52	180036	25.17
Skilled Agric. Workers	579726	37.90	296922	36.45	282804	39.54
Craft	46883	3.06	31925	3.92	14958	2.09
Machine Operators	15311	1.00	13747	1.69	1564	0.22
Elementary	442594	28.93	240198	29.49	202396	28.30
Sierra Leone	1529766	100.00	814541	100.00	715225	100.00

As shown in the table 3.1 above, the most popular occupation in the country is skilled agriculture, which accounts for about 37.9 % of the occupation of the cash earning population. A slightly higher percentage of females (39.5%) than males (36.5%) were cash earners engaged in agriculture. The proportion of the population engaged in elementary occupations was also very high (28.9%) with a slightly higher proportion of males (29.5%) than females (28.3%) engaged in these occupations. The elementary occupations referred to include persons engaged in street trading, shoe cleaning, housekeeping, labourers etc. If the cash earning population engaged in occupations which are mainly labour

intensive or requires little skills such as service workers and shop and market sales workers, skilled agricultural and fishery workers and elementary occupations were added together it would be seen that these occupations accounts for 86.9% of the total cash earning population of which 81.5% were males and 93.0% were females. The small proportion of persons engaged in cash earning employment as Legislators or Managers (0.9 %), professionals (4.4%), Technicians (2.3%) and Craft Workers (3.1%) reflects the lack of employment opportunities in these occupations as a result of the low level of industrial development of the country. The high percentage of cash earners in labour intensive or low skill occupations reflects the agrarian nature of the economy with a low level of industrial investment.

Figure 3.1 below shows the occupational distribution of the cash earning population when classified by region.

Figure 3.1: Occupational Distribution of the Cash Earning Population by Region



As shown on figure 3.1, skilled agriculture, service or shop workers and persons engaged in elementary occupations account for the highest proportion of persons engaged in cash employment. The percentage of persons engaged in cash earning employment in agriculture is higher in the Southern province (55.6%) than in the Eastern Province (43.5%) and in the Northern Province (39.3%). The Western Area has the lowest proportion of persons engaged as cash earning employees in agriculture (7.0%) but it has the highest percentage of the population engaged in cash earning employment as service workers, shop and market sales workers (53.5%).

3.2 Occupational Distribution of the Labour Force

An analysis of the labour force by occupation is useful for informed decisions on the skill levels of the population. It gives an indication of the type of skills that need to be improved for a certain level of industrial development to be achieved. The classification of occupations used in the 2004 population and housing census was the International Standard Classification of Occupations (ISCO-88). Table 3.2 below gives the occupational distribution of the labour force by sex

Table 3.2 Occupational Distribution of the Labour Force (15-64 years) by Sex

	Sierra Leone (Males & Females)		Males		Females	
	Total Labour Force	Distribution of Labour Force (%)	Total Labour Force	Distribution of Labour Force (%)	Total Labour Force	Distribution of Labour Force (%)
Armed Forces	12981	0.70	10853	1.15	2128	0.24
Legist/Managers	15291	0.83	10163	1.08	5128	0.57
Professional	70604	3.83	50230	5.33	20374	2.26
Technicians	38333	2.08	32905	3.49	5428	0.60
Clerks	10139	0.55	6034	0.64	4105	0.45
Service/Shop WK	332230	18.00	134314	14.24	197916	21.93
Skilled Agric. Workers	718652	38.94	353915	37.53	364737	40.42
Craft	52838	2.86	35180	3.73	17658	1.96
Machine Operators	16387	0.89	14628	1.55	1759	0.19
Elementary	577989	31.32	294891	31.27	283098	31.37
Sierra Leone	1845444	100.00	943113	100.00	902331	100.00

As shown on table 3.2 above, about 88.3 per cent of the total labour force, is in low skilled occupations, comprising of service workers and shop and market sales workers, skilled agriculture and fishery workers, and elementary occupations. When analysed by sex, there are more females (93.7%) than males (83.0%) engaged in this occupations. The high level of the labour force in these occupations may be attributed to the agrarian nature of our economy and the low level of industrialization of production. Majority of the population live in the rural areas with little or no other employment opportunities except in agriculture and trade. Entry into small scale trade is easy because it does not require any administrative or technical skills. Trade is also attractive even for very little rewards because it is better than unemployment in an economy where there is no social security benefit for unemployment and where there are little or no other employment opportunities. It is also observed that a large number of children and women are engaged in these occupations.

A very low proportion of the labour force is engaged as Legislators, Senior Officials and Managers (0.8 %), Professionals such as Scientists, , Health Professionals etc (3.8 %) technicians and associate professionals (2.1%), Craft Workers(2.9%) and Plant and Machine Operators(0.9 %). The low level of the labour force in these occupations is a pointer to a major development need. A major factor in economic development is the availability of technical and administrative skills.

3.3 Distribution of the Labour Force by Region

Figure 3.3 below shows the regional or provincial distribution of the labour force. As shown for the general population, agriculture and fishery workers, elementary occupations and service workers and shop and market sales workers together accounted for the largest proportion of the labour force in all regions; Eastern Region (90.8%) Northern Region (93.3%) Southern Region (90.61%) and Western Area (70.5%). The largest proportion of the labour force employed or looking for work in skilled agriculture and fishery was in the Southern Region(55.9%) followed by the Eastern Region(43.9%). In the Northern Region elementary occupations constituted the largest proportion of the labour force (43.5%) while in the Western Area, service workers and shop and market sales workers constituted the largest proportion of the labour force (53.1%). Although the percentage of the labour force engaged in Legislative or Managerial occupations is very low, the percentage of the labour force engaged in this occupation was higher in the Western Area (1.8%) than in the Eastern Region (1.1%), Southern Region (0.5%) and the Northern Region (0.4%). The low percentage of the labour force in all regions engaged in managerial occupations reveals the low level of industrial investment and innovation in the country. The relatively higher proportion of the labour force engaged as Professionals compared to those in Managerial occupations in all regions is attributed to the large number of Teaching Professionals that constitute this group.

Table 3.3 Occupational Distribution of the Labour Force (15 to 64 years) by Region

	Eastern	Northern	Southern	Western
Armed Forces	0.27	0.36	0.35	2.57
Legist/Managers	1.08	0.41	0.51	1.80
Professional	2.94	2.21	3.14	9.58
Technicians	1.65	0.94	1.55	5.89
Clerks	0.27	0.22	0.29	2.03
Service/Shop WK	11.06	10.07	12.40	53.11
Skilled Agric. Workers	43.88	39.71	55.92	7.14
Craft	2.52	1.98	2.02	6.42
Machine Operators	0.53	0.55	1.60	1.19
Elementary	35.81	43.53	22.23	10.28

When analysed by sex, there was a higher proportion of males than females in managerial and professional occupations in all regions. Managerial employment is mainly in the public sector or in small scale business enterprises. The differences between males and females in the percentage of the labour force engaged in various occupations is more pronounced for the labour force in the Western Area where most of the paid employment opportunities exist than in other regions.

Table 3.4 below shows that in the Western Area where most of the employment opportunities in the formal sector exist, more males than females were in Legislative/Managerial occupations (2.5% males compared to 1.1% females), Professional occupations (12.1% of males compared to 6.8% of females), and Craft Workers (8.1% males compared to 4.5 % females). An analysis of the labour force in Technician and Associate Professional, and Machine Operator occupations by sex also reveal a huge gap in the sex distribution of the labour force in these occupations. About 9.8 % of the male labour force is engaged or looking for work as Technicians compared to 1.5 % of the females and about 2.1% of males were employed or looking for work as Machine Operators compared to 0.2 % of their female counterparts. As shown on table 3.4, a similar trend is observed in all other regions.

This was not the case with the labour force employed or seeking employment in skilled agriculture and fishery, and service or shop workers.

In these occupations, there are more females than males in all regions except in the Western Area where the proportion of males employed or looking for work in skilled agriculture (8.2 %) was more than the proportion of females (5.9%) in the same labour force.

In the Western Area, there are 67.1 % of the female labour force in service and shop worker employment compared to 40.7 % males, in the Eastern region 12.8 % of females compared to 9.8 % males, in the Southern region 15.1 % of females compared to 9.7 % of males and in the Northern region, 12.6 % of females compared to 7.1 % of males were employed or looking for work as service or shop workers.

Table 3.4 Occupational Distribution of the Labour Force (15 to 64 years) by Region and Sex

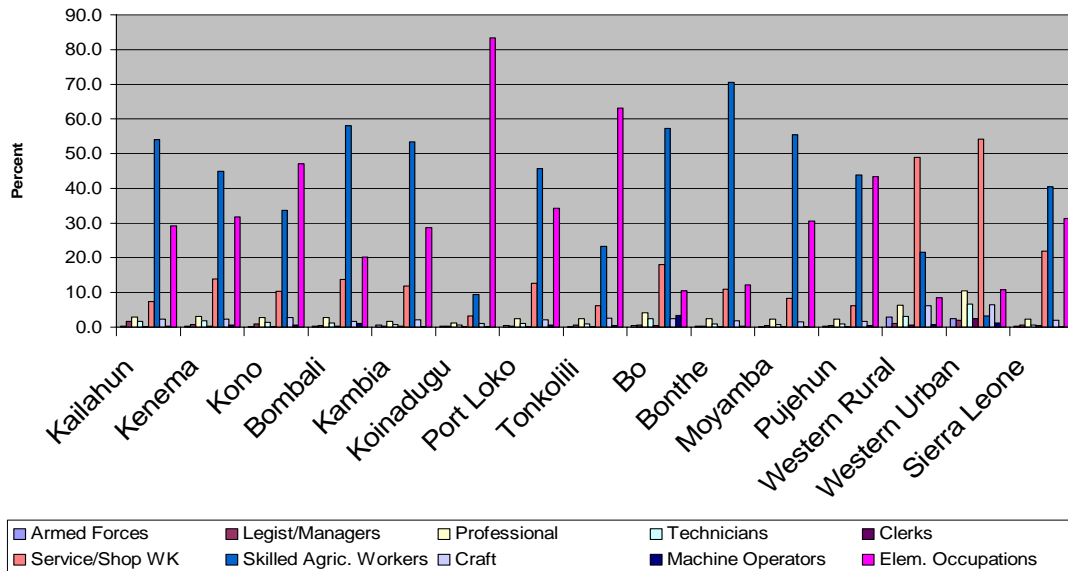
	Western Males	Western Females	Eastern Males	Eastern Females	Northern Males	Northern Females	Southern Males	Southern Females
Armed Forces	4.2	0.7	0.4	0.1	0.6	0.1	0.5	0.2
Legist/Managers	2.5	1.1	1.1	1.0	0.6	0.3	0.7	0.3
Professional	12.1	6.8	3.9	1.6	3.6	1.0	4.4	1.8
Technicians	9.8	1.5	2.4	0.7	1.7	0.3	2.6	0.4
Clerks	2.1	2.0	0.3	0.2	0.3	0.1	0.4	0.2
Service/Shop WK	40.7	67.1	9.8	12.8	7.1	12.6	9.7	15.1
Skilled Agric. Workers	8.2	5.9	40.0	49.0	39.8	39.6	53.9	58.0
Craft	8.1	4.5	3.2	1.7	2.6	1.5	2.7	1.3
Machine Operators	2.1	0.2	0.8	0.1	1.0	0.2	2.9	0.2
Elementary	10.3	10.2	38.1	32.8	42.7	44.2	22.1	22.4

Similarly, there are more females than males in the labour force in skilled agriculture in the Eastern region (49.0 % of females compared to 40.0 % males), and in the Southern region (58.0 % of females compared to 53.9% males). However in the Northern region, there were almost an even number of females (39.6 %) and males (39.8 %) in the skilled agriculture labour force.

District level analysis of the occupational distribution of the labour force reveals interesting results. It shows that more than half of the labour force is in skilled agriculture and fisheries in six out of the fourteen Administrative Districts; Kailahun (54.1%), Bombali (58.1 %), Kambia (53.4%), Bo (57.3%), Bonthe (70.6%) and Moyamba (55.4%). The lowest proportion of the labour force in skilled agriculture or fisheries employment was in the Western Urban District (3.3%), Koinadugu District (9.5 %) and Western Rural district (21.6%). The low percentage of the Koinadugu labour force in skilled agriculture may raise eye browse taken into consideration the lack of paid employment opportunities in that district. The plausible explanation is that majority of the population in this district are engaged in cattle rearing as labourers. Thus the proportion of the labour force classified as employed or looking for work in elementary occupations such as agriculture, fishery, mining, transport and related labourers was very high (84.0%).

A similar trend was observed in Kono district where 33.6% of the labour force was associated with skilled agriculture and fisheries occupations compared to 47.1 % in elementary occupations. Kono is a diamond mining district. Landowners in this district employ several people seeking employment as labourers in mining activities, with the intention

Figure 3.2: Occupational Distribution of the Labour Force (both sexes) by District



of sharing in the fortune when a diamond is discovered. This may have contributed to the relatively high percentage of the labour force been classified as engaged in elementary occupations.

As illustrated on figure 3.2 above, less than one percent of the Sierra Leone labour force (0.6%) was in Legislative or Managerial occupations. Similar low proportions were observed in the following ten out of the fourteen administrative districts; Kenema (0.8 %) Bombali (0.3 %), Kambia (0.3 %), Koinadugu (0.3 %), Port Loko (0.4 %), Tonkolili (0.6 %), Bo (0.7 %), Bonthe (0.3 %), Moyamba (0.4 %), and Pujehun districts (0.5 %). The only districts with more than one percent of the labour force in Legislative or Managerial occupations were; Kailahun (1.6 %), Kono (1.0 %) Western Rural district (1.1 %) and Western Urban district (2.0 %)

The relatively high proportion of the labour force in Legislative and Managerial occupations in Kailahun and Kono districts may have been due to the high concentration of Non Governmental Organisation workers engaged in rehabilitation in these districts at the time of the census. These districts were among the first to be affected by the civil war and the last to benefit from resettlement and rehabilitation. The situation in Western Urban and Western Rural districts reflect the fact that most employment opportunities exist in these two districts, which include the capital city, Freetown.

The proportion of the labour force classified as Professionals such as Physical, Mathematical and Engineering Professionals, Health and Teaching Professionals for the country as a whole was also very low(2.3 %). The proportion of the Professional labour force was less than three percent in all districts except in the Western Urban district (10.5 %), Western Rural district(6.2 %), Bo(4.2 %) and

Kenema (3.0 %). It should be noted that the Professional labour force in Sierra Leone is made up primarily of persons associated with the teaching profession with a small number of Engineering or Health professionals.

The unavailability of technically skilled labour force is illustrated by the low proportion of Craft Workers (2.0 %) and Machine Operators (0.2 %) in the total labour force. As with the labour force associated with Legislative and Managerial occupations, less than one percent of the labour force was classified as Machine Operators in all districts except in Bo (3.3 %), Bombali (1.0 %) and Western Urban districts (1.3 %). Craft Workers accounted for 2.9 % of the total Sierra Leone labour force. The district with the lowest proportion of craft workers were Koinadugu (1.1 %), Moyamba (1.5 %) Bombali (1.7 %) and Bonthe (1.8 %). The districts with the highest proportion of the labour force associated with Craft and related trade included Western Urban district (6.5 %) followed by, Western Rural district (6.1 %), Tonkolili (2.6 %), Kono (2.8 %), Kailahun (2.5 %), Bo (2.5 %), Kenema (2.4 %), Port Loko (2.2 %) and Kambia districts (2.2 %)

3.4 Occupational Unemployment

According to the Thirteenth International Conference of Labour Statisticians (1982) “the unemployed comprise all persons above a specified age who during the reference period were:

- (i) without work i.e. were not in paid employment or self employment
- (ii) currently available for work i.e were available for paid employment during the reference period and
- (iii) seeking work, i.e had taken specific steps in a specified recent period to seek paid employment or self employment.”

This standard definition of unemployment was what was used in the Sierra Leone 2004 Housing and Population Census. However, the reference period used in the census was one month rather one week. This conventional definition of unemployment is irrelevant to our national employment situation because the labour market is largely unorganised, and the labour force is largely self employed. In the absence of unemployment benefits, very few people would go for a whole month without doing anything to earn a living. Thus, the unemployment rate especially when computed for occupational groups was very low.

However, the occupational unemployment rates even though low are useful for identifying the occupational groups likely to experience unemployment.

As shown in Table 3.5, the occupational unemployment rate is very low (0.1 %) for the total Sierra Leone labour force. This is considerably lower than the

unemployment rate for the labour force classified by activity status. This may be because a large number of persons looking for work did not indicate a specific occupation for which they were trained or in which they were interested to be employed. The occupational unemployment rate is likely to be lower than the general unemployment rate because persons with specific skills are more likely to be employed as paid employees or engaged in self employment where the skills acquired can easily lead to self reliant employment than persons with no specific skills.

Table 3.5 Occupational Unemployment Rates of Working Population (15 to 64 Years) by Sex

	Both Sexes			Males			Females		
	Unemployed Population	Total Labour Force	Unemployment Rate	Unemployed Population	Total Labour Force	Unemployment Rate	Unemployed Population	Total Labour Force	Unemployment Rate
Armed Forces	15	12981	0.12	10	10853	0.09	5	2128	0.23
Legist/Managers	24	15291	0.16	19	10163	0.19	5	5128	0.10
Professional	153	70604	0.22	114	50230	0.23	39	20374	0.19
Technicians	123	38333	0.32	100	32905	0.30	23	5428	0.42
Clerks	42	10139	0.41	29	6034	0.48	13	4105	0.32
Service/Shop WK	239	332230	0.07	135	134314	0.10	104	197916	0.05
Skilled Agric. Workers	340	718652	0.05	192	353915	0.05	148	364737	0.04
Craft	289	52838	0.55	167	35180	0.47	122	17658	0.69
Machine Operators	31	16387	0.19	29	14628	0.20	2	1759	0.11
Elementary	426	577989	0.07	317	294891	0.11	109	283098	0.04
Sierra Leone	1682	1845444	0.09	1112	943113	0.12	570	902331	0.06

The skilled agriculture and fishery labour force had the lowest occupational unemployment rate (0.05 %) followed by service, shop and market sales workers (0.07 %) and elementary occupations (0.07 %). Alternatively, occupational unemployment was higher for Craft and Related Trades Workers (0.55 %), than for Clerks (0.41 %), Technicians and Associate Professionals (0.32 %), Professionals (0.22 %), Machine Operators (0.19 %) and Legislators or Managers (0.16 %). Skilled Agriculture and Fishery Workers, Service, Shop and Market sales Workers and Elementary Occupations do not require a high level of skills for entry into self or paid employment in these occupations. Also little resources are required to enter into self employment as means of avoiding unemployment and most persons looking for work do not normally seek paid employment in these occupations, hence the low rates of unemployment in these occupations.

The occupational unemployment rate of the working population was higher for males (0.12 %) than for females (0.06 %).

3.5 Employee Specific Occupational Unemployment

The employee specific occupational unemployment rate measures the percentage of the paid labour force classified by occupation that is unemployed. The paid labour force is the sum of the population that is in paid employment (Wage/Salary earning) and those looking for work. This indicator is more relevant to our national employment situation and for policy formulation as it enables us to assess the availability of paid employment opportunities, which majority of the unemployed labour force look for.

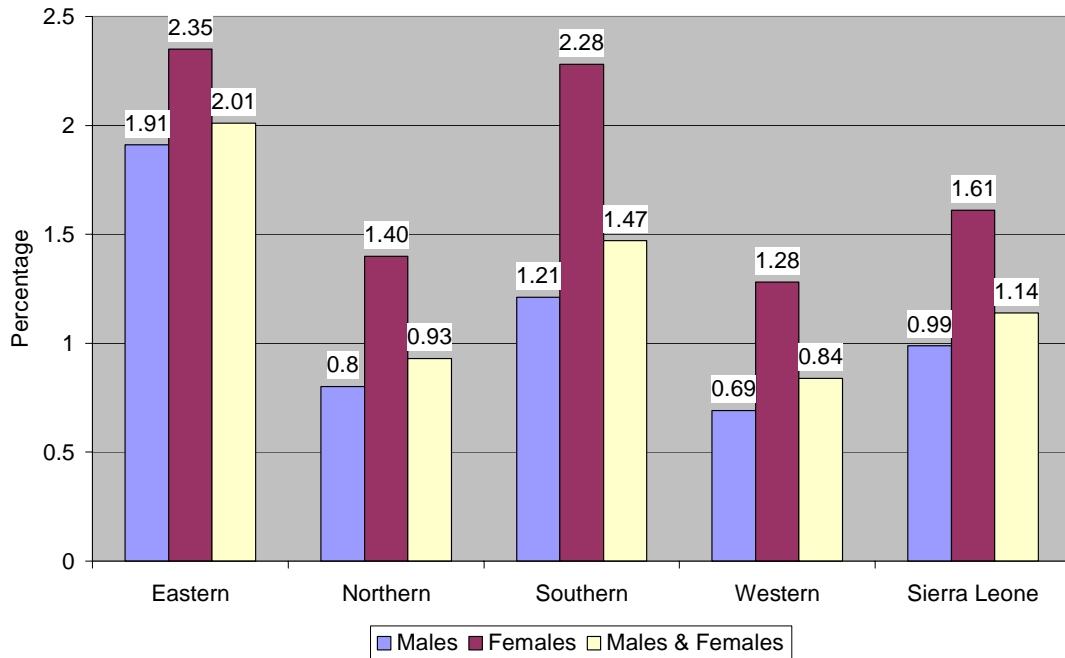
Table 3.6 shows that the employee specific unemployment rate for various occupational groups was low, reflecting the diverse activities considered as occupations, for example the “Dollar Boys”(trading Dollars in the streets).

Table 3.6 Employee Specific Occupational Unemployment Rates of Population 15-64 Years by Sex

	Sierra Leone			Males			Females		
	Paid Labour Force	Unemployed	Employee Specific Unemployment	Paid Labour Force	Unemployed	Employee Specific Unemployment	Paid Labour Force	Unemployed	Employee Specific Unemployment
Armed Forces	10965	15	0.14	9859	10	0.10	1106	5	0.45
Legist/Managers	8933	24	0.27	6657	19	0.29	2276	5	0.22
Professional	46900	153	0.33	33549	114	0.34	13351	39	0.29
Technicians	14761	123	0.83	12845	100	0.78	1916	23	1.20
Clerks	8248	42	0.51	5006	29	0.58	3242	13	0.40
Service/Shop WK	26040	239	0.92	19449	135	0.69	6591	104	1.58
Skilled Agric. Workers	8241	340	4.13	6231	192	3.08	2010	148	7.36
Craft	6116	289	4.73	4802	167	3.48	1314	122	9.28
Machine Operators	3737	31	0.83	3542	29	0.82	195	2	1.03
Elementary	14346	426	2.97	11159	317	2.84	3187	109	3.42
Sierra Leone	148287	1682	1.13	113099	1112	0.98	35188	570	1.62

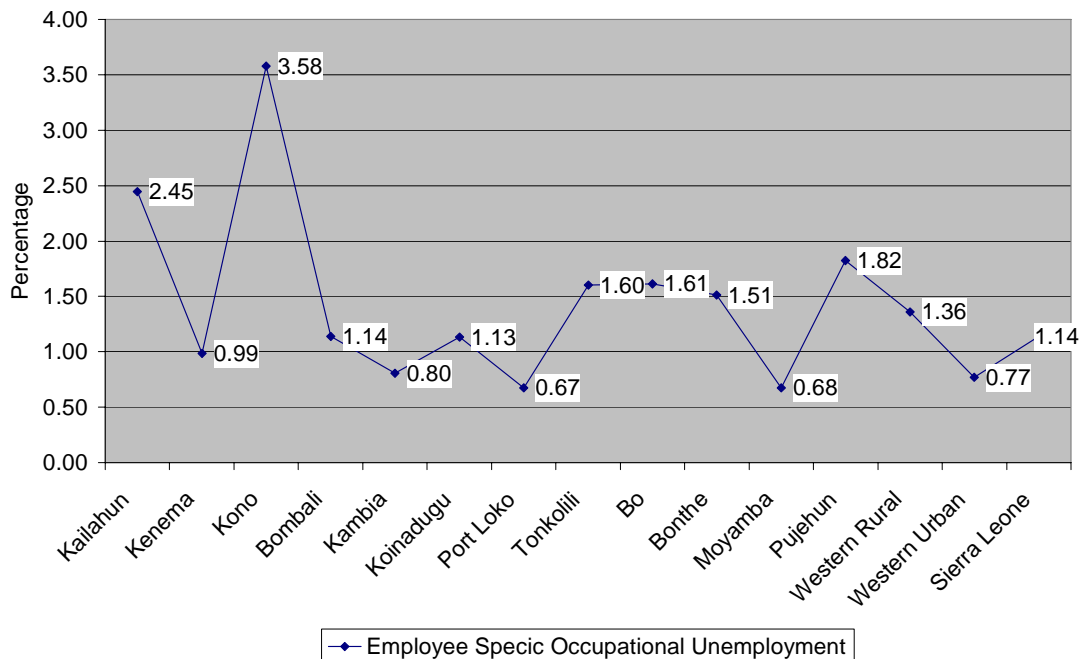
As illustrated in table 3.6, the employee specific occupational unemployment for the labour force 15 to 64 years is higher for females (1.62%) than for males (0.98 %). This reflects the low proportion of women in paid employment. It could be seen in figure 3.3 below, that there were less paid employment opportunities for women in the Eastern Province, than other provinces. As a result the employee specific occupational unemployment of females in the Eastern Province (2.35 %) was higher than that for females in the Southern Province (2.28 %), Northern Province (1.40 %) or the Western Area (1.28 %). Employee Specific occupational unemployment rates for females in all provinces was higher for the female labour force in skilled agriculture than the same labour force in other occupations.

Figure 3.3: Employee Specific Occupational Unemployment by Region and Sex



District level differentials (Figure 3.4) show that the employee specific occupational unemployment rate was highest in Kono district (3.58 %), than Kailahun (2.45%). The lowest rate of this indicator was recorded for Port Loko district

Figure 3.4: Employee Specific Occupational Unemployment by District



3.6 Occupation of the Self Employed

Useful information can be obtained when the self-employed are classified by the occupations in which they are employed. The level of self-employment gives an indication of the prevalence of the entrepreneurial spirit within the labour force, which is essential for self-reliant economic development. The level of self-employment also gives an indication of the size of the informal sector.

Table 3.7 Self Employed as Percentage of Labour Force (15 to 64 Years) by Sex for various Occupational Groups

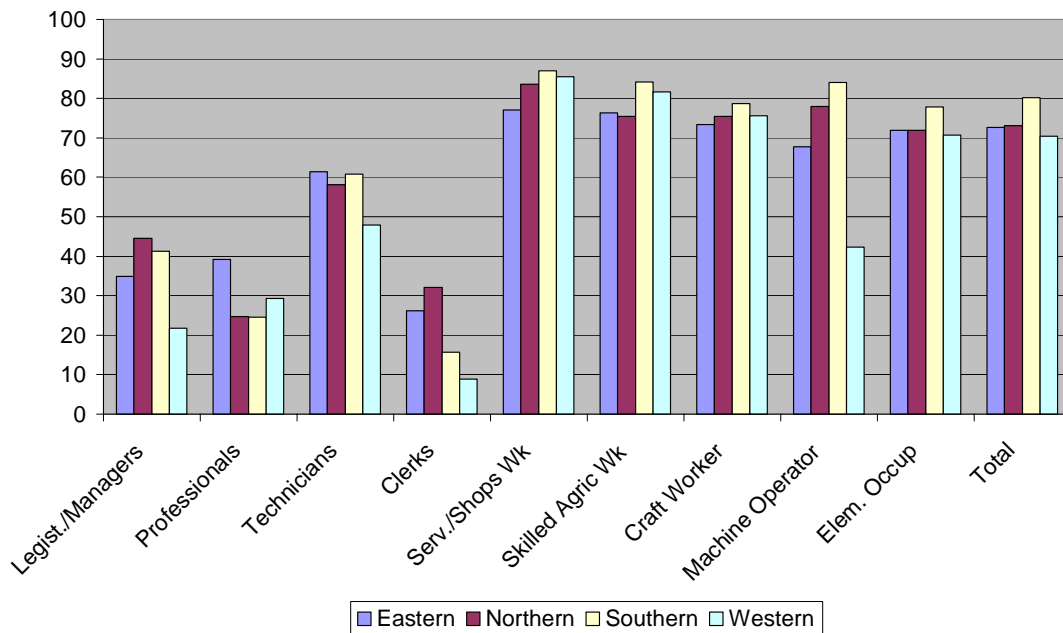
	Males & Females			Males			Females		
	Total Labour Force	Self Employed	Self Employed as % of Total Labour Force	Total Labour Force	Self Employed	Self Employed as % of Total Labour Force	Total Labour Force	Self Employed	Self Employed as % of Total Labour Force
Armed Forces	12981	1503	11.6	10853	858	7.9	2128	645	30.3
Legist/Managers	15291	4967	32.5	10163	2816	27.7	5128	2151	41.9
Professional	70604	20521	29.1	50230	14794	29.5	20374	5727	28.1
Technicians	38333	20889	54.5	32905	18433	56.0	5428	2456	45.2
Clerks	10139	1506	14.9	6034	824	13.7	4105	682	16.6
Service/Shop WK	332230	280615	84.5	134314	107066	79.7	197916	173549	87.7
Skilled Agric. Workers	718652	571825	79.6	353915	290883	82.2	364737	280942	77.0
Craft	52838	41056	77.7	35180	27290	77.6	17658	13766	78.0
Machine Operators	16387	11605	70.8	14628	10234	70.0	1759	1371	77.9
Elementary	577989	428674	74.2	294891	229356	77.8	283098	199318	70.4
Sierra Leone	1845444	1383161	75.0	943113	702554	74.5	902331	680607	75.4

The Sierra Leone 2004 Housing and Population Census results showed that a total of 1,383,161 persons were in self-employment in various occupations of which 702554 were males and 680607 were females. Table 3.7 above shows the percentage of the total labour force within each occupational group that was in self-employment as at census night. When the total Sierra Leone labour force was classified by occupation, the percentage of the labour force that was in self-employment was 75.0 % with slightly more females (75.4 %) in self-employment than males (74.5 %). The occupation with the highest proportion of its labour force in self-employment was Service, Shop and Market Sales Workers (84.5%) followed by the Skilled Agriculture labour force (79.6 %). A low proportion of the Legislative and Managerial, and Professional labour force was in self - employment (32.5 % and 29.1 % respectively).

For an economy to be transformed from a traditional economy to an industrial economy there must be a group that would bring together innovative and creative ideas coupled with management and administrative skills in order to combine people, money and resources to create wealth. Self-employment is encouraged by governments not only because it creates jobs but also because it enhances creativity and economic growth. Entrepreneurial skills that combine innovation and management to turn ideas to profitable reality are likely to be found in Legislative or Managerial, Professional and Technical occupations. The proportion of the labour force associated with these occupations as well as the proportion of the self-employed in these occupations was low.

Regional analysis of the occupation of the self employed(Figure 3.5) reveals similar patterns as in the general population.

Figure 3.5: Self Employed as Percentage of the total Labour Force 15 to 64 years within Occupational Groups by Region.



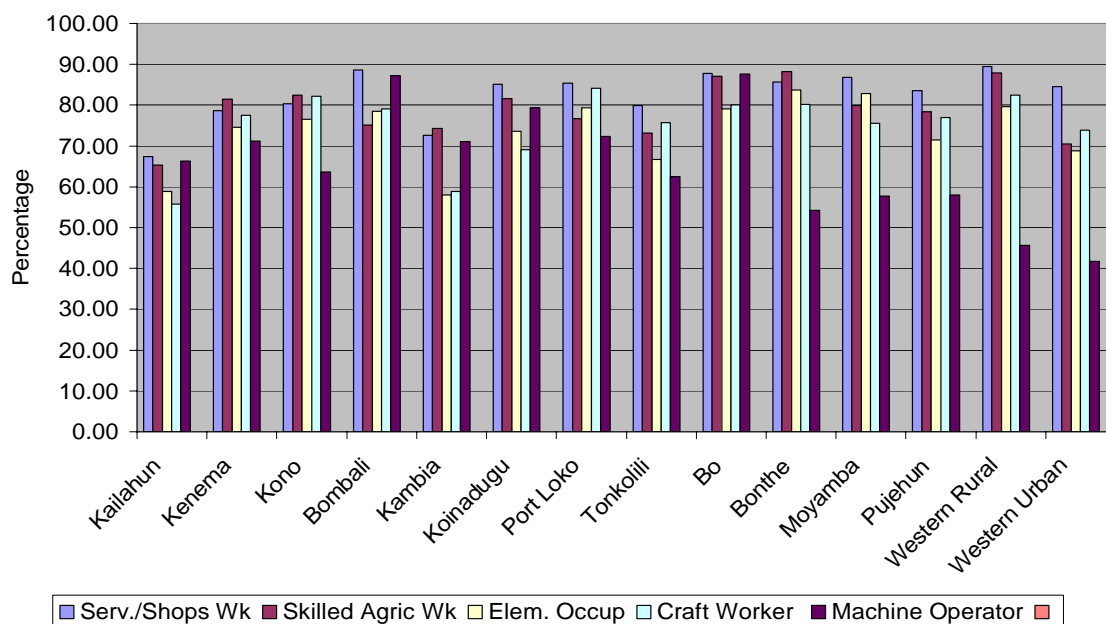
Self-employment is high in service, shop and market sales worker occupations, skilled agriculture and fishery, craft workers, machine operators and elementary occupations, in all regions. There were more service, shop and market sales workers in self-employment in the Southern Province (87.0 %) than in the Western Area (85.5 %), Northern Province (83.53 %) and in the Eastern Province (77.1 %). Similarly, a higher proportion of skilled agriculture and fishery workers were in self employment in the Southern Province (84.14 %) than in the Western Area (81.7 %), Eastern Province (76.3 %) and the Northern Province (75.5 %).

An analysis of the results show that overall, there were more females (74.6 %) in self employment than males (73.6 %). However, in certain occupations, such as Technicians and Associate Professionals, Skilled Agriculture and Fishery, and Elementary Occupations, there were more males in self-employment than females. In all regions or provinces, there were more males in self-employment as Technicians, than females. In the Eastern, Southern, and Northern Provinces, there were more females in self-employment as Legislators and Managers, Professionals, Service, and Shop and Market Sales Workers than their male counterparts.

Figure 3.6, illustrates the proportion of the skilled labour force in Legislative or Management, Professional and Technician occupations in various districts that are engaged in self employment. It could be seen that in all districts, the Technicians and Associate Professionals labour force has the highest proportion of self-employed than the other two occupations. Over fifty percent of the labour force associated with technicians' occupations was engaged in self employment in; Kono (68.5 %), Kenema (65.5 %), Bombali (63.1 %), Bo (62.6 %), Pujehun (62.4 %), Koinadugu (62.4 %), Port Loko (58.1 %), Moyamba (56.0 %) Kambia (55.3 %), Bonthe (51.5 %), and Western Rural Districts (50.4 %). A relatively lower percentage of Professionals were in self-employment than Managers in all districts except in Kailahun, Kono and Western Urban districts where the reverse was the case.

The higher proportion of the labour force in Technicians occupations engaged in self-employment demonstrate the self reliant nature of these occupations.

Figure 3.6: Self Employed Labour Force as Percentage of the Total Labour Force 15-64 years in Selected Occupations by District



The proportion of the labour force classified as Craft Workers and Machine Operators engaged in self employment was above fifty percent in all districts except in Western Urban and Western Rural districts where the proportion of the self employed in Machine Operator occupations fell below fifty percent (i.e. 41.7 % and 45.7 % respectively). In all districts, over sixty percent of the labour force classified as Service or Shop workers and Skilled Agriculture and Fishery workers were in self employment. This outcome is important because it indicates the potential for self reliant development and private sector growth given that the necessary conditions are available.

An analysis of district self employment figures reveals that there were more females in self employment in service, shop and market sales employment than males, in all districts except in Kailahun, Kono, and Kambia where there were marginally more males than females in self employment in this occupation. The low level of skills and the low capital required to enter self employment in this occupation reinforced by the absence of other employment opportunities especially for low skilled women is the likely driving force to the high percentage of women in all districts entering self employment as market sales workers.

There were more females than males in Skilled Agriculture self employment only in Koinadugu, Bonthe, Western Rural and Western Urban districts. This may likely be due to the fact that vegetable production is one of the main agricultural activities in Koinadugu, Western Rural and Western Urban districts in which mainly women are engaged. Fishing is the main agricultural activity in Bonthe and a large proportion of women are engaged in the marketing and distribution of fish.

3.7 Share of Wage Employment in Non-Agricultural Employment

The share of wage employment in Non- Agricultural Employment is an important indicator of employment opportunities especially for a developing country like Sierra Leone because it gives a lot of information about the nature of employment opportunities. When people migrate into urban areas particularly the capital city for employment purposes, they are likely to look for wage employment in industry. Over the years, Freetown has grown considerably in population as most of the people running away from the war in search of security ended in the city. As the war ended, many decided to stay and look for better opportunities in the city. There is wide spread poverty, underemployment and unemployment because the non-agricultural sector of the economy has not immediately been able to absorb these workers.

To assess the extent of the non-availability of employment opportunities especially for women in an economy where agricultural employment constitute the largest employment opportunity available to the labour force, it is appropriate to remove the effect of employment in agriculture.

Table 3.8 Share of Wage or Salary Employment in Non-Agriculture Employment by Region and Sex

	Males and Females			Males			Females		
	Non Agric. Paid Employees	Total Non-Agric Employment	Share of Wage Employment in Non-Agric Employment	Non Agric. Paid Employees	Total Non-Agric Employment	Share of men in Non-Agric Employment	Non Agric. Paid Employees	Total Non-Agric Employment	Share of women in Non-Agric Employment
Eastern	16066	125187	12.83	28266	171883	16.44	2638	38632	6.83
Northern	18843	118429	15.91	15290	51460	29.71	4762	115196	4.13
Southern	17755	113454	15.65	13181	51172	25.75	4057	41125	9.87
Western	72720	274378	26.50	54095	144000	37.57	18625	130378	14.28
Sierra Leone	124824	595797	21.00	96003	329947	29.10	28821	265850	10.84

Thus to compute this indicator for the population classified by industry, the agriculture labour force was removed from the analysis. The total population in paid non-agricultural work was expressed as a percentage of total non-agricultural employment. The results for the country classified by region and sex are shown on table 3.8 above.

The share of wage employment in non- agricultural employment for the country as a whole was low (21.1%) indicating the lack of paid employment opportunities in the non-agricultural economy. In a typical developed economy this indicator should be above 80 per cent.

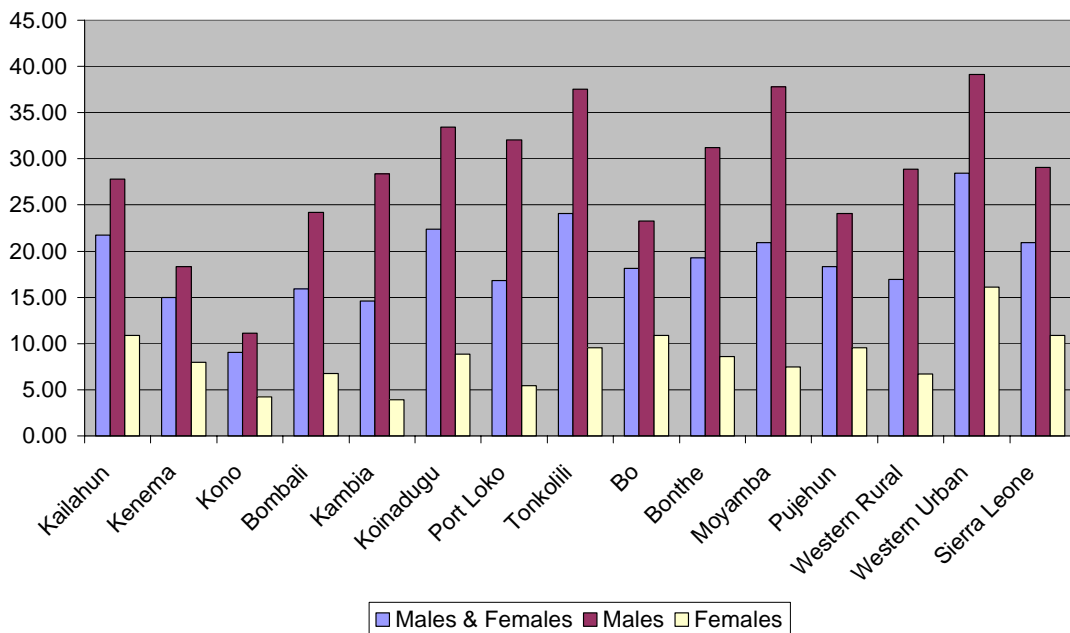
The difference between the sexes for this indicator is very high. The male share in non-agricultural employment (29.1%) is over two times that of females (10.84%). This shows the extent of gender inequality in employment opportunities

3.8 Share of Women in Non-Agricultural Employment

The share of women in non agricultural employment has been selected as a UN Millennium Development Goal of promoting gender equality. The aim is to raise the share of women in non-agricultural employment to comparable levels with their male counterpart. It is believed that women are disadvantaged when mainly engaged in self employment especially in Agriculture, because persons in paid employment tend to have higher and more regular earnings and better social protection than persons in self employment. Table 3.8 above shows that the overall share of women in non-agricultural employment was very low (10.84 %). In all regions, the male share of employment in non-agricultural employment was at least twice more than that of females.

The inequality in the availability of employment opportunities for females is evident at the district level as illustrated in figure 3.7 below. In all districts, the male share in non-agricultural wage employment was over two times higher than that of females, with the difference being significantly high in Kambia (28.4% compared to 3.9 %) in Koinadugu (33.4 %) compared to 8.9 %), in Port Loko (32.0 % compared to 5.51 %) and in Moyamba districts(37.8% compared to 7.4 %) . The share of men in non-agricultural wage or salary employment in the Western urban district (39.1%) was over twice that of females (16.1 %) in the same district. These figures illustrate the extent of gender inequality in employment in the country. Thus for the country as a whole the women’s share in non-agricultural employment was 10.4 % compared to 29.1 % for their male counterparts.

Figure 3.7 : Female share of Non-Agricultural Wage employment in total Non-Agriculture Employment



However, the share of women in non-agricultural employment in the Western Urban district (16.11 %) was higher than that of men in Kono district and that of women in all the other districts. This may be due to the fact that the Western Urban district constitutes the capital city Freetown where most of the employment opportunities in both the private and public sectors of the economy exist. Also women in this district are more educated than their counterparts in other districts.

3.9 Female Share of Employment in Legislative or Managerial Occupations

The female share of employment in managerial occupations is an indicator designed to measure the extent of differential treatment between men and women in employment at the senior level. When this rate is combined with the female share of employment in non-agricultural employment, very useful information can be derived which can be used for comparison across countries in the extent to which women are in positions of authority and decision making. Table 3.9 below shows the number and percentage of women engaged in managerial occupations by region.

Table 3.9 Female Share of Employment in Legislative/Managerial Occupations by Region

	Total Managers Employed (Both Sexes)	Number of Female Managers Employed	% of Female Managers	Total Paid Employment (Both Sexes)	Number of Paid Female Managers Employed	% of Paid Female Managers
Eastern	4918	1958	39.8	2621	889	33.9
Northern	2708	961	35.5	1221	291	23.8
Southern	2113	684	32.4	994	186	18.7
Western	5528	1520	27.5	4073	905	22.2
Sierra Leone	15267	5123	33.6	8909	2271	25.5

This indicator was computed by dividing the total number of females in managerial or legislative employment in the region or district by the total number of persons (Males and Females) employed as managers or legislators in the region or district. The total number of females employed is the sum of those in paid employment, self employment and those engaged in unpaid family work as managers. The overall percentage of this indicator for Sierra Leone was 33.6 %. When regional differentials are taken into consideration, the Eastern Region (39.8 %) has the highest number of females in managerial occupations, while the least value of this indicator was recorded for the Western Area (27.5 %). This indicator is relatively high because a large proportion of women were in self employment. When the number of women engaged in self employment is eliminated, the overall share of women in managerial occupations decline to 25.5 % and Southern Province (18.7 %) rather than western area (22.2 %) recorded the lowest share of women in managerial occupations. District level values are shown on table 3.10

Table 3.10 Female Share of Employment in Legislative/Managerial Occupations by District

	Total Managerial Employment	Total Female Managerial Employment	% of Female Employment	Total Managerial Paid Employment (Both Sexes)	Female Paid Employment	% of Female Paid Employment
Kailahun	2006	990	49.4	1002	447	44.6
Kenema	1533	413	26.9	786	106	13.5
Kono	1379	555	40.2	833	336	40.3
Bombali	641	179	27.9	345	64	18.6
Kambia	310	84	27.1	132	17	12.9
Koinadugu	333	115	34.5	146	32	21.9
Port Loko	638	217	34.0	296	60	20.3
Tonkolili	786	366	46.6	302	118	39.1
Bo	1157	323	27.9	646	119	18.4
Bonthe	157	47	29.9	73	13	17.8
Moyamba	431	167	38.7	158	34	21.5
Pujehun	368	147	39.9	117	20	17.1
Western Rural	673	223	33.1	378	77	20.4
Western Urban	4855	1297	26.7	3695	828	22.4
Sierra Leone	15267	5123	33.6	8909	2271	25.5

As shown on table 3.10, the female share of employment in Legislative or Managerial occupations was above the national figure in seven out of the fourteen administrative districts which included: Kailahun district (49.4 %), Tonkolili (46.6 %), Kono (40.2 %), Pujehun (39.9 %), Moyamba (38.7 %), Koinadugu (34.5 %), and Port Loko (34.0 %). The least values for this indicator were recorded in Western Urban district (26.8 %), Kenema (27.4 %) and Bo (28.6 %) districts. Even when the effect of self employment was eliminated and only paid employment was considered, Kailahun (44.6 %), Kono (40.3%), and Tonkolili (39.1 %) districts recorded the highest share of women in managerial occupations.

CHAPTER FOUR

SAFE WORK ENVIRONMENT

4.1 Introduction and definition of terms

A safe work environment is a work place where, to the highest degree, workers well being, that is, physical, mental and social, are promoted and maintained. All possible efforts are made to prevent workers ill health caused by the working conditions, to protect workers in their employment from factors adverse to their health, and to place and keep workers in work environments that are adapted to their individual physiological and psychological conditions while also promoting and maintaining a work environment that is free of harassment.

In most cases, accidents are due to failure by either the supervisor or persons involved to follow the safety procedures laid down. In the case of ground accidents, for instance, barring down of the work place is not effectively done either before the work is started or during the course of the work. Other contributing factors are inadequate leadership or supervision and inadequate preventive maintenance of machinery and equipment etc. The effects of this could even lead to very fatal accidents. There are however, marked differences between occupational accidents and occupational injuries, which are, in most cases viewed as synonyms.

An occupational accident is a dangerous occurrence in an industry, which can cause loss of life, or disable a worker from earning a full wage from his job. A worker, on the other hand, sustains an occupational injury, during or after his working period. This is often slowly incurred (sometimes the worker does not even notice it until after a very long time). An injury could be noticed either during or after the worker's working period. E.g. Secretaries using computers may incur eyesight problems but this could not be always noticed until after active working service.

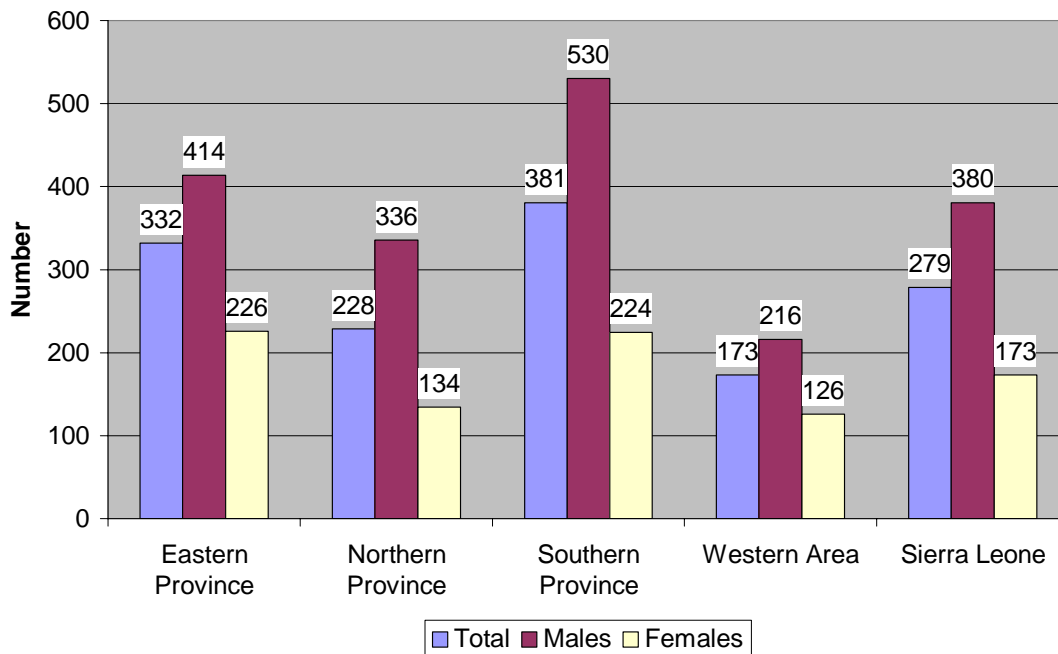
4.2 Occupational Injury Per 100,000 Employees

The relevant questions in the questionnaire that border around disability are P15, P16, and P18. For the purpose of this analysis, questions P16 "type of disability" and P17 "cause of disability" were analysed.

From the available data males experienced more occupational injuries than females nationally, regionally and at district level. Figure 4.1 below illustrates the extent of occupational injuries when analysed by region, and sex. There were a total of 279 per 100,000 employees with occupational injuries. This means that,

out of every 100,000 employees, 279 employees suffered from some kind of occupational injury. Nationally there were 380 out of 100,000 male employees with occupational injuries compared to 173 females out of 100,000 female employees. Occupational injury was low among male employees in the Western Area (216 males out of 100,000) and highest in the Southern Province (530 out of 100,000). Similarly, females in the Western area had the lowest occupational injuries (126 out of 100,000) than their counterparts in the Southern Province (381 out of 100,000).

Figure 4.1: Occupational Injury per 100,000 employees in Sierra Leone



In the Southern Province and even for the whole country, Bonthe, District recorded the highest level of occupational injuries (555 per 100,000 employees). Also in the Southern Province, Moyamba recorded more occupational injuries (401 per 100,000 employees) than Bo (317 per 100,000). In the Eastern Province, Kenema district had the highest occupational injuries (429 per 100,000) followed by Kailahun (324 per 100,000) and Kono districts (208 per 10,000).

In the Northern Province occupational injuries were reported to be relatively low. At district level, Bombali District has the highest number of employees with occupational Injuries in this district (270 out of 100,000 employees) while Koinadugu district reported the lowest occupational injuries (154 per 100,000 employees). Tonkolili District recorded the second highest occupational injuries (259 per 100,000 employees) followed by Kambia district (225 per 100,000) and Port Loko (219 per 100,000).

As shown in figure 4.1 above, males had higher number of occupational injuries than females in all districts. Nevertheless, the number of occupational injuries recorded for females in Bonthe district (397 per 100,000) was higher than the figures recorded for males in Kono, Kailahun, Bombli, Kambia, Koinadugu, Port Loko, Tonkolili, Western Rural and Western Urban districts. The occupational injuries recorded for females in Bonthe were higher than those recorded for females in all other districts.

This indicates that employees, both males and females, in Bonthe district were exposed to more risky and hazardous work conditions. This may be due to the nature of work in this district, which is mainly fishing.

It is worth noting that there is a dominance of males with occupational injuries for all the regions, hence the national figure for males is by far higher than that of females.

4.3 Occupational Injury by Type of Disability

An analysis of occupational injury by type of disability shows that for the whole country the most frequent disability arising from occupational injury was sight difficulty (29.3 %) followed by Use of Legs (16.5 %) and Back Spine (16.0 %). Regional figures show the same trend.(see table 4.1 below for details)

The most common form of occupational injury was sight difficulty which accounts for 29.3 percent of total occupational injury in Sierra Leone. The percentage of the injured population that suffered from sight difficulty was higher in the Western Area (30.7%) than in the other regions (see table 4.1 below). Blindness as a result of occupational injury was more prevalent in the Northern Region (10.1%), than in the Southern Region (9.1%), Eastern Region (7.8%) and the Western Area (4.0%). Taking into consideration the fact that sight difficulties lead to blindness, one can conclude that the population in the Northern Region where 30.1 % of the occupationally injured population suffered from sight difficulty and 10.2 % were blind was more at risk of sight related occupational injuries than other regions.

The prevalence of injury affecting the sight of employees in all regions underscores the need for special protection of workers against this disability. Occupational injury affecting the use of legs and back spine were also common among the occupationally injured population. Nationally, 16.5 % and 16.0% of the occupationally injured population suffered from limited use of legs and back spine respectively.

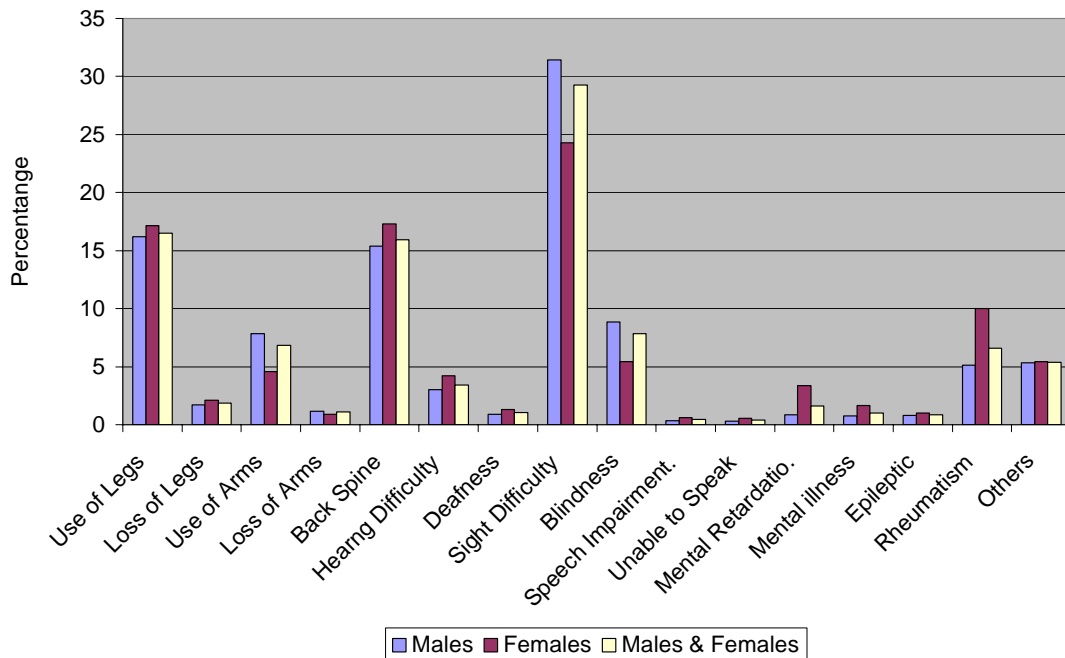
Table 4.1 Distribution of Occupational Injury among the working population by Type of Disability and Region

	Sierra Leone		East		North		South		West	
	Number of Occupational Injuries	% of Occupational Injuries	Number of Occupational Injury	% with occupational injury	Number with Occupational Injury	% with occupational injury	Number with Occupational Injury	% with occupational injury	Number with Occupational Injury	% with occupational injury
Use of Legs. . . .	897	16.5	292	18.3	278	16.9	208	12.6	119	21.7
Loss of Legs . . .	100	1.8	31	1.9	37	2.2	17	1.0	15	2.7
Use of Arms. . . .	373	6.8	118	7.4	135	8.2	80	4.8	40	7.3
Loss of Arms . . .	59	1.1	19	1.2	24	1.5	8	0.5	8	1.5
Back Spine	869	16.0	289	18.1	227	13.8	284	17.1	69	12.6
Hearing Difficulty.	185	3.4	50	3.1	54	3.3	60	3.6	21	3.8
Deafness	57	1.0	13	0.8	19	1.2	18	1.1	7	1.3
Sight Difficulty	1593	29.3	442	27.7	496	30.1	487	29.4	168	30.7
Blindness. . . .	426	7.8	88	5.5	165	10.0	151	9.1	22	4.0
Speech Impairment.	24	0.4	4	0.3	10	0.6	9	0.5	1	0.2
Unable to Speak.	21	0.4	2	0.1	8	0.5	6	0.4	5	0.9
Mental Retardation.	89	1.6	14	0.9	35	2.1	29	1.8	11	2.0
Mental illness. .	55	1.0	16	1.0	9	0.5	22	1.3	8	1.5
Epileptic.	47	0.9	8	0.5	19	1.2	19	1.1	1	0.2
Rheumatism.	359	6.6	134	8.4	42	2.6	150	9.1	33	6.0
Others	292	5.4	76	4.8	88	5.3	108	6.5	20	3.6
Total	5446	100	1596	100	1646	100	1656	100	548	100

When one looks at the types of occupational injuries, one can see variations in relations to the sexes, that is, some occupational injuries are dominated by particular sexes but it is not too easy to give reasons for this since the pattern of injuries is not tied to job gendering or job stereotyping.

Nationally, the figures for the types of occupational injuries vary between the sexes. While males suffered more from some types of disabilities, females tend to suffer more from other types of occupational injuries than males.

Figure 4.2: Distribution of Occupational Injury by Type of Disability



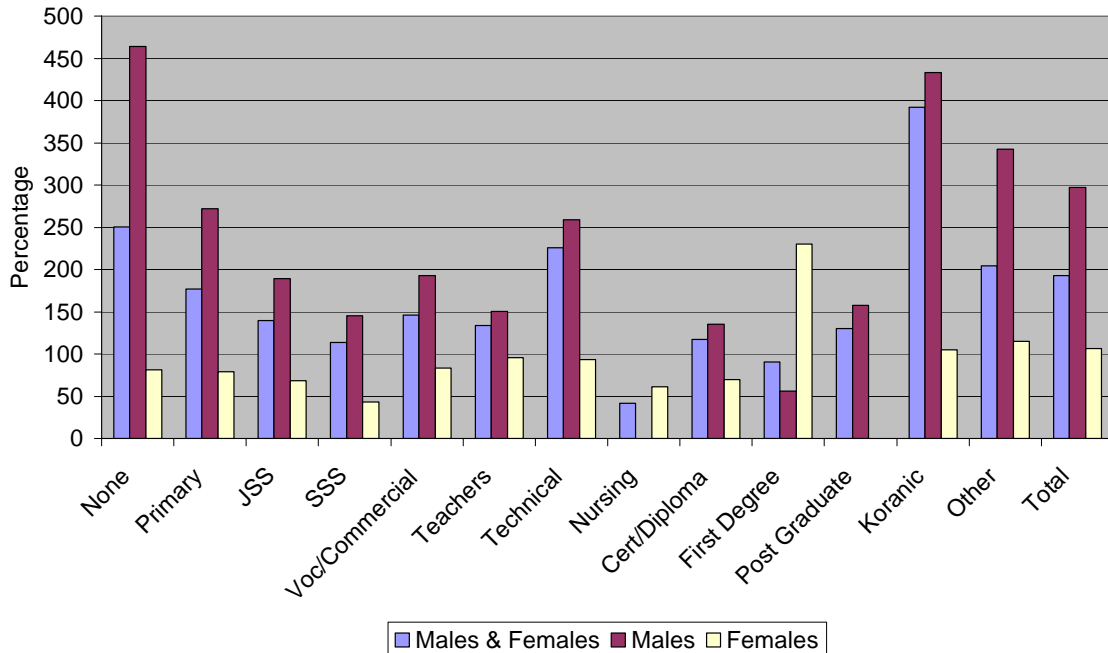
National figures illustrated in figure 4.2 above show that on one hand, males suffered more from sight difficulty (31.4 % of males compared to 24.3 % females), Blindness (8.9 % males compared to 5.4 % of females), Use of arms (7.8 % males compared to 7.6 % females). On the other hand, females suffered more from limited Use of legs (17.1 % females compared to 16.2 % males), loss of legs (2.1 % of females compared to 1.7 % of Males), back spine (17.3 % of females compared to 15.4 % of males), hearing difficulties (4.2 % of females compared to 3.0 % of males), Mental Retardation (3.4 % of females compared to 0.9 % of males), mental illness (1.6 % of females compared to 0.7 % of males) and rheumatism (10.0 % of females compared to 5.1 % of males).

4.4 Occupational Injury by Level of Education

It is believed that certain kinds of occupations are risky and exposes workers to injury but a well-informed labour force is better positioned to take precautions. From the census data an analysis can only be made on the effect of the general level of education on occupational injury. No data is available on the number of workers exposure to information on safety procedures at work. The analysis below is for the disabled population classified by educational status and kind of disability who reported to be disabled by their occupation. The available data shows that for the working population 15-64 years, employees with Quranic education (392 out of 100,000 employees) and those who were illiterate (250 out of 100,000 employees) suffered the most from occupational injuries. The data shows relatively lower levels of occupational injury among educated women than among their male counterparts except among first degree graduates and those

with nursing education. Occupational injuries were reported more among females than males for first degree graduates. No meaningful analysis can be made for the difference between males and females with nursing education because of the 776 male employees with a nursing education, none reported being disabled by occupational injury while only 1 out of 1639 females with a nursing education reported occupational injury.

Figure 4.3: Occupational Injury per 100,000 Employees for total population 15-64 years by Educational Status



As shown in figure 4.3 above, occupational injuries tend to decline with increased education. However, occupational injury increases with specialised education such as vocational and technical education. This may be due to the fact that this class of employees are likely to be engaged in more risky occupations such as electricians, masonry, carpentry, welding etc. Employees with nursing education had the lowest level of occupational injury likely because health workers like nurses are better informed about safety procedures at work.

Provincial analysis of the available data reveals that employees in the Southern Province reported more occupational injuries than in all other Provinces or Regions. Occupational injuries per 100,000 employees for males in the Southern Province (439) was higher than in the Eastern province (336), Northern Province (263) and Western Area (143). Similarly, females in the Southern Province (142) experienced more occupational injuries than their counterparts in the Eastern Province (130), Northern Province (89) and the Western Area (68). When analysed by educational attainment, occupational injuries were higher among the non educated in the Northern Province than in any of the other provinces.

Table 4.2 Occupational injuries per 100,000 employees by Educational status and Region

Education Attained	Eastern			Northern			Southern			Western		
	Total Population	Population with Occupational Injury	Occupational Injury per 100000 Employees	Total Population	Population with Occupational Injury	Occupational Injury per 100000 Employees	Total Population	Population with Occupational Injury	Occupational Injury per 100000 Employees	Total Population	Population with Occupational Injury	Occupational Injury per 100000 Employees
None	4046	12	297	2605	8	307	3707	8	216	2836	5	176
Primary	82792	171	207	70557	107	152	70358	166	236	68925	74	107
JSS	37898	63	166	29995	41	137	31599	68	215	73063	69	94
SSS	21723	30	138	19075	17	89	20598	37	180	80087	77	96
Voc/Com	12708	20	157	9068	18	199	11668	25	214	23322	20	86
Teach. Education	4216	8	190	4550	3	66	4707	11	234	6725	5	74
Technical Education	621	1	161	549	1	182	893	3	336	3248	7	216
Nursing	429	0	0	333	0	0	491	0	0	1162	1	86
Cert/Diploma	1066	2	188	1180	0	0	1573	1	64	6416	9	140
First Degree	923	1	108	886	2	226	1372	0	0	7877	7	89
Post Grad.	340	3	882	335	0	0	377	0	0	2779	2	72
Quranic	7734	39	504	16426	62	377	7854	36	458	5507	10	182
Other	477184	1150	241	779656	1256	161	425517	1239	291	207887	222	107
Total	651680	1500	230	935215	1515	162	580714	1594	274	489834	508	104

Table 4.2 shows the occupational injuries classified by educational attainment and by region. Occupational injuries were generally lower among females in all Provinces and at all educational levels than among males. The data also reveals that occupational injuries decline with level of education and increase for vocational and technical occupations.

Table 4.3 Occupational Injury per 100000 of working population by Educational Status, Region and sex

Education Attained	Males				Females			
	East	North	South	West	East	North	South	West
	Occupational Injury per 100000 Empl	Occupational Injury per 100000 Empl	Occupational Injury per 100000 Empl	Occupational Injury per 100000 Empl	Occupational Injury per 100000 Empl	Occupational Injury per 100000 Empl	Occupational Injury per 100000 Empl	Occupational Injury per 100000 Empl
None	589	576	395	247	46	72	91	123
Primary	300	241	376	155	93	56	101	65
JSS	211	170	315	122	67	76	70	65
SSS	159	114	233	123	48	0	36	50
Voc/Com	220	303	272	81	44	29	139	91
Teachers	204	86	243	81	129	0	213	66
Technical	182	211	395	244	0	0	0	127
Nursing	0	0	0	0	0	0	0	111
Cert/Diploma	112	0	79	189	571	0	0	46
First Degree	118	252	0	33	0	0	0	270
Post Graduate	974	0	0	90	0	0	0	0
Koranic	548	409	499	229	204	150	0	0
Other	375	274	500	173	141	93	155	68
Total	336	263	439	143	130	89	142	68

As shown in Table 4.3 above, only post graduate males in the Western Area reported being disabled by occupational injury and for female employees, only first degree employees in the Western area reported occupational injury. This may be explained by the relatively very small number of employees with these educational attainments living and working outside the Western Area.

CHAPTER FIVE

CHILD LABOUR

5.1 Introduction and Definition of Terms

It is obvious that if a child is not attending school, he or she must be engaged in some other activities. It is against this background that this section attempts to look at the number of children not attending school and those that are in wage or self-employment using the 2004 Sierra Leone Population and Housing Census Data.

The UN and ILO broadly define a child 'as any person who falls between the 0-18 years age group'.

It is important to define child labour as opposed to child work. The UN defines child labour as "all forms of economic exploitation, any work that is likely to be hazardous or interfere with the child's physical, mental, spiritual, moral or social development". The ILO, however, has a labour definition.

"Child labour is remunerated or unremunerated work by a young person under a certain age, the work of which impairs the young's personal development, health safety, well being physically, mentally and psychologically, impairment of which is in violation of national or international law".

According to the ILO definition, the worst or most intolerable forms of child labour in relation to fundamental human rights include:

- Bonded Labour
- Children working under slave – like condition such as the sale and trafficking of children
- Children in prostitution
- The use of children in the drug trafficking
- The use of children in the production of pornography
- Forced or compulsory recruitment of children for use in armed conflicts

In addition, children are also exposed to grave hazards when working with chemicals, which can cause chronic disease, and working with dangerous machinery, which can cause accidents or work-involving heavy loads. Children are also at risk when their working environment exposes them to the risk of physical violence, sexual harassment, isolation, night work, excessive working hours and working under extreme temperature. Very young children and the girl children particularly, are also at risk when working on the street, in domestic service or in the informal sector.

This activity, however, differs from the selling of newspapers, delivering milk, carrying water, helping young brothers and sister and helping with the housework. Such participation by a child in household activities and family work should be considered “work” because it produces a result which is economically quantifiable and contributes to family income. However, this should not be viewed as ‘child labour’ because it is part of the child’s socialization and part of normal family obligations.

But it is worthy to note that child labour does exist in the family context when actual, traditional and religious practices expose children to unacceptable risks and abuse. In Sierra Leone, as elsewhere, this covers arranged or forced marriages, the use of children in slave – like and invisible domestic work and the use of children in armed conflict.

Child Labour can have many effects such as:

- Denial of their human right and well – being
- Deprivation of their right to health, safety education or deprivation of their childhood which is a contravention of the Convention on the Right of the Child (CRC)
- Exploitation
- Overwork, Strain
- Denial of a decent future

The government of Sierra Leone has identified nine (9) forms of child labour that exist for both boys and girls, viz:

- Sale and/or trafficking
- Debt bondage
- Serfdom
- Forced and compulsory labour
- Forced recruitment for armed conflict
- Prostitution
- Pornography
- Illicit activities, in particular, production and trafficking of drugs, and
- Working in fishing industry

The relevant labour laws which protect children’s and women’s right generally are the **Employers and Employed Act (Chapter 212) of the Law of Sierra Leone, The Factory Act of 1974 and Section 34 of the Draft Employment Act of 1996**. These have provisions relating to the employment of women and adolescents and children. The **Employers and Employed Act** makes provision for the prohibition of night work for women and boys under eighteen (18), prohibition of employment, of children under twelve (12), prohibition of industrial employment of children under fifteen (15), prohibition of employment of males

under sixteen (16) in mines, employment of young persons as trimmers or stokers and prohibition of forced labour.

Similarly, the ILO has been engaged in action against child labour since the beginning of the 20th century. In 1919, at its conception, the member states of the ILO adopted a number of minimum age conventions for various sectors of economic activity. **In 1973, the Minimum Age Convention No. 138** was adopted concerning all sectors of economic activity. The convention sets a number of minimum age levels for different types of work, thus defining the thin line between what should be considered ‘child labour’ and ‘work’ that can be allowed for children.

A major step forward in the elimination of child labour was taken at the June conference in 1996 when it was resolved to draw up an international standard that would tackle the “worst forms of child labour” – Slavery, Prostitution, Pornography and Hazardous Work. This was achieved when the ILO accepted and adopted **Convention NO. 182 – Convention concerning the prohibition and immediate action for the Elimination of the Worst Forms of Child Labour (WFCL)**. Sierra Leone is yet to ratify these two conventions.

It is worthy of note, however, that the ratification of conventions by a member state of the ILO involves dual obligation for that member state. First, to apply the provisions of the convention at the national level, and secondly, to indicate a willingness to accept a measure of international supervision.

The broad definition of wage employment is “any economic activity that an individual engages in for the purposes of monetary gains or remuneration at stipulated periods in time. This period can be daily, weekly, monthly, etc, according to the agreement embedded therein.”

For self-employment, the broad definition is “economic activity that an individual engages in for the purpose of monetary benefits for oneself.”

The difference between the two definitions is that for wage employment, someone is paying the worker for work done while for self-employment, the individual works for him/herself, not for someone else. The two definitions, however, many have other binding implications.

5.1.2 Limitation of the Analysis

The economic activity data has ages that start from 10 years upwards. This means that many children that are below 10 years of age who sell in the markets and streets are excluded in the analysis. The census data does not enable us to determine whether the work involved in by children impaired their “personal development, health safety, well being physically, mentally and

psychologically....” which is required for any type of work engaged in by children to be classified as child labour. Thus the proportion of children working as employees or in self employment computed using the census data should be regarded as a proxy indicator for unacceptable child labour.

5.2 Percentage of Children not at School

The children not at school was computed as the sum of the total number of children of school going age (6-17 years) who had left school and those of the same age bracket who never went to school. This figure divided by the total number of children in the school going age (6-17 years) was expressed as a percentage to give the percentage of children not at school. From the data available, 475672 out of a total of 1,462,610 children of school going age were not attending school. Of the children out of school, 215679 (29.9%) were males, while 259993 (35.8%) were females. The data available shows that for the country as a whole and in all regions and districts there were more females not attending school than males.

Figure 5.1: Number of Children 6 to 17 years old not in school by Region and Sex

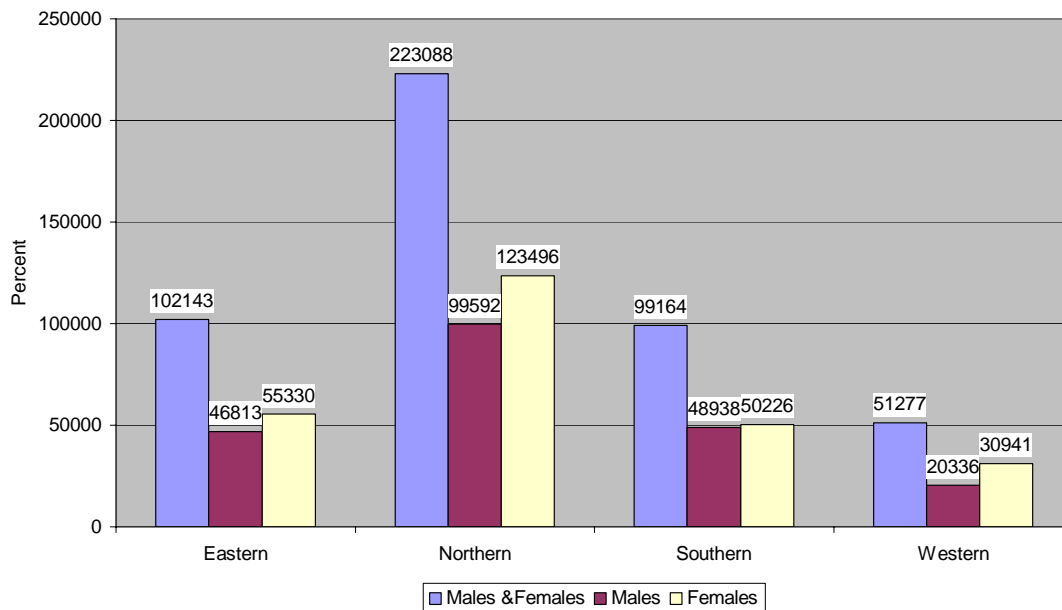


Figure 5.1 above illustrates the number of children 6 to 17 years old not in school by region and sex. An analysis of the data for number of children within the various provinces or regions that are out of school shows that the Northern Province had the largest percentage of children not at school (46.2 %) followed by the Southern Province(38.1 %), Eastern Province (36.5 %) while the Western Area had the least percentage of children not at school(22.3 %) . These figures shown on figure 5.1 demonstrate that the goal of universal primary education for

all children of primary school age is far from being achieved. Since children not going to school are more likely to be used in child labour as paid or unpaid family workers, the figures also illustrate the extent of the problem of child labour. Most of the children who are out of school are engaged in street trading, household work, or work on the family farm or business.

There were 251619 children of school going age in the Northern Province not attending school, which represented 46.2 % of school going age children in the Province. Of this total 109240 were males while 123496 were females.

The Eastern Province, which encompasses three districts, had a total of 331716 children between the ages six to seventeen year of which 121079 were not in school (i.e 33.3 %). Of the total number of children in the Eastern Province not attending school, 53204 were males and 67875 were females.

In the Southern Province, about 116,359 children between the ages 6 to 17 were out of school, of which 54877 were males and 61482 were females. When expressed by sex, about 35.2 % of the total number of males 6 to 17 years old and 41.7 % of the total females in the same age bracket in the Southern region were out of school.

The Western Area which encompasses the capital city Freetown recorded the lowest number of children out of school (63051). This may be due to the large number of educational facilities and opportunities available in the city. Also the Western Area population is more enlightened than the population in other regions. It is believed that educated parents are more likely to send their children to school than uneducated parents. However, the number of females of school going age out of school even in the Western Area (38446 females compared to 24605 males) was higher than that of males, underscoring the gender inequality in education. Although the number of children (both males and females) out of school in the Western Area was lower than in all other regions, the gap between males out of school and the females out of school in the Western Area (22.3 % of males compared to 18.3 % of females) was higher than in all regions.

District level differentials in children not attending school show similar differences between the sexes. As shown on table 5.1, in all districts, there were more females out of school than males. Koinadugu district had the highest overall percentage of children 6 to 17 years old not attending school (57.4 %) and the highest percentage of males (54 %) and females (61.1 %) not attending school. The five districts in the Northern Province, Bombali, Kambia, Koinadugu, Port Loko, and Tonkolili had a higher percentage of children not attending school than any of the three districts in the Eastern Province, Kailahun, Kenema, and Kono and any of the two districts in the Western Area, Western Rural district and Western Urban district.(see details in table 5.1 below)

Table5.1 Population 6 to 17 years old Not at School by District and Sex

District	Both Sexes			Males			Females		
	Total Population	No. Not in School	% of Children not in School	Total Population	No. Not in School	% Not in School	Total Population	No. Not in School	% Not in School
Kailahun	107714	32842	30.5	55150	15179	27.5	52564	17663	33.6
Kenema	131757	39727	30.2	66366	18257	27.5	65391	21470	32.8
Kono	92245	29574	32.1	45673	13377	29.3	46572	16197	34.8
Bombali	128923	42910	33.3	66719	19238	28.8	62204	23672	38.1
Kambia	82796	33088	40.0	42817	13858	32.4	39979	19230	48.1
Koinadugu	86809	49833	57.4	43609	23459	53.8	43200	26374	61.1
Port Loko	137326	53888	39.2	70339	23413	33.3	66987	30475	45.5
Tonkolili	109242	43369	39.7	55272	19624	35.5	53970	23745	44.0
Bo	130180	33813	26.0	65092	15238	23.4	65088	18575	28.5
Bonthe	36667	15013	40.9	19205	8031	41.8	17462	6982	40.0
Moyamba	72207	22897	31.7	37943	11313	29.8	34264	11584	33.8
Pujehun	64422	27441	42.6	33826	14356	42.4	30596	13085	42.8
Western Rural	50079	12819	25.6	24685	5178	21.0	25394	7641	30.1
Western Urban	232243	38458	16.6	109735	15158	13.8	122508	23300	19.0
Sierra Leone	1462610	475672	32.5	736431	215679	29.3	726179	259993	35.8

An interesting pattern emerges when the population of children not attending school is analysed by single ages (see figure 5.2). In the first few years (years six and seven) there were slightly more males out of school than females but at older ages, the proportion of females not attending school increased while that for males declined. The proportion of nine to thirteen year old children (males and females) not attending school was lower than the proportion of six to eight year olds on one hand and fourteen to seventeen year old children (males and females) not attending school on the other hand. This implies that ages nine to thirteen had the highest percentage of children at school. From age fifteen the percentage of females not attending school was above fifty percent considerably higher than that of males.

The indications here are that at early ages, girls get a fair chance to go to school but as they mature they drop out of school for various reasons one of which is arranged marriages. By eighteen years most females out of school would have been married.

The relatively higher percentage of children not attending school at the early ages may be due to the fact that many children are going to school much older than the stipulated primary school entry age of six. The high percentage of children fifteen to eighteen year old not attending school may also be due to the effect of the ten year civil war (1991-2001) which denied educational opportunities to several school going age children.

5.3 Percentage of Children in Wage or Self Employment

Percentage of Children working as employees or in self employment is an international proxy indicator for child labour. Employing children below the age of fifteen full time under hard working conditions is regarded as unacceptable child labour. It is believe that such work interferes with the children's schooling and healthy development. The internationally recommended age group for the purpose of child labour analysis is ages 5 to 14. The census did not collect information on children below the age of ten many of whom are employed as street traders or engaged in other forms of economic activity. As a result, the true value of this indicator cannot be obtained from the available data. However, to get a reasonably fair idea of the problem of child labour, the analysis was done for children within the ages 10-18 years. Children within this age group were divided into two unequal cohorts of 10-14 and 15-18 year olds to isolate the 10-14 year olds who can be referred to as children for the purposes of this indicator. Figures for the 10-14 year olds can give a fair estimate of the extent of the problem of child labour.

The denominator for this indicator was the total number of children within the age group (i.e.10 -18 years or 10-14 years of age) as at December 4, 2004 while the numerator was the number of such children in paid and self- employment (i.e. cash earning population). From the available data, there were a total of 59244 children between the ages 10-14 years who were engaged in either wage or self-employment, of which 29974 were males and 29270 were females. In terms of percentages, there were about 11.1 % of children 10-14 year old in wage or self -employment of which 11.0 % were males and 11.3 % were females.

At provincial level, there were more females in cash earning employment than males in all provinces (see figure 5.2 below). The Northern Province had the highest percentage (14.7 per cent), of children in cash earning employment likely because the percentage of female children in cash earning employment in the Northern Province (16.01 %) was higher than in the Southern Province (11.2 %), Eastern Province (10.6 %) and Western Area (4.8 %). The proportion of male children 10 to 14 years old in cash earning employment was lower in the Western Area (3.6 %) compared to the Southern Province (13.6 %), Northern Province (13.5 %) and the Eastern Province (11.0 %).

Figure 5.2: Percentage of Children 10 to 14 years old in wage or self employment by sex

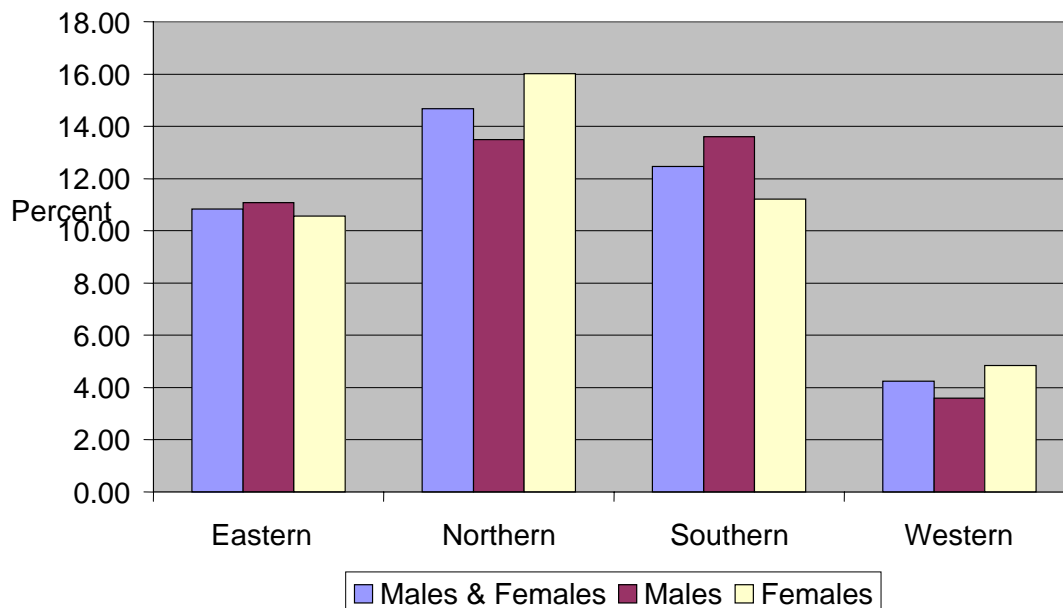


Table 5.2 below shows the percentage of children in wage or self-employment by district computed for male and female children 10-14 and 10-18 years of age.

District level figures show that there were more female children between the ages of 10-14 years in wage or self employment in all districts than males, except in Bonthe (13.1 % of females compared to 18.7 % of males) and Pujehun (13.0 % of females compared to 18.1 % of males), Moyamba (10.6 % of females compared to 12.4 % of males) and Kenema (9.4 % of females compared to 10.4 % of males). For the male population, Koinadugu district had the highest percentage of male children 10-14 years old engaged in cash earning employment (23.3 %) than any other district while the district with the lowest percentage of male children 10-14 years old in wage or self employment was the Western Urban district (2.9 %). Koinadugu district (25.6 %) and Western Urban districts (4.1 %) had the highest and lowest percentage of female children engaged in cash earning employment respectively.

Table 5.2 Percentage of Children in Wage or Self Employment by sex

District	Males			Females			Both Sexes		
	10-14	15-18	10-18	10-14	15-18	10-18	10-14	15-18	10-18
	Cash Earners as % of total Population in Age Group	Cash Earners as % of total Population in Age Group	Cash Earners as % of total Population in Age Group	Cash Earners as % of total Population in Age Group	Cash Earners as % of total Population in Age Group	Cash Earners as % of total Population in Age Group	Cash Earners as % of total Population in Age Group	Cash Earners as % of total Population in Age Group	Cash Earners as % of total Population in Age Group
Kailahun	10.6	16.6	13.5	11.0	22.0	16.6	10.8	19.3	15.0
Kenema	10.4	22.8	16.0	9.4	25.9	17.3	9.9	24.4	16.6
Kono	12.6	26.8	19.1	11.8	29.2	20.0	12.2	28.0	19.6
Bombali	10.5	21.8	15.5	13.6	33.0	22.4	12.0	27.3	18.8
Kambia	10.0	19.0	13.7	13.2	29.7	20.8	11.5	24.5	17.1
Koinadugu	23.2	30.3	26.3	25.6	39.8	32.1	24.4	35.2	29.2
Port Loko	12.2	22.8	16.5	14.8	35.9	24.5	13.4	29.7	20.4
Tonkolili	13.7	24.1	18.3	14.4	28.9	21.4	14.1	26.6	19.8
Bo	10.8	21.4	15.6	10.3	31.0	20.0	10.6	26.3	17.8
Bonthe	18.7	30.7	24.0	13.1	34.1	23.2	16.1	32.4	23.6
Moyamba	12.4	23.5	16.9	10.6	33.0	20.6	11.6	28.3	18.7
Pujehun	18.1	30.3	23.7	13.0	28.5	21.2	15.8	29.4	22.5
W/ Rural	6.8	19.6	12.1	8.6	32.8	19.2	7.7	26.5	15.8
W/ Urban	2.9	11.1	6.6	4.1	15.1	9.0	3.6	13.2	7.9
S/ Leone	11.0	21.1	15.4	11.3	27.9	19.0	11.1	24.6	17.2

5.4 Child Activity Rates

Four indicators were computed to assess the extent to which children were economically active. These include; the wage employment as percentage of total child employment, self-employment as percentage of total child employment, unpaid family work as percentage of child employment and child labour force participation rates. The total employment was computed as the sum of the total number of children within the age group in wage, self and unpaid family work. The child activity rates by employment status are given below.

As shown in Table 5.3 below, wage employment accounted for less than 4 % of total employment for all children between the ages 10-14. The percentage of males at all ages (10-14 years) in wage employment was higher than that of females when direct comparison between single ages is made. The data shows that children especially girls, at younger ages had higher rates of wage employment than children at older ages. This is because children at younger ages are less likely to enter into self-employment than older children who may prefer self-employment to wage employment as labourers. The data also shows that children at younger ages are more likely to be engaged in unpaid family work

than children at older ages. Thus the proportion of children engaged in unpaid family work tends to decline with increase in age for both males and females.

Table 5.3: Child Activity Rate by Employment Status for Single Ages by Sex

Age	Both Sexes			Males			Female		
	Wage Empl as % of Total Empl	Self Emp as % of total Empl	Unpaid WK as % of Total Empl	Wage Empl as % of Empl	Self Emp as % of total Empl	Unpaid WK as % of Total Empl	Wage Empl as % of Empl	Self Emp as % of total Empl	Unpaid WK as % of Total Empl
10	3.07	55.95	40.98	3.29	55.93	40.78	2.82	55.92	41.25
11	3.62	56.00	40.39	3.99	56.02	40.00	3.21	55.97	40.82
12	2.87	57.06	40.07	3.41	55.85	40.74	2.30	58.31	39.38
13	2.79	58.12	39.09	2.96	57.58	39.46	2.62	58.62	38.76
14	3.01	60.73	36.27	3.85	59.54	36.61	2.24	61.78	35.98
15	2.07	64.23	33.70	2.54	62.73	34.74	1.66	65.56	32.79
16	2.30	65.65	32.05	3.39	62.65	33.97	1.58	67.62	30.80
17	2.47	68.92	28.61	3.68	66.55	29.77	1.61	70.57	27.81
18	2.26	70.30	27.44	3.80	68.39	27.81	1.26	71.52	27.22
10-18	2.55	63.54	33.92	3.34	61.58	35.07	1.88	65.15	32.97
10-14	3.03	57.51	39.47	3.45	56.85	39.70	2.59	58.15	39.25
15-18	2.24	67.33	30.43	3.26	65.14	31.59	1.49	68.92	29.59

The percentage of children engaged in unpaid family work was relatively high ranging from 41 % for ten year olds to 36.3 % for children aged 14. The relatively high percentage of children especially 10-14 year olds (39.5 %) engaged in unpaid family work raises an important issue on the role of parents or guardians in the control of child labour and the focus of policy on the elimination of the worst forms of child labour. Further research is required to investigate the extent to which some unpaid family work may be hazardous or involve long hours that hinder the child's health or schooling.

There are significant variations between the Western Area and the other regions in the proportion of children engaged in wage or self employment when child activity rates are analysed by region or province.

Table 5.4 Child Activity Rate by Employment Status for Children 10-18 years

	Males			Females			Both Sexes		
	Wage Employment as % of Total Employment	Self Employment as % of total employment	Unpaid WK as % of Total Employment	Wage Employment as % of Total Employment	Self Employment as % of total employment	Unpaid WK as % of Total employment	Wage Employment as % of Total Employment	Self Employment as % of total employment	Unpaid WK as % of Total employment
Eastern	3.85	59.12	37.03	2.54	60.25	37.22	2.92	55.05	34.23
Northern	1.89	58.28	39.83	1.08	61.97	36.95	1.44	60.34	38.22
Southern	2.59	67.24	30.18	1.52	71.16	27.32	2.05	69.22	28.73
Western	12.65	71.71	15.64	4.87	79.38	15.75	7.91	76.38	15.71
Child Activity Rate by Employment Status for Children 10-14 years									
Eastern	3.53	63.38	33.09	3.37	53.55	43.08	3.87	53.22	42.91
Northern	2.22	54.80	42.98	1.53	56.53	41.94	1.86	55.69	42.44
Southern	2.70	63.53	33.77	2.62	63.59	33.79	2.05	69.22	28.73
Western	14.53	63.12	22.35	7.45	69.25	23.29	10.29	66.80	22.92
Child Activity Rate by Employment Status for Children 15-18 years									
Eastern	3.53	63.38	33.09	2.54	60.25	37.22	2.75	63.52	33.73
Northern	1.60	61.26	37.13	0.80	65.42	33.78	1.13	63.71	35.16
Southern	2.50	70.08	27.42	1.02	74.58	24.40	1.68	72.58	25.74
Western	11.87	75.24	12.89	3.87	83.31	12.82	6.97	80.19	12.85

As shown in table 5.4 above, wage employment as percentage of total employment for children 10-14 years old varies from 1.9 % in the Northern region to 10.3 % in the Western Area. Other interesting results illustrated in table 5.4 were;

- (i) self employment accounted for a larger proportion of total child employment in all regions with the highest rate in the Western Area .
- (ii) Unpaid family work as a percentage of total child employment was lower in the Western Area than in the other Regions for children 10-18 and 10-14 years of age.
- (iii) Self-employment accounted for a larger proportion of total female employment than for total male employment for children 10-18 years of age.

Table 5.5 below shows child economic activity for children 10-14 years old by District and Sex while Figure 5.4 illustrates activity rates for children 10-18 years old for both sexes.

Table 5.5 Child Activity rates for children 10-14 by district and sex

District	Males			Females			Both Sexes		
	Wage Employment as % of Total Employment	Self Employment as % of total	Unpaid WK as % of Total employment	Wage Employment as % of Total Employment	Self Employment as % of total employment	Unpaid WK as % of Total employment	Wage Employment as % of Total Employment	Self Employment as % of total employment	Unpaid WK as % of Total employment
Kailahun	4.88	45.86	49.25	3.99	49.10	46.91	4.46	47.39	48.15
Kenema	4.08	52.87	43.05	2.81	53.87	43.32	3.50	53.33	43.17
Kono	3.97	61.78	34.25	3.37	58.09	38.54	3.67	59.93	36.40
Bombali	2.41	55.89	41.70	1.45	57.15	41.40	1.90	56.56	41.54
Kambia	2.88	45.40	51.73	1.94	47.23	50.83	2.38	46.37	51.25
Koinadugu	1.47	55.77	42.76	1.17	58.90	39.93	1.08	60.36	38.56
Port Loko	2.19	59.39	38.41	1.03	46.99	30.56	1.74	59.60	38.66
Tonkolili	2.61	53.63	43.76	2.07	55.58	42.34	2.35	54.58	43.07
Bo	3.23	71.09	25.68	3.33	71.06	25.60	3.28	71.07	25.64
Bonthe	4.06	66.59	29.34	2.33	71.58	26.09	3.43	68.41	28.16
Moyamba	2.28	60.06	37.66	2.38	58.31	39.31	2.32	59.31	38.37
Pujehun	1.81	57.09	41.11	1.93	53.78	44.29	1.86	55.81	42.33
W/ Rural	9.94	68.12	21.94	4.89	70.29	24.82	7.05	69.36	23.59
W/ Urban	16.73	60.72	22.55	8.49	68.83	22.67	11.70	65.68	22.62

Figure 5.3 below was drawn to clearly show the difference between self-employment and wage employment in all districts. Both table 5.5 above and figure 5.3 below show similar patterns. The share of wage employment and unpaid family work in total employment was smaller than that of self-employment in all districts and for males and females.

For children 10-14 years old, the share of self employment in total employment was higher in Bo district than in all the other districts and the share of unpaid family work in total employment was higher in Kambia district than in all the other districts. When analysed by sex, the share of self employment in total child employment was higher for females than for males in all districts except Kono, Port Loko, Moyamba and Pujehun districts.. Alternatively, the share of wage employment in total child employment was higher for males than for females in eleven out of the fourteen administrative districts.

Figure 5.3: Activity Rates for Children 10 to 14 years old (Both Sexes) by Region

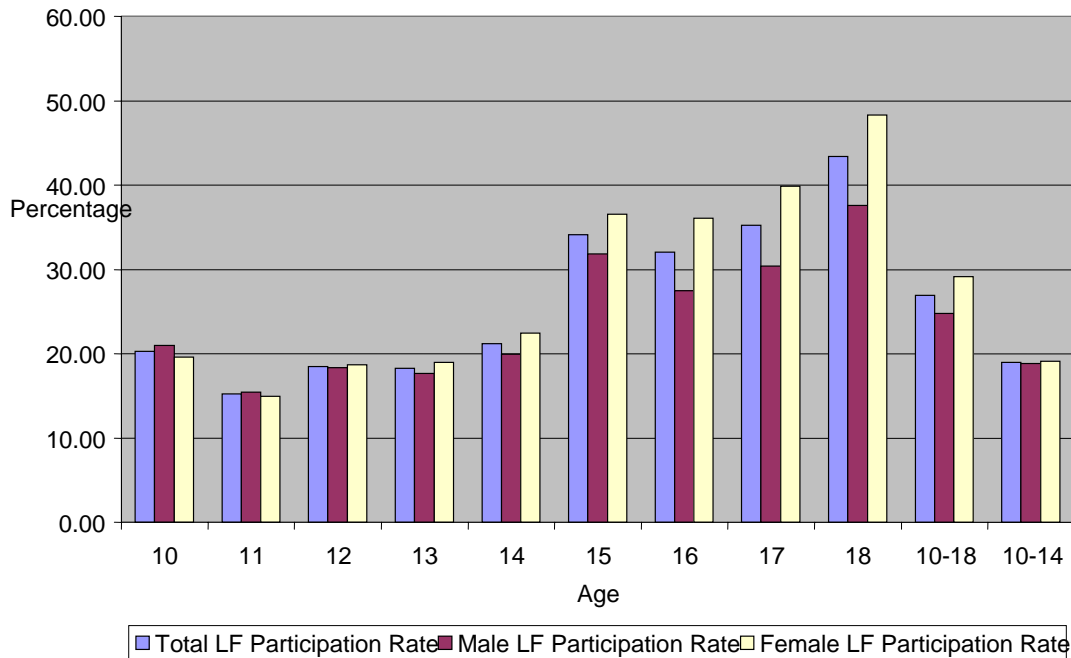


Figure 5.3 above shows that the percentage of children in self-employment by far surpasses that in wage employment. Reasons for this could not be far from the fact that it is very difficult to get paid employment. Also, the self-employment sector is an easy entry and easy exit area.

5.5 Child Labour Force Participation Rates

The child labour force participation rate measures the extent to which children between the ages of 10 to 18 years are economically active. The child labour force comprises of children in wage and self-employment, unpaid family work and those looking for work. This indicator was computed by dividing the total child labour force by the total population of children within the age group.

Figure 5.4: Child Labour Force Participation Rates by single ages and sex



As shown on figure 5.4 above, child labour force participation rates increase with age. The only exception was the 10 year olds whose participation rate was higher than that of 11, 12 and 13 year olds. Females 12 to 18 year old were more economically active than their male counterparts.

Table 5.6 shows the labour force participation rates for children 10 to 18 years old by region divided into three cohorts (i.e 10-18, 10-14 and 15-18) to isolate the 10 to 14 year old group for the purpose of child labour analysis. An analysis of the child labour force participation rates by Region reveals that labour force participation rates were lower for children in the Western Area than for children in other Regions. Children were more economically active in the Northern Province than in other provinces or Regions. When compared by sex, the proportions of female children 10-18 years of age in the labour force were higher than those of males in the same age group in all regions.

Table 5.6: Labour Force Participation Rates for Children 10-18 years old by Region and Sex

	Ages 10-18			Ages 10-14			Ages 15-18		
	Males	Females	Males & Females	Males	Females	Males & Females	Males	Females	Males & Females
Eastern	26.23	28.97	27.59	33.59	19.01	19.45	33.59	28.97	36.58
Northern	30.04	38.69	34.30	24.05	27.98	25.92	38.15	51.15	44.82
Southern	27.25	29.06	28.13	20.97	17.35	28.13	35.29	41.99	38.70
Western	11.15	14.27	12.78	5.71	7.26	6.53	18.01	23.13	20.69

The low labour force participation rate for children in the Western Area compared to those in the other Regions may be explained by the higher proportion of children in this Region going to school. Children in the Western Area are more exposed to educational facilities than their counterparts in other Regions. Also, children in the other Regions where farming is the most predominant economic activity are more likely to be engaged in agriculture as unpaid family workers on the farm than those in the Western Area.

District level figures for this indicator are given on table 5.7 below.

Table 5.7 Labour Force Participation Rates for Children 10-18 years old by Region and Sex

District	Ages 10-18			Ages 10-14			Ages 15-18		
	Males	Females	Males & Females	Males	Females	Males & Females	Males	Females	Males & Females
Kailahun	25.54	30.00	27.71	21.26	21.00	21.14	30.03	38.59	34.30
Kenema	25.79	27.22	26.50	18.73	16.93	17.86	34.49	38.39	36.50
Kono	27.72	30.35	29.05	19.96	19.92	19.94	36.85	42.14	39.55
Bombali	24.99	34.85	29.73	18.49	23.60	20.90	33.37	48.35	40.71
Kambia	35.17	38.63	32.66	21.33	27.57	24.23	35.17	51.66	43.63
Koinadugu	44.85	50.70	47.81	40.82	42.86	47.81	50.16	60.08	55.31
Port Loko	26.05	36.86	31.38	20.25	24.63	22.31	34.58	51.28	43.33
Tonkolili	31.83	35.79	33.81	24.77	25.33	25.04	40.84	47.00	44.07
Bo	21.21	25.74	23.46	15.01	14.32	14.67	28.82	38.89	33.92
Bonthe	33.40	30.04	31.78	27.18	18.43	23.14	41.32	42.47	41.90
Moyamba	26.13	30.66	28.30	20.12	17.70	19.01	35.08	46.74	40.98
Pujehun	37.79	34.10	36.00	31.18	23.88	27.89	45.64	43.32	44.43
Western Rural	16.30	23.94	20.22	9.70	12.21	10.96	25.62	38.94	32.65
Western Urban	10.13	12.45	11.35	4.88	6.33	5.65	16.61	20.18	18.48
S/ Leone	24.77	29.12	26.94	18.80	19.12	18.96	32.37	40.60	36.60

Female children 10-18 years old were more economically active in all districts than males except in Bonthe and Pujehun districts where the reverse was the case (see table 5.7). Labour force participation rates for children 10-18 years were higher in Koinadugu district than in all other districts. Koinadugu also had the highest percentage of children in the labour force when the figures of the 10-14 year olds are compared by districts. The indications are that children in this district are more disadvantaged than their colleagues in other districts. This is because at the time when they are supposed to be in school, they were out of school working. This probably explains the reason why Koinadugu has one of the lowest literacy rates.

CHAPTER SIX

EMPLOYMENT IN THE INFORMAL SECTOR

6.1 Definition

There is no single definition that completely describes the Informal sector, a source of employment growth and one of the survival strategies adopted by the unemployed, Youth, migrants to urban areas, wage earners, especially in the face of declining real wages. There is paucity of data on the informal sector because of this apparent absence of an operational definition.

The informal sector can best be described by providing the characteristics the sector possesses for it not to be within the formal arena. That is, to provide categories of activities that constitutes the informal sector. According to a Report of an ILO/JASPA Employment Advisory Mission, "Alleviating Unemployment and Poverty under Adjustment- Issues and strategies for Sierra Leone", the informal sector is made up of micro-enterprises, which in the context of Sierra Leone engage less than six workers, with self-employment accounting for the largest share of total employment in the sector; most activities require limited investment; the sector comprises mainly of non-capitalistic activity whereby the family usually owns the business and provides the means of production; there is the tendency for the enterprises to operate outside the institutional and legal framework, do not generally pay taxes, no deliberate effort to comply with minimum wage legislation, employment hardly through the official Employment Information Services (EIS).

The total employment in the informal sector refers to the total number of persons employed in informal sector enterprises, including the operators of informal sector enterprises, business partners, unpaid family workers, and employees.

There is an inherent problem with the estimate of the size of this sector because the Census did not provide a question on micro-enterprises' owners, employees, and modes of operation of enterprises and their registration or incorporation. However, there were issues relating to self employment, unpaid family worker and other (activities that cannot be classified but can be described); kind of work, service workers, shop and market sales workers, elementary occupations and private households with employed persons. Responses related to status in employment: for self employed in agriculture or without employees, self employed in non-agriculture with less than 10 persons working in the business/activity were not included but there were questions relating to unpaid family workers; type of employer, i.e. working for own or family agriculture activity, without employees, family business (as an unpaid worker), unknown employer. The elementary occupations referred to include persons engaged in

street trading, shoe cleaning, housekeeping etc. These will form the basis for the estimation of the informal sector.

Table 6.1 below provides an idea about the economic activities of the informal sector in which persons are engaged. Self-employment contributes for about 66.6% of the economic activities in this sector, followed by Household work 18% and unpaid farm work 15.3%.

Considering that youths are desirous of eking a living, while paid employment is hard to come by if your skills base is precarious, this sector will appeal to you most. The data reveals that for the age band 15-24 years; undertake about 26.8% of the economic activities in this sector. Looking at youths from the national spectacles (15-34), this proportion more than doubles,(57.2 %).

Table 6.1 Economic activities in the informal sector by age

	Self Employed	Unpaid Family Worker	Household Work	Totals
15-19	128743	55265	54064	241728
20-24	172688	47247	59055	282665
25-29	215757	47895	60853	327952
30-34	178501	36124	45655	262739
35-39	178985	34634	42387	258240
40-44	127036	23400	27098	179256
45-49	108012	18900	20756	149045
50-54	75236	13913	15872	106111
55-59	49670	8959	10036	69424
60-64	48963	9865	11930	71655
Total	1283591	296202	347706	1948815
15-24	301431	102512	113119	524393
15-34	695689	186531	219627	1115084

There is abundant literature to support the fact that men are more adventurous and as such easily tend to find survival mechanisms, when the going gets rough and tough. To test such an assertion the operators in the informal sector were classified by age and sex to discern the pattern of involvement of the sexes. Table 6.2 below shows that women are engaged in more economic activities in the informal sector than males at all age groups. This might be as a result of the role women need to play to supplement declining real wages of their partners.

Table6.2 Informal Economic activities by age and sex

Age groups	Males	Females
15-19. . .	86291	151781
20-24. . .	100951	178039
25-29. . .	129027	195478
30-34. . .	106031	154249
35-39. . .	109111	146895
40-44. . .	80125	97409
45-49. . .	73559	74109
50-54. . .	48868	56153
55-59. . .	33643	35022
60-64. . .	30833	39925
Total	798439	1129060

Figure 6.1 below better illustrates the differential between the sexes with regard to employment in the informal sector. It also illustrates that informal employment is low for persons 15 to 19 year olds, reaches a peak at ages 24 to 29 and then declines. This pattern is the same for males and for females.

Figure 6.1: Informal Sector Economic Activities by Age and Sex

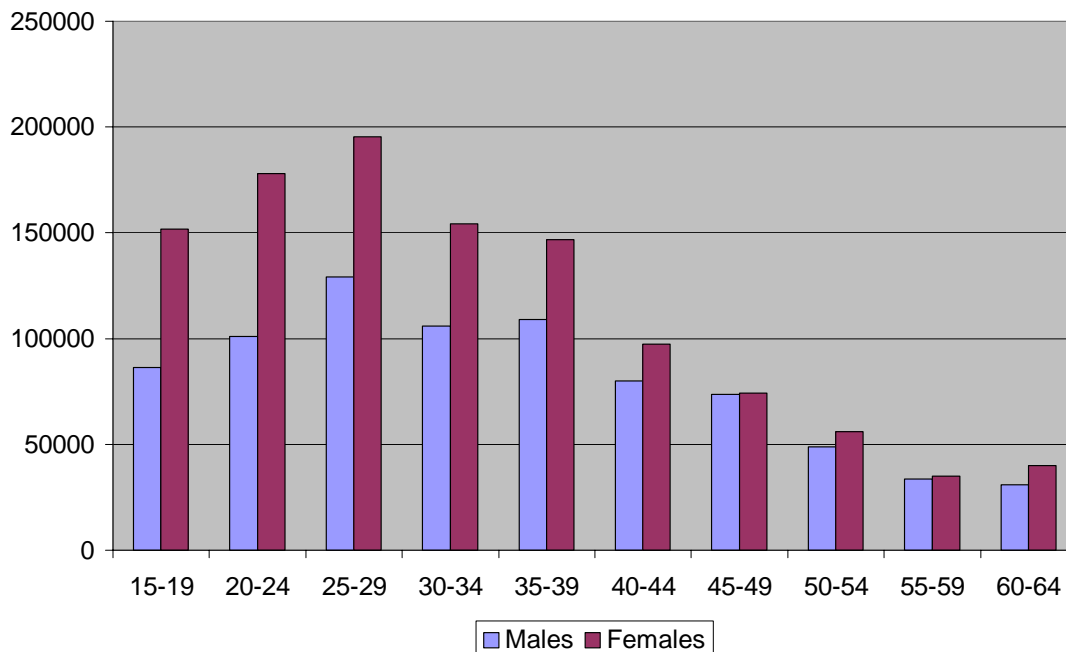
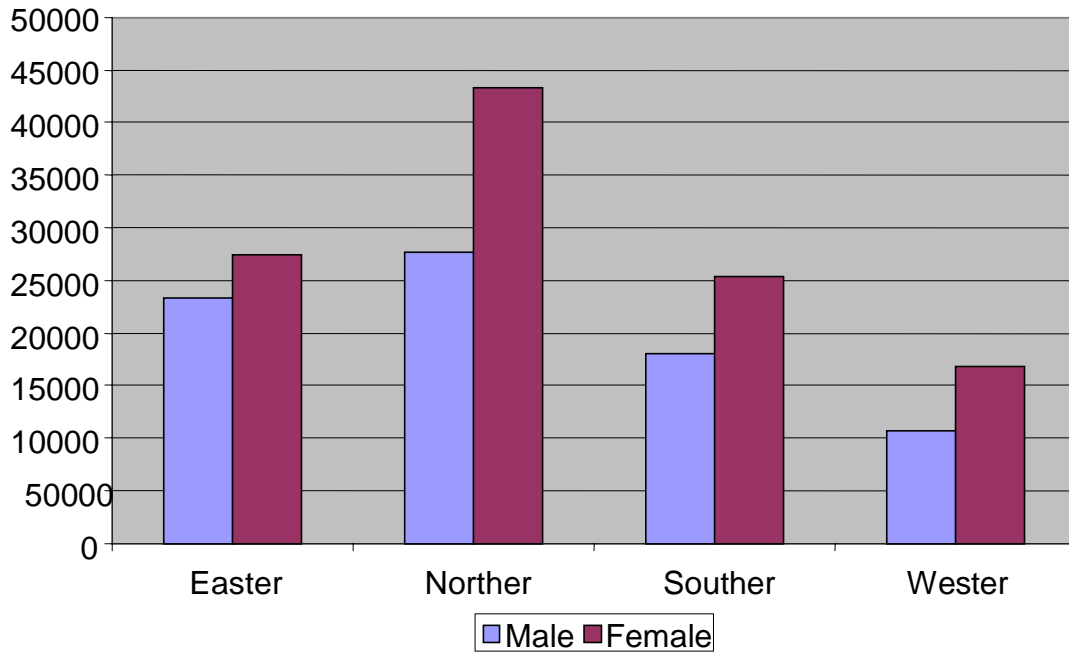


Figure 6.2 below confirms that the females in all the regions currently dominate informal sector activities. This assertion goes on to confirm that the age/sex distribution in this sector is female preponderant.

Figure 6.2: Informal Economic Activities by Region



The figure further shows that the Northern Province is the region with the highest informal activities followed by the, east, south and west respectively. The figure again shows that activities in the informal sector are dominated by women. This may not be removed from the fact that women had served as bread winners during the war and have practised to take family burden on their shoulders. Thus, they need to fend to augment family income, and the most appropriate sector is the informal sector.

CHAPTER SEVEN

CONCLUSIONS AND POLICY RECOMMENDATIONS

7.1 CONCLUSIONS

The Census data of 2004 reveals a growth rate of population 10 years and over 57.7 % and a labour force growth rate of 29.1%. Male labour force participation continues to exceed that of females, even though there is a high female youth participation rate in Bombali, Kambia, Koinadugu, Port Loko, Bonthe and Pujehun.

In terms of unemployment educated youths are at risk and youth unemployment rate exceeds the national level.

There is a low level of technicians, legislative/Magistrate (judiciary workers) and professionals, a call on our educational system or curriculum.

The data reveals there is gender disparity in labour market activity in all regions and districts save Bombali district.

From the categories of kinds of work, and, or economic activity, it is safe to describe the Sierra Leone economy as purely agrarian.

7.2 POLICY RECOMMENDATIONS

This is a clear manifestation of why one of the pillars of the SLPRSP includes job creation. Without jobs people are exposed to economic risks and cannot meet their basics. Thus, every Sierra Leonean tends to find a means of eking a living and this is why Agriculture, based on availability of land, in the first instance, is a popular occupation, not that it is the most rewarding. This implies agricultural practices and activities must be put up stage for the bulk of our population to get out of poverty.

Sierra Leone already possesses a coherent Youth policy, garnering resources first for collaboration with other ministries that would be involved in implementing elements of the Policy- perhaps creating a focal point in each Ministry/Department/Agency (MDA) and then profiling Youth characteristics. To reduce Youth unemployment would require promoting the widespread completion of upper secondary, as well as high quality Technical /Vocational preparation for all. This would likely increase female labour force participation in the nation as a whole.

It is worthy to note that the issue of Youth unemployment hinges to a large extent on the state of the economy. However, since the unemployment problem is a national problem, then Youth employment should be part of an overall strategy of employment creation through the promotion of employment-intensive economic growth.

The proportion of females still lag behind the proportion of males in school though there had been deliberate strides to encourage girl child school enrolment, Thus government still needs to stress the increase in school enrolment of the girl child in Sierra Leone

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