

Overall, between 2014 and 2021, there is a worsening of the Labour under utilization regarding the rising levels of unemployment and under employment.

In order to contribute to reverse this trend, the MEVT aims in the National Employment Policy, to put the focus on apprenticeship and vocational training programs and institutions by creating resources mobilisation conditions, as well.

#### Sectoral level

##### \* At the primary sector level

The analysis at sectoral level leads to orientations aimed at the development of productive sectors, the creation of wealth and decent jobs in the wake of the NDS30.

- the optimisation of support mechanisms for agricultural producers, through the implementation of performance contracts ;
- the promotion of small-scale agricultural mechanisation throughout the agricultural value chain ;
- increasing the local supply of goods and food products and opening up production basins ;
- strengthening the packaging and distribution channels for foodstuffs;
- the implementation of sustainable management plans for pastoral resources in the Local Authorities ;
- expanding the range of species in the forests, coupled with further processing of wood ;
- capacity building for woodworkers.

##### \* At the secondary sector level

The highest professional insertions will be observed through the implementation of the following interventions :

- improving support for companies investing in the priority sectors of the NDS30, particularly agri-food, textiles, wood and chemicals and pharmaceuticals ;
- the implementation of a proactive policy of import substitution, in order to enhance and promote the local processing of the main agro-pastoral, fishery and forestry products ;
- the development of transport infrastructure in order to facilitate trade and open up production basins, thus enabling markets to be supplied under the best possible conditions.
- the accentuation of the consideration of High Intensity Labour Force (HILF) approaches and local content in the implementation of investment projects.

##### \* At the tertiary sector level

- the implementation of a regulatory framework allowing the public order of goods and services to be directed towards local production according to the capacity of supply offer notably in the hotel, tourism, accommodation, catering, transport and storage sectors;
- supporting companies in their efforts to meet the requirements of export markets ;
- the intensification of the implementation of market infrastructures and ;

- the development of the digital economy through the densification of the telecommunications network and infrastructure;
- Consideration of actions to be taken within the framework of governance in the management of energy services (production, distribution, access).

## DEFINITION OF KEY CONCEPTS

### → Employment

■ **Employment at the macroeconomic level** can be considered from the point of view of macroeconomic aggregates. Employment thus represents all the work provided within a national economy by the entire active population that is not unemployed.

■ **Emploi au niveau microéconomique**, means a contract between two parties, the employer and the employee, for the performance of work in return for remuneration, through the exercise of a profession, or for a self-employed person, the performance of multiple contracts in the exercise of a profession.

### → Modern economy sector

The modern economy sector refers to those production units whose activities are considered legal under the law.

→ **Intergration Program** and Project refers to the implementation of actions aimed at improving youth employability, but also the development of mechanism to support the creation of viable businesses in sectors that generate employment.

### → Unemployment

• **According to the ILO**, The definition of unemployment takes into account not having worked (even for one hour) in the last 7 days before the survey, but actively seeking work and being available for any job opportunity that might arise.

• **Extended unemployment** for its part, includes the unemployment as defined by the ILO, to which are added the discouraged unemployed who, although they did not look for a job during the reference period, are still available if offered a job.

### → Underemployment

• **Visible underemployment** is a situation that characterises employed persons working involuntarily less than 40 hours per week in their main job, for reasons related to the employer or due to a bad economic situation.

• **Invisible underemployment** is the situation of the employed person whose hourly income from the main job during the reference month is below the standard set by the regulations in force. The value of this standard is equal to the ratio of the minimum wage (36 270 FCFA) to the number of hours worked per month calculated on the basis of 40 hours of work per week (210.87 FCFA/hour).

• **Indicators of labour underutilization (LU1, LU2, LU3, LU4)** : The key measures of labour underutilization are working time underemployment, unemployment and potential labour. These three measures, used separately, will allow for more in-depth monitoring of labour market cycles, as each

of these components is likely to react differently at different stages of the business cycle and in different contexts.

## METHODOLOGY

The methodology used in this study is the one recommended by the «Guide to measuring jobs created in the modern economy sector» developed by the International Labour Office (ILO) and validated by the stakeholders (MINEVT and NIS) in 2019. The data were collected from sectoral administrations, Regional and Local Authorities (RLAs), Non-Governmental Organisations (NGOs) and Cooperatives.

To this end, the diagnosis and economic forecast are based on two types of data. Primary data collected through a survey/census from administrations, enterprises, Regional and Local authorities (RLAs), Non-Governmental Organisations (NGOs), cooperatives and programs and projects under supervision. The secondary data was obtained through the use of administrative information gathered by MINEVT from January to December 2021 from the various partners mentioned above.

Throughout the course of the work, the document was discussed and enriched on the basis of documentary reviews and feedback. This resulted in relevant proposals for the conduct of the survey, as well as an exploitation of secondary data. These include activity reports and other documents highlighting statistical information.

### → Technics used

The technics used are specific to the targets of this study. Thus, the sampling technique was used for Enterprises and Cooperatives and the census for the remaining targets.

The sampling is non-probabilistic, similar to the pure quota method in terms of the representativeness of the sample.

### → Data collection instruments

The collection covers six statistical units.



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**International Labour Organization**

**REPUBLIC OF CAMEROON**  
Peace – Work – Fatherland



**MINISTRY OF EMPLOYMENT AND VOCATIONAL TRAINING**

DEPARTMENT OF STUDIES, TREND ANALYSIS AND OF COOPERATION

**NATIONAL OBSERVATORY OF EMPLOYMENT AND VOCATIONAL TRAINING**



# BENCHMARK SHEET ON EMPLOYMENT AND LABOUR MARKET TRENDS IN THE CAMEROON'S MODERN ECONOMY SECTOR -EDITION 2021-



**International Labour Organization**

**ILO Decent Work Technical Support Team for Central Africa and Country Office for Cameroon, Equatorial Guinea and Sao Tome and Principe**

**ILO-DWT CENTRAL AFRICA**

**JUNE 2022**

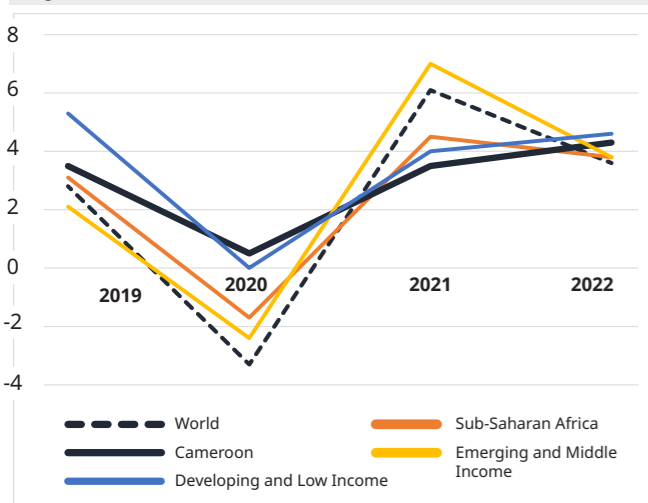
## MACROECONOMIC CONTEXT

Table 1 : Global and national economic growth trends (Cameroon)

Country and economy groups	2019	2020	2021	2022
World	2.8	-3.3	6.1	3.6
Sub-Saharan Africa	3.1	-1.7	4.5	3.8
Cameroon	3.5	0.5	3.5	4.3
Emerging and Middle Income	2.1	-2.4	7	3.8
Developing and Low Income Countries	5.3	0	4	4.6

Source : IMF, regional outlook, 2022

Figure 1 : Trends in Economic Growth



Source : IMF, regional outlook, 2022

**2020 :** Health crisis and global economic recession. in sub-Saharan Africa and low and middle income countries. Cameroon is staying the course despite a sharp contraction in its GDP (0.5%).

**2021 :** Significant recovery in global economic growth (+6.1%) and elsewhere in the types of economies, especially in emerging and middle-income countries (+7%).

**2022 :** A new crisis, that of Ukraine, is disrupting the trajectory of world growth with expected downward effects (3.6%) compared to the level of 2021; a rise in

## SITUATION OF JOBS CREATED IN 2021

→ A positive dynamic despite the health crisis

Table 2: Jobs created in the modern sector of the economy in 2020 and 2021

	Modern jobs in 2020		Modern jobs in 2021	
	Number	%	Number	%
Public administration	10 526	3,18%	3 497	0,98%
Integration project and program	15 353	4,64%	13 304	3,71%
Projects under the PIB	204 107	61,68%	230 065	64,22%
RLA	11 244	3,40%	9 593	2,68%
Coopératives	11 574	3,50%	14 836	4,14%
NGO	2 445	0,74%	5 789	1,62%
Company	75 654	22,86%	81 163	22,66%
Total	330 903	100,00%	358 247	100,00%

Source : MINEVT/NOEVT/ Employment Survey 2021

### 2021/2020 :

- \* An increase in the creation of jobs in the modern sector of 8% in 2021 compared to 2020, in connection with the recovery of activities following the relative control of the health crisis (loosening of restrictive measures for example).
- \* After the projects and programmes under the public investment budget (representing 64.2% of total modern jobs), companies create more decent jobs in the modern sector (22.7% of the 358 247 jobs created in 2021, just as in 2020).
- \* The Cameroonian economy has thus created about 28,000 more decent jobs in its modern sector between 2021 and 2020

→ A recovery in the level of employment in some economic sectors

Figure 2 : Proportion of jobs in companies in 2021 per sector of activity

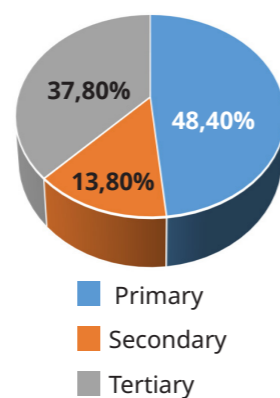
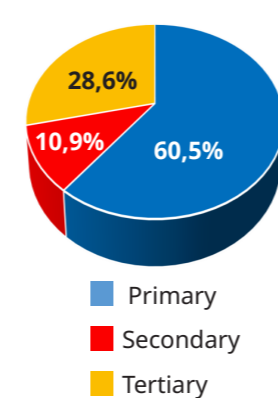


Figure 3 : Proportion of jobs in companies in 2020 per sector of activity



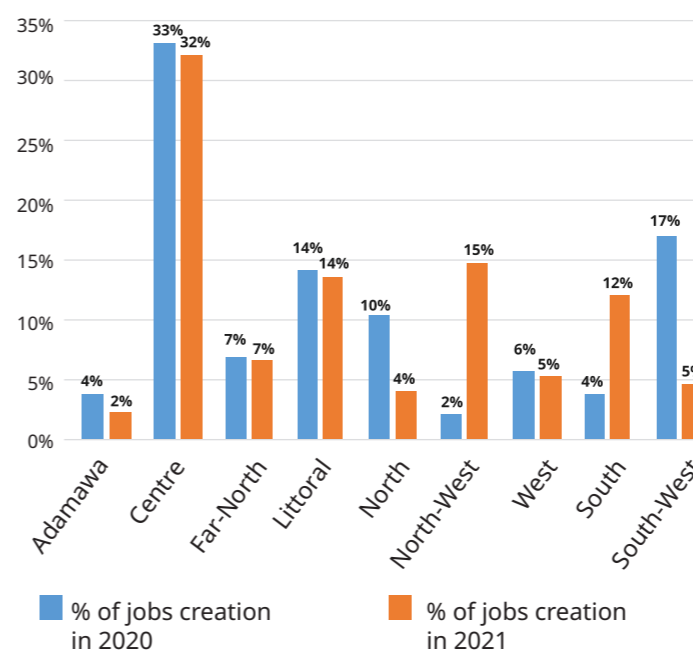
Source : MINEVT/NOEVT/ Employment Survey 2021

The year 2021 is characterised by the recovery of economic activity in the country. Indeed, according to the sector of activity, the primary sector was the main provider of jobs in 2021, as in 2020, with nearly **39,283 jobs**, or **48.4%**. The tertiary sector, for its part, created relatively more jobs, unlike in 2020, with 30,680 (**37.8%**) with a concentration in the wholesale and retail trade, restaurants and hotels branches (**27.95%**).

However, the latter has a level exceeding that of the secondary sector (**1,200 jobs created (13.8%)**, marked by a concentration in the construction and public works sector.

→ A regionalisation of jobs in the modern economy sector

Figure 4 : Distribution of Jobs Created in the Modern Sector according to Region in 2020 and 2021

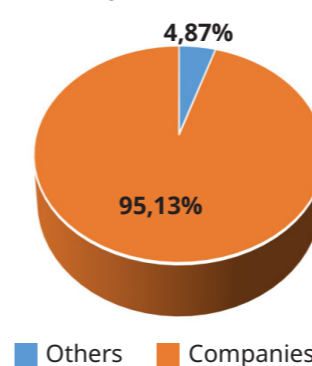


Source : MINEVT/NOEVT/ Employment Survey 2021

The Centre, Littoral, North-West and South regions are those that create more jobs in the modern sector in 2021, and to a lesser extent the Far north. This observation may be linked to the spatial distribution of projects and programs and the levels of diversification and development of local and regional economies, not to mention the security context.

## SITUATION OF LOST JOBS

→ Reduced job losses in the modern economy sector in 2021



In 2021, **17,141 jobs** were lost (102,039 jobs in 2020), with a high proportion in companies in the modern sector of the economy (16,307 or 95.13%). With regard to the other targets, the following losses were observed : 84 in the RLAs, 460 in the cooperatives, 81 in the NGOs and 209 integration programs and projects.

Source : MINEVT/NOEVT/ Employment Survey 2021

Table 3 : Overall losses between 2020 and 2021

	Overall losses in 2020		Overall losses in 2021	
	Number	%	Number	%
Integration Programs and Projects	384	0.38%	209	1.22%
RLAs	158	0.15%	84	0.49%
Coopératives	744	0.73%	460	2.68%
NGOs	132	0.13%	81	0.47%
Companies	100,621	98.61%	16,307	95.13%
<b>Grand total</b>	<b>02,039</b>	<b>100%</b>	<b>17,141</b>	<b>100%</b>

Source : MINEVT/NOEVT/ Employment Survey 2021

As in 2020, jobs were lost in the Cameroonian modern economy sector in 2021. However, the loss is drastically revised downwards between the two dates because at the time when more than 100,000 jobs were lost in 2020 at the height of the pandemic, only 17,000 cases of the same nature are observed in 2021. **This also indicates that businesses and other structures in the modern economy have been more resilient in 2021.**

## PROJECTED OUTLOOK 2022

**Hypothesis :** In 2022, under the assumption that the pandemic is brought under control and that the economies are opened up, combined with stimulus measures, the projections are for the Cameroonian economy to grow by 4.4%, of which 4.7% for the non-oil sector and -1.8% for the oil sector, mainly as a result of domestic demand «which should boost the local supply of goods and private investment».

### At the general level

Cameroon must pursue the long-term orientations contained in its National Development Strategy to 2030 second phase of its vision 2035. While taking into account the conjunctural constraints, namely the implementation of the response to the coronavirus epidemic and its economic and social consequences.

Table 4 : Evolution of labour under utilisation

Labour market indicators (Resolution 2013. 19th ICLS)	2014	2021
Unemployment rate (LU1)	4.3	6.1
Combined rate of working time-related underemployment and unemployment (LU2)	16.5	23.1
Combined rate of unemployment and potential labour force (LU3)	7.2	10
Rate of the composite measure of labour underutilisation (LU4)	19	26.3

Source : NIS : Cameroon Household Survey 2014 et Employment and Informal Sector Survey 2020