REPUBLIQUE DU CAMEROUN

Paix – Travail – Patrie

- - - - -

INSTITUT NATIONAL DE LA STATISTIQUE

- - - - -

REPUBLIC OF CAMEROON

Peace – Work – Fatherland

- - - - -

NATIONAL INSTITUTE OF STATISTICS

- - - - -

THIRD SURVEY ON EMPLOYMENT AND THE INFORMAL SECTOR IN CAMEROON (EESI3)

Phase 1: Employment Survey

MAIN REPORT

August 2022

REPUBLIQUE DU CAMEROUN

Paix – Travail – Patrie

- - - - -

INSTITUT NATIONAL DE LA STATISTIQUE

- - - - -

REPUBLIC OF CAMEROON

Peace – Work – Fatherland

- - - - -

NATIONAL INSTITUTE OF STATISTICS

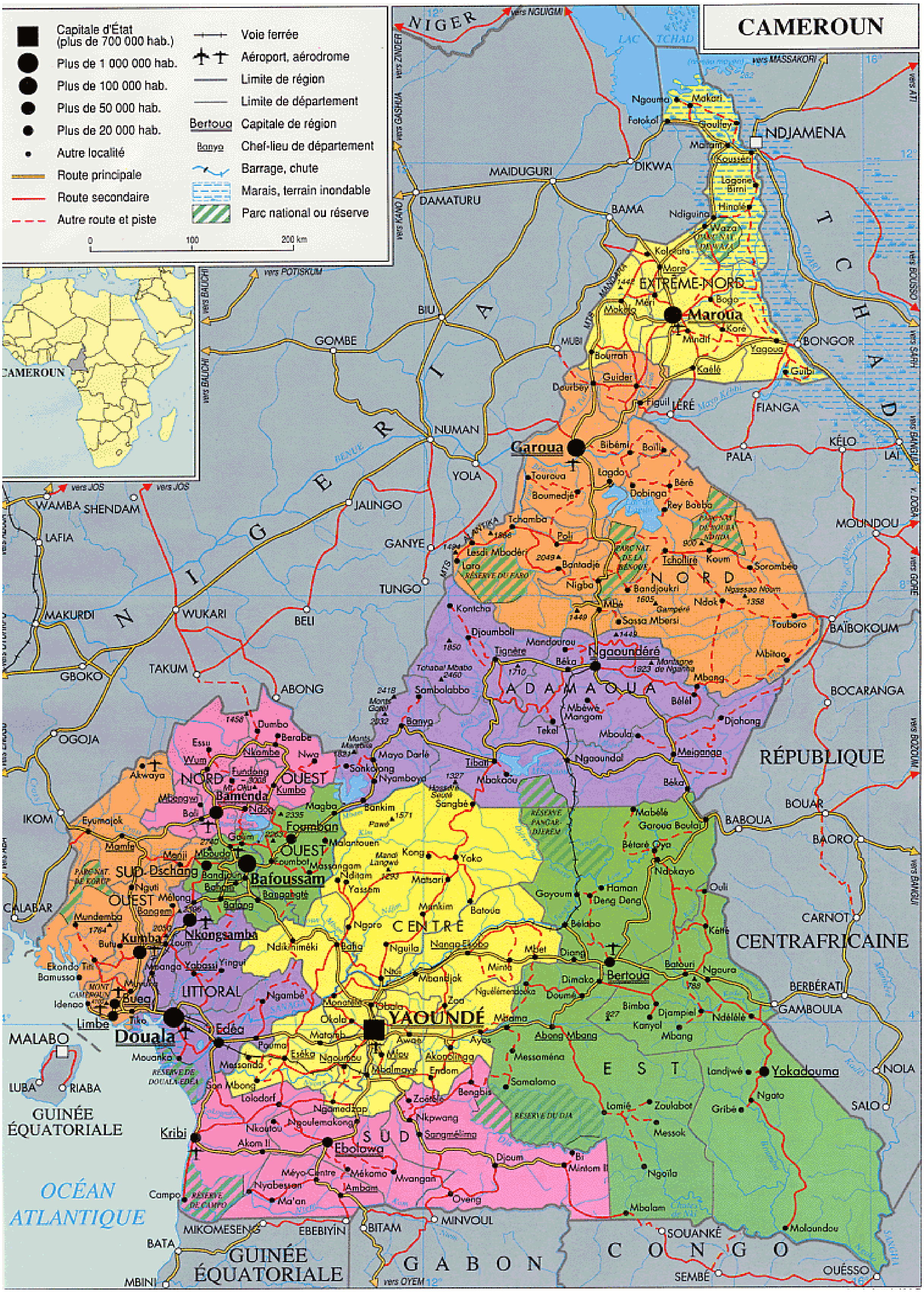
- - - - -

THIRD SURVEY ON EMPLOYMENT AND THE INFORMAL SECTOR IN CAMEROON (EESI3)

Phase 1: Employment Survey

MAIN REPORT

National Institute of Statistics (NIS) / Institut National de la Statistique (INS)
Rue 3025, Quartier du Lac, Yaounde - Cameroon; **P. O.** Box : 134 Yaounde, Tel.: (+237) 222 22 04 45;
Fax : (+237) 222 23 24 37 ; Website : www.ins-cameroun.cm **; Email** : infos@ins-cameroun.cm


CAMEROUN
Capitale d'État (plus de 700 000 hab.)
Plus de 1 000 000 hab.
Plus de 100 000 hab.
Plus de 50 000 hab.
Plus de 20 000 hab.
Autre localité
Route principale
Route secondaire
Autre route et piste
Voie ferrée
Aéroport, aérodrome
Limite de région
Limite de département
Bertoua Capitale de région
Banyo Chef-lieu de département
Barrage, chute
Marais, terrain inondable
Parc national ou réserve
0 100 200 km
NIGER
LAC TCHAD
NDJAMENA
T C H A D
N I G E R I A
EXTRÊME-NORD
Maroua
Garoua
N O R D
A D A M A O U A
Ngaoundéré
NORD OUEST
Bamenda
OUEST
Bafoussam
SUD OUEST
Kumba
LITTORAL
Douala
C E N T R E
YAOUNDÉ
E S T
Bertoua
S U D
Ebolowa
RÉPUBLIQUE CENTRAFRICAINE
GUINÉE ÉQUATORIALE
G A B O N
C O N G O
MALABO
OCÉAN ATLANTIQUE
CAMEROUN

CONTENT

ACRONYMS AND ABBREVIATIONS

AFRISTAT	:	Economic and Statistical Observatory of Sub-saharan Africa
BUCREP	:	Central Bureau of the Census and Population Studies
CFA franc	:	Franc for Financial Cooperation in Central Africa
COSUP	:	Pilot Centre for School, University and Vocational Guidance
CSPro	:	Census and Survey Processing System
CSTC	:	Cameroon Workers Trade Union Centre
DSEP	:	Higher Diploma of Professional Studies
EA	:	Enumeration Area
ECAM	:	Cameroon Household Survey
EESI	:	Survey on Employment and the Informal Sector
FTC	:	Fixed-Term Contract
GESP	:	Growth and Employment Strategy Paper
GPS	:	Governance, Peace and Security
ICLS	:	International Conference of Labour Statisticians
IFORD	:	Institute for Demographic Training and Research
ILO	:	International Labour Office
ILO	:	International Labour Organization
INSEE	:	National Institute of Statistics and Economic Studies
IPU	:	Informal Production Unit
LO	:	Labour Office
MDGs	:	Millennium Development Goals
MINPMEESA	:	Ministry of Small and Medium-sized Enterprises, Social Economy and Handicraft
MINEFOP	:	Ministry of Employment and Vocational Training
MINEPAT	:	Ministry of Economy, Planning and Regional Development
MINFOPRA	:	Ministry of Public Service and Administrative Reforms
MINTSS	:	Ministry of Labour and Social Security
NCSI	:	National Council for Statistical Information
NDS30	:	National Development Strategy for 2030
NEF	:	National Employment Fund
NEP	:	National Employment Policy
NIS	:	National Institute of Statistics
NSC	:	National Statistical Council
NSDS	:	National Strategy for the Development of Statistics
ONEFOP	:	National Observatory for Employment and Vocational Training
PAGER-U	:	Rural and Urban Youths Support Programme
PC	:	Permanent Contract
PEPS	:	Strengthening Public Sector Effectiveness and Statistical Capacity Project
PIAASI	:	Integrated Support Programme for Actors in the Informal Sector
PRSP	:	Poverty Reduction Strategy Paper
RGE	:	General Census of Enterprises
RGPH	:	General Census of Population and Housing
RLA	:	Regional and Local Authorities
SDG	:	Sustainable Development Goals
SEG	:	Socio-Economic Group
SMEs	:	Small and Medium-sized Enterprises

SMIG	**:**	Minimum Guaranteed Interprofessional Wages
SPC	**:**	Socio-Professional Category
SPSS	**:**	Statistical Package for Social Sciences
SU1	**:**	Unemployment rate
SU2	**:**	Combined rate of time-related underemployment and unemployment:
SU3	**:**	Combined rate of unemployment and potential labour force
SU4	**:**	Composite measurement of labour underutilisation
UNDP	**:**	United Nations Development Programme
UNFPA	**:**	United Nations Population Fund
VSE	**:**	Very Small Enterprises

LIST OF TABLES

LIST OF FIGURES

LIST OF DIAGRAMS

FOREWORD

The National Institute of Statistics (NIS) presents the main report of the results of the first phase of the third Survey on Employment and the Informal Sector (EESI3) of 2021. It should be recalled that this survey should have been carried out since 2018 but mobilisation of financial resources and the covid-19 pandemic international context contributed to slow down the study. This survey is one of the major operations retained in the National Strategy for Development of Statistics (NSDS). Its results will enable to update labour market indicators and to monitor and evaluate the Sustainable Development Goals (SDGs) and Cameroon's National Development Strategy for 2030 (NDS30).

This report is particular is the sense that it is based on the new approach of analysing the labour market, adopted during the 19th International Conference of Labour Statisticians (ICLS), held in 2013. This approach integrated a new reference framework for the analysis of the labour market and the forms of labour, and proposes a new definition of employment which results in a new classification of the population by status in relation to labour force.

This main report analyses the results covering the whole population and some specific groups deserving special attention. Indicators relate to background characteristics of households and the population, living environment and household equipment, employment, labour underutilisation, issues of trajectories and prospects concerning employment. Finally, the report looks at the evolution of the main labour market indicators between 2005 and 2021 using the old approaches to guarantee the comparability of trends.

The survey was funded by the Government, with the financial support of the World Bank through the Strengthening Public Sector Effectiveness and Statistical Capacity Project (PEPS) and the United Nations Development Programme (UNDP). To these two Government partners, the NIS extends its gratitude.

The NIS also extends its appreciation to the members of the EESI3 technical team and all sectoral administrations for their contributions to the enrichment of this report, as well as temporary staff for their services during the data collection phases.

The data relating to this survey are available at the NIS through its addresses below:

National Institute of Statistics (NIS) / Institut National de la Statistique (INS)
Rue 3025, Quartier du Lac, Yaounde-Cameroon; P.O. Box: 134, Yaounde, Tel.: (+237) 222 22 04 45;
Fax: (+237) 222 23 24 37; Website: www.ins-cameroun.cm; **Email:** infos@ins-cameroun.cm

EXECUTIVE SUMMARY

Chapter 1: Summary of methodology

Resolution I of the 19th International Conference of Labour Statisticians (ICLS) set a new framework for labour market analysis in which labour is subdivided into five exclusive and exhaustive forms. It refines the definition of employment. Moreover, it introduces new terminologies for classification of the population and give a new measurement of labour underutilisation.

The third Survey on Employment and the Informal Sector (EESI3) is a national sample survey designed to provide information on employment and the informal sector in Cameroon. It is conducted in two phases. The first aims at understanding employment (Employment Survey) and the second at assessing the economic activities of the non-agricultural informal sector (Informal Sector Survey). The two phases of EESI3 were conducted at the same time as at EESI2 in 2010.

The sampling frame used for the first phase is that of the fourth General Population and Housing Census (GPHC4) mapping conducted in 2017 by the Central Bureau of Censuses and Population Studies (BUCREP).

The survey targeted a sample of 10,788 ordinary households at the national level. All persons aged 10 or more usually living in the selected households were eligible to be interviewed. With regard to phase 2, hypotheses based on this sample retained in phase 1 provided for the identification of 5,870 non-agricultural informal production units (IPUs).

Unlike in previous editions, data collection was conducted using the CAPI (Computer Assisted Personal Interviewing) method. Electronic collection programmes developed under CSPro and used in the field enabled to improve the quality of the data collected. Data processing was followed with clearance and production of indicators.

Chapter 2: Household and population characteristics

The average household size was 4.6 persons in 2021. This size remained almost stable compared to 2010 (4.4 persons). Households headed by men are on average larger in size (4.9 persons) than those headed by women (3.9 persons), and three households out of ten are headed by women (29.6%). In addition, 14.2% of household members have not lived continuously in their locality of residence.

With regard to literacy, more than 8 persons aged 15-24 out of 10 (84.1%) are literate. With regard to school enrolment, a little more than 8 children aged 6-11 out of 10 (82.6%) attend a primary or a secondary school. As for vocational training, one person out of five (21.8%) is undergoing or has ever undergone vocational training. This phenomenon is more widespread in urban areas than in rural areas.

Data on the occupancy status of the dwelling show that 65.8% of households own their dwellings (including 18.1% with land title and 47.7% with no land title). In addition, 40.2% of households use improved toilet facilities. For one household out of two (53.8%), the dwelling is built with final materials. More than three households out of five have access to electricity and four households out of five have access to an improved water source.

Chapter 3: Employment

Sightly more than half of the population aged 14 or more (54.2%) in Cameroon makes up the labour force. The share of labour force is greater among men (61.4%) than among women (47.3%). This is higher in the survey regions of South (64.9%), East (63.8%), Douala (59.2%), Centre excluding Yaounde (58.2%) and Yaounde (55.6%). The share of the labour force is also higher among persons aged 35-64 than among other age groups.

The employment rate is 50.8%. The highest levels are recorded in the survey regions of South (63.5%), East (62.8%) and Centre excluding Yaounde (56.5%). It is significantly higher among men (58.3%) than among women (43.7%), in rural areas (54.1%) than in urban areas (48.6%).

One employed person out of five is a migrant. There are relatively more migrants among employed persons in Littoral excluding Douala (43.0%) and Centre excluding Yaounde (36.1%). In Yaoundé and Douala, about three employed persons out of ten are migrants.

The average age of employed persons is 38.3 years. They are on average older in rural areas, in West, Littoral excluding Douala and Centre excluding Yaounde.

The labour market is characterised by a preponderance of the informal sector. The share of jobs in the informal sector is 86.6%. Thus, employments are divided between the non-agricultural informal sector (52.0%), agricultural informal sector (34.7%), public (8.2%) and formal private sector (5.1%).

The average duration in employment and in enterprises are almost the same and respectively 10.6 years and 10.9 years, thus reflecting very low employment movements in enterprises.

The national wage rate is 38.6%. This rate is higher in urban areas (48.3%), particularly in the cities of Douala (48.5%) and Yaounde (64.6%).

The multiple employment rate, which is the ratio of the number of persons with one or more secondary employments to the population with an employment, stands at 13.1%. This rate is lower in urban areas (8.5%), particularly in the cities of Douala (4.7%) and Yaounde (4.1%).

The employment rate for youths aged 15-34 is 39.3%. It is 47.2% among young men as against 31.3% among women. It is higher in rural areas than in urban areas (43.0% as against 37.1%). The East has the highest youth employment rate (56.5%) followed by South (52.6%).

Assessment of the level of social security shows that 9 employed persons out of 100 have been victims of an industrial accident in their main employment. Six employed persons out of 100 have been victims of an occupational disease and 11 persons out of 100 reported to be covered by insurance in their main employment. Industrial accidents are more recorded in urban areas (9.4%), in Littoral excluding Douala (15.9%), South (15.4%), Centre excluding Yaounde (13.7%), non-agricultural informal sector (9.4 %) and formal private sector (9.3%).

Chapter 4: Labour underutilisation

Four indicators were selected to characterise labour underutilisation in Cameroon, namely the unemployment rate (SU1), combined rate of time-related underemployment and unemployment (SU2), combined rate of unemployment and potential labour force (SU3) and the composite measurement of labour underutilisation (SU4).

At the national level, the unemployment rate among persons aged 14 or more is estimated at 6.1%. It is higher in Douala (15.4%), Yaounde (11.7%) and in urban areas (9.4%). Women (7.5%) are more affected than men (5.1%). The unemployment rate increases with the level of education, from 1.6% among uneducated persons to 17.6% among those with higher level of education.

The average number of successful years of education for unemployed persons is 11.5 years, i.e. Form 5. The search for employment is mainly through mobilisation of the family or friend solidarity network (34.5%), through the use of classified advertisements[1] (23.9%), through prospecting directly with employers (22.8%). The use of employment promotion agencies or employment agencies (NEF, LO, etc.) is still marginal (1.1%).

Regarding the type of employment sought, more than 4 unemployed persons out of 10 (44.7%) are looking for salaried employment, almost 3 unemployed persons out of 10 (26.7%) prefer to be self-employed and 28.5% are indifferent.

Unemployed persons want an average income of 188, 625 CFA francs per month. Nearly two-thirds of them (66.6%) are ready to reconsider their salary expectations if unemployment continues and the minimum income acceptable to them would be 122,780 CFA francs per month.

By relating time-related underemployment with unemployment, the combined rate thus obtained is 23.0%. This indicator reflects both the underutilisation (in terms of working time) of the labour force and inability to absorb part of the labour force. This rate is higher in urban areas (26.7%), among women (24.3%) and among persons with higher education (40.6%).

The combined rate of unemployment and potential labour force stands at 10.1%. Urban areas, women and persons with higher education record the highest rates, i.e. 13.7%, 12.9% and 21.8% respectively.

The composite rate of labour underutilisation is 26.3%. This rate is 30.2% in urban areas as against 20.3% in rural areas. Women (28.7%) and person with higher education (43.6%) are the most concerned.

Chapter 5: Trajectories and prospects

Analysis of mobility in terms of comparison of level of education showed a clear improvement in the level of education of children compared to that of their fathers. Eight fathers out of ten (81.3%) are uneducated as against 30.0% of children; 10.9% of fathers have primary education as against 31.7% of children; 6.1% of fathers have secondary education as against 30.5% of children and 1.0% of fathers have higher education as against 7.8% of children.

Despite improvement in mobility, social reproduction between father and child, in terms of level of education, remains strong at the secondary and higher levels. However, upward mobility is observed among children whose father have primary education: out of 100 children whose father had primary education, 38 have primary education, 46 have secondary education and 10 have higher education.

As with fathers, the structure of the level of education has generally improved between the generation of mothers and that of children: 85% of mothers as against 30% of children are

[1] Newspapers, radio, posters, etc.

uneducated; 10.7% of mothers as against 31.7% of children have primary education; 3.6% of mothers as against 30.5% of children have secondary education and 0.3% of mothers as against 7.8% of children have higher education.

The average number of additional years of education of the child decreases as the level of education of the mother or father increases.

With regard to professional mobility, social reproduction is stronger for children whose fathers worked in the primary sector (57.7%) or in services (50.2%). Social reproduction is even stronger in the primary sector in rural areas than in services in urban areas.

Social reproduction, in terms of socio-professional category, is very strong among children whose fathers were own account workers and relatively low for children whose fathers were executives or skilled workers.

Compared to their mothers, children held higher positions in their employment in 2021 than in 2010. It reflects an increase in executives (0.8% as against 1.1%), own account workers (65.6% as against 70.9%), skilled workers (1.5% as against 5.3%) and a decrease in bosses (0.3% as against 0.2%).

Comparison by sector of activity, of the structure of former employment with that of current employment shows a relative migration of employed persons towards the tertiary sector. The mobility matrix between the sector of activity of the previous employment and that of the current employment shows a great deal of mobility between the various sectors. However, the sector least impacted by this mobility is that of services, of which 49.6% of persons who had their previous employment in this sector remained therein.

As concerns employment prospects, almost 2 persons aged 15 or more out 3 (65.5%) want to keep their current situation, 20.0% want to get their first employment, 10.0% want to get a new employment in another enterprise, meanwhile 4.5% want to get a new employment in the same enterprise.

Chapter 6: Trends in main labour market indicators between 2005 and 2021

The indicators analysed in this chapter were calculated using the old approach and are therefore not comparable with those discussed in Chapters 3, 4 and 5.

The activity rate as defined by the ILO in 2021 (54.4%) has dropped by 14.6 points compared to 2010 (69.0%). This decline is greater among persons aged 10-14 (-26.1 percentage points), among persons with primary education (-19.2 percentage points). Unlike the other survey regions, Adamawa recorded an increase in the activity rate of approximately 4.1 percentage points.

The employment rate, which measures an economy's ability to generate employment, decreased by 15.2 percentage points compared to 2010 to stand at 51.2%. This decline is greater in urban areas than in rural areas. As with the activity rate, only Adamawa (5.2 percentage points) recorded an increase in the employment rate.

The ILO unemployment rate increased slightly between 2010 (3.8%) and 2021 (5.9%). In the broader sense (ILO unemployed persons and discouraged unemployed), the unemployment rate was 8.7% in 2021, i.e. an increase of 3.0 percentage points compared to 2010 (5.7%). With the

same level of increase by sex, this rate remains higher among women (11.0%) than among men (6.7%).

The visible underemployment rate has increased by 6.4 percentage points. This result shows an increase in employed persons working lesser hours per week than those provided for by labour legislation, for involuntary reasons. However, invisible underemployment rate decreased significantly from 2010 to 2021, from 63.7% to 47.0%, i.e. a decrease of 16.7 percentage points.

The overall underemployment rate moved from 70.6% in 2010 to 61.4% in 2021, i.e. a decrease of 9.2 percentage points over the period, thus reflecting an improvement in working conditions mostly as a result of the increase in income from the main activity. The target set at less than 50% in 2030 by the NDS30 is thus gradually being achieved.

The wage rate has increased by 12.6 percentage points from 20.3% in 2010 to 34.6% in 2021. This increase is greater among uneducated persons (14.4 percentage points) and in rural areas (13. 4 percentage points).

In the non-agricultural informal sector, the share of salaried employment has decreased by 8.7 points, from 41.3% in 2010 to 32.6% in 2021.

The vulnerable employment rate is 61.4% in 2021 and i.e a 12.2 percentage points decrease compared to 2010. This decline is greater in rural areas (-11.9 percentage points), among men (-13.2 percentage points) and among uneducated (-14.9 percentage points).

LIST OF SDG INDICATORS

Indicator number	Wording	Male	Female	Urban	Rural	Total
6.1.1	Proportion (%) of population with access to an improved drinking water source	79.7	79.8	91.2	65.1	79.7
6.2.1	Proportion (%) of population with access to improved non-shared sanitation facilities	42.8	44.1	57.4	25.6	43.4
7.1.1	Proportion of population with access to electricity	59.3	58.9	87.2	23.3	59.1
7.1.2	Proportion of population using LPG, natural gas, biogas, radium, agricultural residues, dung	25.8	24.5	40.6	5.4	25.1
8.3.1	Proportion (%) of informal employment in the non-agricultural sector	75.9	86.2	77.8	88.3	80.3
8.5.1	Average hourly pay of employees in CFA francs	612.0	495.8	648.5	406.5	577.9
8.5.2	Unemployment rate (%)	5.1	7.5	9.4	1.6	6.1
8.6.1	Proportion (%) of youths aged 15-24 not in school and with no employment or training	3.6	3.5	4.3	2.4	3.6
8.7.1	Proportion (%) of children aged 10-17 years in employment***	6.3	3.7	3.3	7.3	5.0
8.7.1	Number of children aged 10-17 years in employment (in million)***	0.156	0.89	0.90	0.155	0.245
2.3.2	Average monthly income (in CFA francs) of small food producers aged 14 years old or more ****	50,129.5	25,562.2	50,945.4	34,884.5	38,087.6

*Proxy to measure access to a source of drinking water (proportion of population using an improved water source).
**Proxy to measure access to improved sanitation facilities (proportion of population using improved toilets).
***The bracket recommended by the SDGs is that of 5-17 years, but EESI3 captures the employment situation from 10 years old.
****Proxy obtained by calculating its value for the primary sector (farmers, breeders, fishermen).

LIST OF NDS30 INDICATORS

Ages	Wording	Male	Female	Total
14 years or more	Rate (%) of overall underemployment[2]	51.0	63.1	56.4
15-64 years	Rate (%) of overall underemployment	50.8	63.0	56.2

[2] Overall underemployment summarizes all forms of distortions in the labour market. It includes visible underemployment, invisible underemployment and unemployment

INTRODUCTION

1. Economic and social context

Since the year 2020, the global economy has been facing one of the greatest pandemics in the history of humanity with adverse effect on the labour market and production. The World Development Report prepared by the World Bank in 2019 announces threats that will weigh on the labour market with a trend towards robotisation favoured by technological progress. The said report places greater emphasis on upgrading human capital in countries' economies for "innovation will continue to accelerate, but developing countries will need to take quick action to be able to compete in the economy of the future ".

Aware of the importance of decent and sustainable employment in the process of economic and social development, Cameroon has undertaken for several decades to improve the participation of the population in the labour market through the actions included in the development strategies (GESP, NDS30) covering the first two decades of vision 2035.

This willingness is noticeable in the development vision whose ambition is to make Cameroon an emerging country, democratic and united in its diversity by 2035. The objectives of the vision are to: (i) reduce poverty to a socially acceptable level; (ii) reach the stage of middle-income countries; (iii) become a newly industrialised country; and (iv) consolidate the democratic process and strengthen national unity.

The strategy adopted for the first ten years of the Vision (2010 to 2020), set out in the Growth and Employment Strategy Paper (GESP), was aimed at accelerating growth, creating formal employments and reducing poverty. More specifically, it was a matter of: (i) increasing growth to an annual average of 5.5% over the period 2010-2020; (ii) reducing underemployment from 75.8% to less than 50.0% in 2020 with the creation of tens of thousands of formal employments per year over the next ten years; and (iii) reducing the income poverty rate from 39.9% in 2007 to 28.7% in 2020.

After the implementation of the GESP, despite the efforts in the promotion of productive and decent employment, promotion of productive investments that would result in the creation of decent employments for most of the population, resilience of the Cameroonian economy was coupled with deterioration in overall underemployment.

In addition, in recent years, the country has also faced security crises, particularly in the North-West and South-West regions on the one hand, abuses of the Boko-haram sect in the Far-North and the effects of the crisis in the Central African Republic in the East region. These security crises have adverse effects on the environment and living conditions of populations in general and employment in particular.

It has become imperative to review the relevant actions for employment to allow a better redistribution of the fruits of growth and significantly reduce poverty. It is in this light that Cameroon adopted in 2020 its new National Development Strategy (NDS30) for the period 2021-2030, prepared on the basis of lessons learned from the GESP, and sets the new reference framework for the economic policy of Cameroon over the next ten years. This reference document recalls Cameroon's commitments at the economic, social and environmental level. The NDS30 is setting a new course, to make Cameroon a New Industrialised Country

(NICs) in 2035. Strategies developed in this new policy document revolve around the development of industries and services, thus making industrialisation the main lever of Cameroon's economic growth and development.

In the area of employment, the NDS30 also aims at achieving objective the Sustainable Development Goals (SDGs) Nº 8. It is "Promote inclusive and sustainable economic growth, employment and decent work for all". This means: (i) achieving a high level of economic productivity through diversification, technological upgrading and innovation, with particular emphasis on high value-added and labour-intensive sectors ; (ii) promoting development-oriented policies that foster productive activities, creation of decent employments, entrepreneurship, creativity and innovation and stimulating the growth of micro-enterprises and small and medium-sized enterprises while facilitating their integration into the formal sector, including through access to financial services; and (iii) achieving full and productive employment and guaranteeing all women and men, including youths and persons with disabilities, decent work and fair remuneration for work of equal value.

Resolutions of the 19th and 20th sessions of the International Conference of Labour Statisticians (ICLS) are critical for the analysis of sustainable development indicators relating to decent work, in particular Goal 8 of the SDGs relating to the promotion of inclusive and sustainable growth, employment and decent work for all.

The 19th ICLS adopted new resolutions, including one on labour statistics, employment and labour underutilisation (Resolution I). This resolution set a new reference framework for analysing the labour market and has many advantages for the consistency of labour statistics and national accounts.

Resolution I set standards for labour statistics to help countries update and integrate their existing statistical programmes.

The NIS through the National Strategy for the Development of Statistics (NSDS) has selected a series of priority data collection operations, including EESI, which should produce indicators that should make it possible to monitor and evaluate the employment section of the NDS30.

Cameroon is committed to collecting and disseminating reliable, complete and up-to-date information on the labour market according to the new international standard resulting from the proceedings of the 19th ICLS. Cameroon is in the third edition of EESI following the first and second which were conducted in 2005 and 2010 respectively. Each of these editions is comprised of two phases, the first on employment and the second on the informal sector. This report covers phase 1.

2. Objectives of phase 1 of EESI3

The main objective of the third survey on Employment and the Informal Sector (EESI3) of 2021 is to produce indicators for the monitoring and evaluation of employment and the informal sector in Cameroon on the one hand, compared to 2010 (old approach based on the resolutions of the 13th ICLS) and on the other hand, according to the new approach (Resolution I of the 19th ICLS). The first phase, which studies employment, makes it possible to monitor/evaluate participation in the labour market and working conditions. It also aims to produce basic indicators on employment according to this new international standard.

3. Drafting plan

Apart from the introduction and the conclusion, this report has six chapters, the first of which provides a methodological summary of the survey; the second presents some characteristics of the dwellings and household population; the third deals with the situation of employment. The fourth chapter analyses labour underutilisation; the fifth analyzes employment trajectories and prospects, and the last presents trends in main labour market indicators between 2005 and 2021.

Peculiarity of this report lies in the measurement of labour according to the new approach to analysing the labour market. In this new approach, the concept of labour has been refined and employment is one form of it.

CHAPTER 1: SUMMARY OF METHODOLOGY

This chapter presents the methodology implemented during the realisation of EESI3. It has eight sections, namely: the new conceptual framework of labour, sample design, collection tools, unfolding of pretest, training of data collection agents, unfolding of data collection proper, IT data processing and data analysis, and data collection results.

1.1 New conceptual framework of labour employment and labour underutilisation

The 19th ICLS adopted new resolutions, including one on labour statistics, employment and labour underutilisation (Resolution I) which is addressed in this section of the chapter. This resolution sets a new reference framework for analysing the labour market and has many advantages for the consistency of labour statistics and national accounts.

Objectives of the resolution

Resolution I aims at setting standards for labour statistics to help countries update and integrate their existing statistical programmes. To this general objective is added the following specific objectives:

- defining the concept of labour statistics as a reference;
- proposing concepts, definitions and operational guidelines;
- facilitating the production of various subsets of labour statistics for various purposes under an integrated national statistical system based on common concepts and definitions;
- leading countries to develop a system of labour statistics, including the labour force, in order to provide an appropriate information base for the different users of statistics, taking into account national needs and specificities;
- promoting comparability between countries and allowing for the assessment of trends and differences for the analysis of labour markets and socio-economic analysis, in particular for the measurement of labour force, labour underutilisation and different forms of labour.

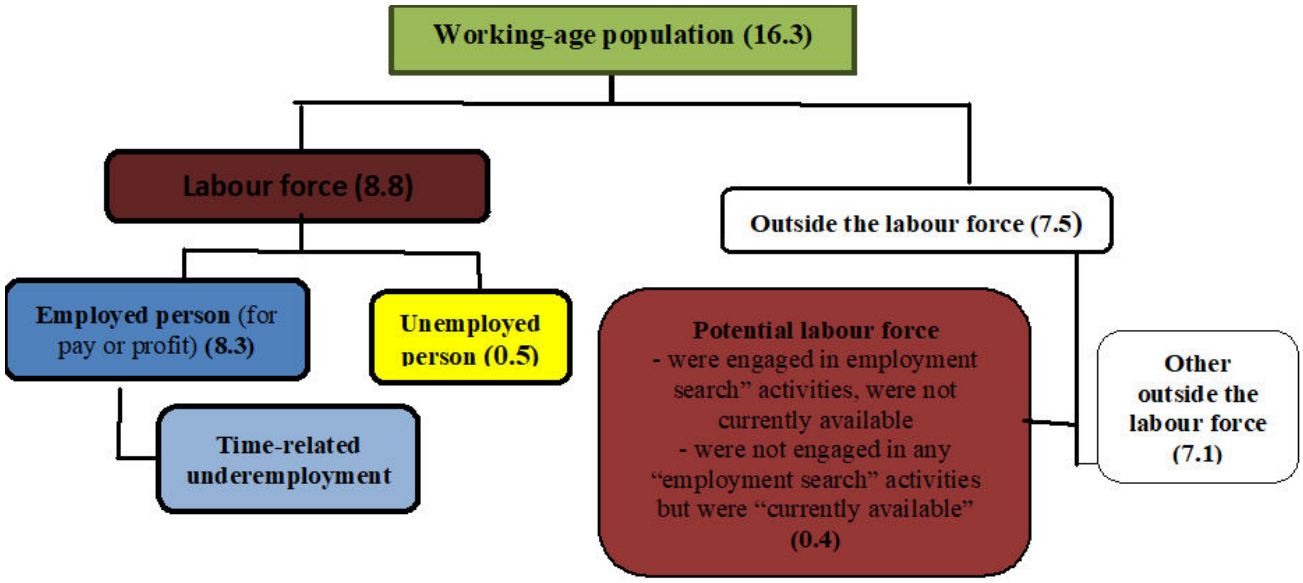
These forms of labour make it possible to establish the connection with the system of national accounts (SNA 2008) as shown in the following diagram:

Diagram 1 : Conceptual framework of labour and labour force statistics. ILO Geneva, 2013

<table>
<tr><td>Intended destination of production</td><td>For own final use</td><td colspan="6">For use by others</td></tr>
<tr><td rowspan="2">Form of labour</td><td rowspan="2">Production work for personal consumption</td><td rowspan="2">Employment done for pay or for profit</td><td rowspan="2">Unpaid trainee work</td><td rowspan="2">Other activities of productive work</td><td colspan="3">Volunteer work in :</td></tr>
<tr><td rowspan="2">markets and non-market units</td><td colspan="2">households to produce</td></tr>
<tr><td>of services</td><td>of goods</td><td>goods</td><td>services</td></tr>
<tr><td>Connection with SNA 2008</td><td colspan="7">Activities within the SNA production area
Activities under the general production area of the SNA</td></tr>
</table>

Source: ILO Regional Office for Africa

Diagram 2 : Breakdown (in million) of Working-age population



Labour underutilisation (unmet employment need)

Source: ILO Regional Office for Africa

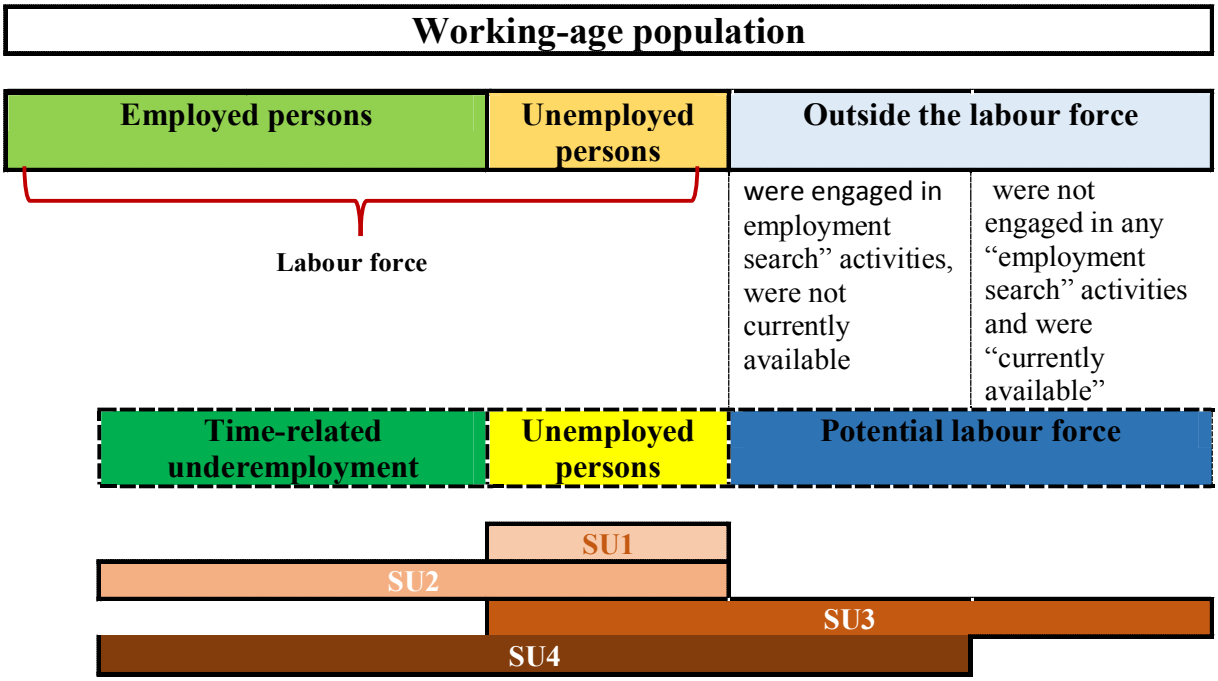
As noted in Resolution I, "labour underutilisation refers to mismatches between labour supply and demand that result in an unmet need for employment in the population. Measurements of labour underutilisation include:

- ***Time-related underemployment*** which is a situation where the working time of employed persons is insufficient compared to alternative employment situations which they wish to occupy and are available to do so;
- ***Unemployment***, which reflects the active search of an employment by persons who are not employed but who are available for this form of labour;
- ***Potential labour force***, which refers to persons who are not employed, who

express an interest in this form of labour but whose current conditions limit their active search and/or their availability.

These measurements are presented as a basis for producing key indicators for monitoring the labour market. The key indicators for measuring labour underutilisation can be illustrated in SU1, SU2, SU3 and SU4 as follows:

Diagram 3 : Illustration of new indicators calculation



Source: ILO Regional Office for Africa

They are calculated as follows:

- **SU1**: Unemployment rate: [Unemployed persons/labour force] x 100 ;
- **SU2**: Combined rate of time-related underemployment and unemployment:[(persons in time-related underemployment + unemployed persons) / labour force] x 100;
- SU3: Combined rate of unemployment and of potential labour force:[(unemployed persons + potential labour force) / (extended labour force[3]] x 100;
- **SU4**: Composite measurement of labour underutilisation [(persons in time-related underemployment + unemployed persons + potential labour force) / (extended labour force)] x 100

1.2 Sample design

The EESI3 sample was designed with the aim, on the one hand, of obtaining estimates of indicators on employment at the national level, according to residence (urban, rural) for the twelve survey regions: Yaounde, Douala and the 10 administrative regions namely: Adamawa, Centre excluding Yaounde, East, Far North, Littoral excluding Douala, North, North-West, West, South and South-West and on the other hand, obtaining indicators on the informal sector at the national level and according to the residence (urban, rural).

[3] The extended labour force is obtained by adding the potential labour force to the labour force.

The sampling frame used is comprised of enumeration areas (EAs) from mapping works of the fourth General Population and Housing Census (4th GPHC) conducted in 2017. It was made available by the Central Bureau of the Census and Population Studies (BUCREP).

The EESI3 sample is stratified and drawn at two stages. However, two situations should be distinguished with regard to the selection of households, because not all EAs were mapped because of the socio-economic crisis in some regions of the country: the situation before and after mapping works. The various strata are obtained by combining the 12 survey regions with the three strata of residence (urban, semi-urban, and rural). In total, 32 survey strata were defined, including Douala and Yaounde, which only have urban strata.

Before mapping

At first stage, 882 EAs were drawn with a probability proportional to the number of households. At second stage, a fixed number of households had to be selected in each of the EAs retained at first level, after updating the list of households in these EAs. At second stage, a sample of 14 households per EA in Douala, 12 households in Yaounde and 10 households in other strata had to be selected with a systematic draw with equal probability. The table below shows this situation before mapping.

The EESI3 sample size is 10,788 households. The household considered is the ordinary household (as opposed to collective households such as students in boarding schools, soldiers in barracks, long-term patients interned in hospitals, religious persons in convents, prisoners, street children or children living in orphanages, etc.) with residence on the national territory.

Table 1.1 : Allocation of the sample of clusters and sample of households by domain and by residence before mapping works, EESI3 - Phase 1, Cameroon, 2021

	Number of EAs				Number of households			
Survey region	**Urban**	**Semi-urban**	**Rural**	**Total**	**Urban**	**Semi-urban**	**Rural**	**Total**
Douala	101	///	///	101	1.414	///	///	1.414
Yaounde	102	///	///	102	1.224	///	///	1.224
Adamawa	17	9	26	52	204	108	312	624
Centre (excluding Yaounde)	12	13	36	61	144	156	432	732
East	14	8	28	50	168	98	336	602
Far-North	23	12	63	98	276	144	756	1.176
Littoral (excluding Douala)	22	15	14	51	264	180	168	612
North	24	7	43	74	288	84	516	888
North-West	27	13	39	79	324	156	468	948
West	35	11	41	87	420	132	492	1.044
South	16	6	26	48	192	72	312	576
South-West	36	7	36	79	432	84	432	948
Total	**429**	**101**	**352**	**882**	**5.350**	**1.214**	**4.224**	**10.788**

After mapping works

After mapping works, 810 EAs were actually enumerated, i.e. a difference of 72 unmapped EAs, including 31 in North-West, 28 in South-West, 8 in Far-North, 2 in Adamawa, 1 in North, 1 in Douala and 1 in South. The main reason was insecurity and non-occupation of housings. As a result, selection of households by EA was modified in these regions so as to comply with the size of the households planned for interviews in each region and by stratum of residence in case it was possible. The table below shows the exact situation after mapping works and the survey proper.

Table 1. 2 : Allocation of the sample of clusters and sample of households by domain and by residence after mapping works, EESI3 - Phase 1, Cameroon, 2021

	Number of EAs			Number of households planned			Number of households interviewed		
Survey region	**Urban**	**Rural**	**Total**	**Urban**	**Rural**	**Total**	**Urban**	**Rural**	**Total**
Douala	100	///	100	1.400	///	1.400	1.232	///	1.232
Yaounde	102	///	102	1.225	///	1.225	1.003	///	1.003
Adamawa	27	23	50	325	265	590	290	243	533
Centre (excluding Yaounde)	32	29	61	414	319	733	335	260	595
East	24	26	50	298	297	595	258	258	516
Far-North	38	52	90	455	627	1.082	413	569	982
Littoral (excluding Douala)	38	13	51	452	161	613	396	148	544
North	34	39	73	396	480	876	385	467	852
North-West	30	18	48	487	215	702	362	211	573
West	51	36	87	618	426	1.044	511	369	880
South	24	23	47	285	279	564	215	246	461
South-West	41	10	51	504	114	618	460	107	567
Total	**541**	**269**	**810**	**6.859**	**3.183**	**10.042**	**5.860**	**2.878**	**8.738**

1.3 Collection tools

In this phase, two types of questionnaires were used for interviews in each household: a household questionnaire and an individual questionnaire. These questionnaires were transformed into an application installed on the interviewers tablets. But the paper questionnaires were used in special cases where tablets were completely empty or in areas of proven insecurity. In addition, two other questionnaires were used, namely: phase 2 questionnaire on Informal Production Units (IPUs) and Governance, Peace and Security (GPS) questionnaire. These last two questionnaires are presented in the reports on the above-mentioned themes.

Household questionnaire

The household questionnaire, administered to all sample households, enable to collect information on the characteristics of household members and housing. It also served as the basis for identifying eligible persons for the individual employment questionnaire. It is comprised of four sections, which are: General information (which identifies the household and collection teams), composition and characteristics of household members (which captures the characteristics of each person in the household), housing characteristics (which captures the living conditions of the household) and equipment/durable goods and household patrimony (which captures the number of equipment/durable goods and household property). It is administered to household members, in particular the household head.

Individual questionnaire

The individual questionnaire was addressed to all household members aged 10 or more. It made it possible to collect information on: (i) the employment situation, (ii) main activity, (iii)social security, (iv) social dialogue, (v) secondary activities, (vi) unemployment, (vii) trajectories and prospects, (viii) non-employment income, (ix) usual employment, (x) production of goods for personal use and (xi) community volunteer work.

1.4 Unfolding of pretest

All data collection procedures were pre-tested. To this end, 16 interviewers, 4 controllers and 10 trainers/supervisors were involved in the EESI3 pre-test from 14 to 30 November 2018. Pre-test activities started with staff training which lasted 7 days and ended with field practice for 8 days. Pre-test took place in the Centre, Littoral, North and North-West regions. In each of these regions, two (02) Enumeration Areas outside the main survey sample were used for field practice. Except for the North-West region where the two EAs were urban, in the other regions one of the EAs was drawn in an urban area and the other in a rural area. The lessons learned from this pre-test were used to finalise the survey collection instruments and to organise the logistics.

1.5 Training of data collection staff

Training of interviewers and controllers was held from 16 April to 6 May 2021 in four pools based in Yaounde, Douala, Bamenda and Garoua. The NIS had previously short-listed 246 candidates to be trained as interviewers and controllers. Training of these candidates focused on interview techniques, filling out questionnaires and using tablets to collect information from respondents through the CAPI (Computer Assisted Personal Interviewing) method.

The approach used consisted of i) concurrent reading of instruction manuals and questionnaires, followed by explanations and demonstrations; ii) room role-play between trainees, followed by discussions; and iii) regular organisation of assessments of the knowledge acquired, followed by room discussions. Beyond theoretical training on the concepts, methodologies and questionnaire filling instructions, these training sessions were marked by field trips to operationalise the theoretical aspects as part of the practical phase.

At the end of training, 222 field staff were selected including 180 interviewers and 42 controllers to form 42 teams of 5 persons each on average. Each team was comprised of one controller and approximately 4 interviewers. Controllers were afforded additional training on technical control, labour organisation and logistics management, contact with the authorities and population.

Each of the 42 teams was placed under the responsibility of supervisors with experience in data collection. In addition, three to eight teams were monitored by an IT expert from the IT department of the NIS for CAPI issues.

1.6 Unfolding of data collection

Data collection began on 10 May 2021 with the regional capital cities where each team covered at least 2 clusters before being deployed to the rest of the region. This approach made it possible to ensure proper handling through close monitoring of teams before their deployment outside the regional capital city. Deployment of field staff inside each region was made according to their language skills. In most survey regions, data collection was completed within the deadline, except in North-West and South-West regions where the security situation made it difficult, and sometimes even impossible, for teams to access certain survey areas. As a result, collection was extended by a few days in these two regions.

The long period, of nearly two and a half years, between the preliminary works (mapping and pre-testing) and the actual start of data collection resulted from the restrictive measures enacted by the Government and the WHO to deal with the Coronavirus disease (COVID-19) whose first case was diagnosed in Cameroon on 6 March 2020.

1.7 Data processing and analysis

ESSI3 data collection was conducted using the CAPI (Computer Assisted Personal Interviewing) method. In other words, it was conducted using a computer application developed under CSPro 7.3, and installed in all the tablets used for data collection. The application included a menu for each actor involved in the collection process, namely: the interviewer, controller, supervisor and coordination team. Each menu had several options to effectively control the data before uploading them to the server. Data transfer was done by bluetooth between the interviewers and controllers and by FTP[4] (NIS server) and allowing other participants in the chain to download for checking purposes. Quality tables were regularly produced at the central level by the coordination team to point out inconsistencies and checks which may only be corrected in households.

At the end of collection, the data were merged and cleaned. Data cleaning was conducted in several phases and was validated at a workshop. At the end of clearance, analysis variables were created and extrapolation coefficients were calculated and included into the analysis files.

Data were analysed using CSPro and SPSS softwares. Tabulation programmes were written in order to edit the tables whose models were provided by the analysis team. During tabulation, the value of certain indicators made it possible to continue the clearance of some variables and to produce the tables again. A preliminary report was drafted, providing key indicators of EESI3.

1.8 Data collection results

Tables 1.3 and 1.4 below summarise the survey coverage results. Out of the 10,788 households originally planned for survey, 10,042 households were actually selected and identified at the time of the survey. Among these, 8,738 were successfully interviewed, i.e. a response rate of 93.9%. In the 8,738 households successfully interviewed, 27,800 persons aged 10 or more were eligible for the individual labour force survey. The interview was successfully for 27,378 persons, i.e. a response rate of 99.0%.

Table 1.3 : Distribution (in %) of households by interview result, household survey response rate according to background characteristics, EESI3 - Phase 1, Cameroon, 2021

	Household form collection result							
	Complete survey	Absence	On long-	Dwelling	Refusal	Other	Total	Household survey

[4] File Transfer Protocol.

			term travel	empty/destroyed				response rate
Survey region								
Douala	88.0	1.6	0.4	5.4	3.5	1.1	100.0	93.4
Yaounde	81.9	2.0	2.9	6.4	6.4	0.5	100.0	90.2
Adamawa	90.3	0.5	1.2	7.1	0.7	0.2	100.0	98.5
Centre (excluding Yaounde)	81.2	3.8	4.2	6.7	3.0	1.1	100.0	91.1
East	86.7	0.7	1.0	9.7	1.3	0.5	100.0	97.2
Far-North	90.8	0.3	1.4	6.3	0.7	0.6	100.0	98.3
Littoral (excluding Douala)	88.7	1.1	0.7	4.4	3.9	1.1	100.0	93.5
North	97.3	0.0	0.2	2.4	0.0	0.1	100.0	99.9
North-West	81.6	1.7	4.3	1.6	1.9	9.0	100.0	86.7
West	84.3	1.5	1.3	7.0	3.9	1.9	100.0	92.0
South	81.7	1.4	2.8	9.2	3.5	1.2	100.0	92.9
South-West	91.7	2.1	1.1	2.1	2.9	0.0	100.0	94.8
Residence								
Urban	85.4	1.6	1.8	5.6	3.9	1.6	100.0	92.3
Rural	90.4	0.9	1.5	5.8	0.6	0.8	100.0	97.6
Overall	**87.0**	**1.4**	**1.7**	**5.7**	**2.8**	**1.4**	**100.0**	**93.9**

Table 1.4 : Distribution (%) of persons aged 10 or more by individual interview result, employment survey response rate according to background characteristics, EESI3 - Phase 1, Cameroon, 2021

	Phase 1 survey result						Employment survey response rate (Phase 1)
	Completely filled	Absence	Refusal	Inability	Other	Total	
Survey region							
Douala	98.6	0.8	0.5	0.0	0.0	100.0	99.2
Yaounde	97.4	1.4	0.7	0.2	0.3	100.0	98.3
Adamawa	98.6	0.7	0.2	0.6	0.0	100.0	99.3
Centre (excluding Yaounde)	95.6	2.8	0.9	0.4	0.3	100.0	96.8
East	97.5	1.0	0.7	0.5	0.3	100.0	98.6
Far-North	99.8	0.2	0.0	0.1	0.0	100.0	99.8
Littoral (excluding Douala)	98.4	0.7	0.2	0.6	0.1	100.0	99.2
North	99.6	0.3	0.0	0.1	0.0	100.0	99.7
North-West	98.6	1.0	0.1	0.3	0.0	100.0	99.0
West	99.8	0.1	0.0	0.0	0.0	100.0	99.9
South	97.5	1.4	0.2	0.2	0.7	100.0	97.9
South-West	97.6	1.8	0.3	0.2	0.2	100.0	98.1
Residence							
Urban	98.3	1.0	0.4	0.2	0.1	100.0	98.9
Rural	99.0	0.6	0.1	0.2	0.1	100.0	99.3
Overall	**98.5**	**0.9**	**0.3**	**0.2**	**0.1**	**100.0**	**99.0**

CHAPTER 2: HOUSEHOLD AND POPULATION CHARACTERISTICS

This chapter is devoted to the analysis of both household and population characteristics. In addition, it deals with migration, school enrolment and vocational training of individuals living in households.

2.1 Households characteristics

This section reports on the household characteristics through size, household composition and the profile of its head.

2.1.1 Household size and composition

The average household size was 4.6 persons in 2021. This size remained almost stable compared to 2010 (4.4 persons). However, there are variations following the survey region, residence, sex and marital status of the household head.

Compared to the national average, the household size is higher in the Far-North (5.7), North (5.7) and Adamawa (5.5). Conversely, it is lower in the South (3.9).

Households in rural areas (4.9) have on average a slightly larger size than those in urban areas (4.4). However, the situation is different in the East, North, Littoral, North-West, West and South-West survey regions. Douala and Yaounde, the two largest cities, have an average size of 4.3 and 4 persons per household respectively.

Households headed by men have on average a slightly larger size (4.9) than those headed by women (3.9). The size of the household varies with the marital status of its head. It varies from 2.3 persons in households headed by unmarried persons to 5.6 persons in households headed by married persons. The average size is less influenced by the residence, regardless of the marital status of the household head.

Table 2.1: Average household size following the survey region, sex and marital status of household head, and by residence, EESI3 - Phase 1, Cameroon, 2021

	Residence		
	Urban	**Rural**	**Overall**
Survey region			
Douala	4.3	///	4.3
Yaounde	4.0	///	4.0
Adamawa	5.1	6.0	5.5
Centre (excluding Yaounde)	3.6	4.5	4.0
East	4.4	4.3	4.3
Far-North	5.4	5.8	5.7
Littoral (excluding Douala)	4.4	4.0	4.2
North	5.7	5.7	5.7
North-West	4.1	3.8	3.9
West	4.6	4.0	4.4
South	3.8	4.0	3.9
South-West	4.1	4.0	4.0
Sex of the household head			
Male	4.6	5.3	4.9
Female	3.9	4.0	3.9
Marital status of the household head			
Unmarried	2.3	2.3	2.3
Married	5.6	5.9	5.7
Common-law union	4.3	4.5	4.4
Widowed/Divorced/Separated	4.2	3.5	3.8
Overall	**4.4**	**4.9**	**4.6**

Results in Table 2.2 show that strict nuclear households (38.6%) and single-person households (16.3%) are predominant. In addition, strict single-parent (9.8%) and extended (8.6%) households are the least common. Distribution of households according to type, by sex of the head, shows that households headed by women are for most either strict single-parent (28.0%), or extended single-parent (25.4%) or other extended (25.8%). Conversely, households headed by men are mostly of the strict nuclear type (53.6%). This situation could be accounted for by the fact that in general, in a patriarchal society as is the case in Cameroon, women become household heads only in the absence (permanent or temporary) of their spouse.

The northern regions have the highest percentages of strict nuclear households in the country: Adamawa 48.6%, Far-North (52.0%), North (55.2%).

Moreover, trends observed at the national level are reproduced following the residence.

Table 2.2: Distribution (%) of households according to the type by some background characteristics, EESI3 - Phase 1, Cameroon, 2021

	Household type						
	Single-person[1]	Strict single-parent[2]	Extended single-parent	Strict nuclear4	Extended nuclear5	Other extended	Total
Survey region							
Douala	13.9	10.1	12.1	36.8	15.8	11.4	100.0
Yaounde	21.9	8.5	10.3	33.5	13.1	12.8	100.0
Adamawa	14.1	7.2	5.4	48.6	15.2	9.5	100.0
Centre (excluding Yaounde)	26.2	5.5	9.4	26.7	18.8	13.5	100.0
East	23.2	7.7	6.4	34.0	17.8	10.9	100.0
Far-North	8.7	12.4	7.3	52.0	10.5	9.2	100.0
Littoral (excluding Douala)	19.7	9.9	9.5	32.2	16.8	11.8	100.0
North	11.9	6.8	3.7	55.8	14.2	7.6	100.0
North-West	13.5	14.1	11.4	25.6	14.8	20.7	100.0
West	18.2	12.4	8.0	31.4	12.9	17.2	100.0
South	24.6	9.2	7.1	36.0	14.2	9.0	100.0
South-West	17.7	6.6	10.9	32.0	16.3	16.5	100.0
Sex of the household head							
Male	16.3	2.1	1.6	53.6	19.6	6.7	100.0
Female	16.4	28.0	25.4	2.9	1.6	25.8	100.0
Marital status of the household head							
Unmarried	52.7	8.4	9.2	0.0	0.0	29.7	100.0
Married	4.0	6.7	3.9	60.2	22.1	3.2	100.0
Free union	9.2	5.4	3.1	55.8	21.4	5.1	100.0
Widowed/Divorced/Separated	20.8	24.4	27.0	0.0	0.0	27.9	100.0
Residence							
Urban	**18.4**	**9.4**	**9.5**	**35.1**	**15.1**	**12.4**	**100.0**
Douala	13.9	10.1	12.1	36.8	15.8	11.4	100.0
Yaounde	21.9	8.5	10.3	33.5	13.1	12.8	100.0
Other urban	19.0	9.5	8.3	35.0	15.5	12.7	100.0
Rural	**13.4**	**10.3**	**7.3**	**43.4**	**13.2**	**12.3**	**100.0**
Overall	**16.3**	**9.8**	**8.6**	**38.6**	**14.3**	**12.4**	**100.0**

1 Single-person households are those comprised of one person.
2 Strict single-parent households are comprised of one parent and their children.
3 Extended single-parent households are those comprised of one of the parents and other relatives or not.
4 Strict nuclear households are those comprised of a couple and their children.
5 Extended nuclear households are those comprised of a couple, their children and other relatives or not.

2.1.2 Household head characteristics

Three households out of ten are headed by women (29.6%). This proportion was 26.0% in 2010. However, there are disparities between the survey regions. The West region records the highest

proportion of female household heads, while the North, East and Adamawa are those where these proportions are the lowest.

Table 2.3: Distribution (%) of households by sex of household head, average age of household head, according to some background characteristics, EESI3 - Phase 1, Cameroon, 2021

	Sex of household head			Level of education of household head						
	Male	Female	Total	Average age of household head	Uneducated	Primary	Secondary 1st cycle	Secondary 2nd cycle	Higher	Total
Survey region										
Douala	69.8	30.2	100.0	43.9	4.9	24.4	27.3	24.6	18.8	100.0
Yaounde	67.2	32.8	100.0	40.8	3.4	17.6	24.6	23.6	30.8	100.0
Adamawa	79.2	20.8	100.0	42.8	43.5	25.7	13.0	7.0	10.8	100.0
Centre (excluding Yaounde)	73.5	26.5	100.0	44.0	5.8	30.5	27.6	18.3	17.8	100.0
East	78.7	21.3	100.0	41.0	32.0	30.0	22.4	10.0	5.6	100.0
Far-North	71.7	28.3	100.0	47.1	53.2	24.5	11.4	7.5	3.4	100.0
Littoral (excluding Douala)	68.5	31.5	100.0	47.7	8.0	36.9	28.5	19.3	7.3	100.0
North	80.8	19.2	100.0	46.1	50.0	26.8	12.8	8.4	2.0	100.0
North-West	60.6	39.4	100.0	47.1	21.1	46.7	13.3	8.9	9.9	100.0
West	61.7	38.3	100.0	49.4	15.2	36.1	23.0	15.1	10.5	100.0
South	68.8	31.2	100.0	44.7	7.9	27.7	32.1	23.3	9.1	100.0
South-West	70.9	29.1	100.0	41.7	6.6	24.8	18.7	29.5	20.4	100.0
Age group of the household head										
Below 15 years	56.9	43.1	100.0	13.5	0.0	16.4	59.5	24.0	0.0	100.0
15-34 years	72.7	27.3	100.0	27.8	11.7	19.0	26.8	21.8	20.7	100.0
35-64 years	71.5	28.5	100.0	47.2	23.7	31.8	19.4	14.9	10.2	100.0
65 years or more	60.7	39.3	100.0	72.4	47.8	32.8	9.0	5.5	4.8	100.0
Marital status of the household head										
Unmarried	58.3	41.7	100.0	31.8	7.2	19.0	23.1	22.9	27.7	100.0
Married	87.2	12.8	100.0	47.2	26.3	29.6	19.7	14.2	10.1	100.0
Free union	84.5	15.5	100.0	38.5	5.1	27.2	31.2	23.7	12.8	100.0
Widowed/Divorced/Separated	19.8	80.2	100.0	57.4	45.0	35.2	10.7	6.4	2.8	100.0
Residence										
Urban	69.9	30.1	100.0	43.1	13.1	24.4	22.8	20.2	19.5	100.0
Rural	71.2	28.8	100.0	47.7	37.8	33.6	16.5	9.2	2.8	100.0
Overall	**70.4**	**29.6**	**100.0**	**45.1**	**23.5**	**28.3**	**20.1**	**15.6**	**12.4**	**100.0**

According to the marital status, 8 female household heads out of 10 are widows, divorced or separated as against only 12.8%, 15.5% and 41.7% of married, free union and unmarried women respectively.

The average age of household heads is 45.1 years. It varies following the residence and marital status. It is lower in urban areas (43.1 years) than in rural areas (47.7 years). This may be accounted for by the marital status of individuals. The average age is lower among unmarried household heads (31.8 years), often young and very numerous in the cities for studies or seeking employment, compared to those who live in free union (38.5 years) or who are married (47.2 years).

Household heads mostly have a primary level of education (28.3%) or secondary (35.7% including 20.1% of secondary 1st cycle and 15.6% of secondary 2nd cycle). However, the proportion of uneducated household heads is high (23.5%). The survey regions of Yaounde (30.8%), Douala (18.8%) and Centre excluding Yaounde (17.8%) are those where household heads have a level of education higher than the national average (12.4%). Conversely, the Far-

North (53.2%), North (50.0%), Adamawa (43.5%) and East (32.0%) regions record the highest proportions of uneducated household heads.

In urban areas, there are more household heads with primary education (24.4%), meanwhile in rural areas the proportion of uneducated household heads is higher (37.8%), (37,8%).

2.1.3 Population structure by age and sex

The population structure by sex shows that men account for 49.3% and women 50.7% of the total population. Distribution by age group shows that 40.4% of the population is comprised of children below 14 (17.8% of 0-5 year olds and 22.6% of 6-14 year olds). The percentage of working age population as defined by the ILO (15-64 years) is 56.5% and that of 65 years or more is 3.1%. This proportion of working age persons is higher in urban areas (60.6%) than in rural areas (51.2%), in Douala (65.9%), and in Yaounde (64.5%) than in other survey regions. It is 56.9% among women and 56.1% among men.

The working age population, made up of persons aged 14 or more, is 62.0% of the total population. It is 62.5% of women and 61.5% of men.

The age pyramid (Graph 2.1) is similar to the general pattern of the population pyramids in Sub-Saharan Africa, usually characterised by a very broad base, then a progressive and regular shrinking as one advances in age. Thus, at high ages, this pyramid tapers very quickly. The pattern of this age pyramid confirms the youthfulness of Cameroon's population in 2021, as observed in previous studies.

Graph 2.1: Age pyramid

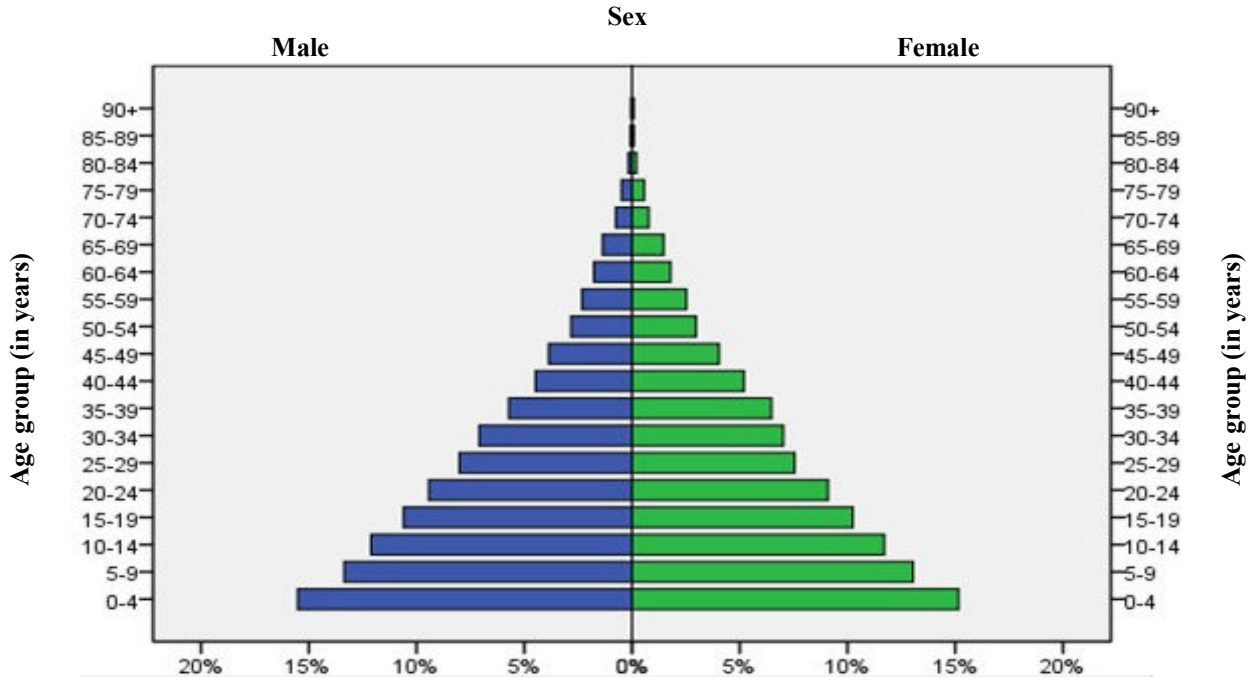


Table 2.4: Distribution (%) of the population by age group, proportion (%) of the population aged 14 or more according to some background characteristics, EESI3 - Phase 1, Cameroon, 2021

	Age group					Proportion (%) of population aged 14 or more
	0-5 years	6-14 years	15-64 years	65 years or more	Total	
Survey region						
Douala	13.9	15.7	67.9	2.5	100.0	70.4
Yaounde	14.9	16.5	66.7	2.0	100.0	68.7
Adamawa	19.9	22.2	55.8	2.1	100.0	57.9
Centre (excluding Yaounde)	16.0	18.7	61.7	3.7	100.0	65.4
East	18.7	20.1	58.6	2.6	100.0	61.2
Far-North	22.1	24.5	50.4	3.1	100.0	53.4
Littoral (excluding Douala)	13.7	18.8	63.9	3.6	100.0	67.5
North	21.4	22.0	54.2	2.4	100.0	56.6
North-West	17.3	20.3	58.4	3.9	100.0	62.4
West	15.6	20.8	58.5	5.1	100.0	63.5
South	18.4	19.0	58.2	4.5	100.0	62.7
South-West	13.5	16.4	67.8	2.3	100.0	70.0
Sex						
Male	17.9	20.6	58.6	2.9	100.0	61.5
Female	17.7	19.8	59.3	3.2	100.0	62.5
Residence						
Urban	15.8	18.6	63.1	2.6	100.0	65.6
Rural	20.4	22.2	53.7	3.7	100.0	57.3
Overall	**17.8**	**20.2**	**58.9**	**3.1**	**100.0**	**62.0**

2.1.4 Migration status of the population

The proportion of persons who have not lived continuously[5] in their locality of residence is 14.2%. This proportion has clearly dropped compared to 2010 when it was 32.7%. Men (13.8%) migrate relatively as much as women (14.5%). Following the survey region, the highest proportions are recorded in the Littoral (29.6%), Centre (26.3%), Yaounde (22.0%), South (21.9%), West (21.6%) and Douala (19.9%). This proportion is higher in urban areas (18.5%) than in rural areas (8.6%).

The main reasons given to justify these migrations are: family reunification (45.4%), followed by employment search or studies, training or apprenticeship (21.1%). This trend is observed in all survey regions.

[5] To live for a period of at least 6 months in the locality of residence.

Table 2.5: Percentage of migrants, distribution (%) of migrants by reason for migration according to some background characteristics, EESI3 - Phase 1, Cameroon, 2021

		Reason for settling in current locality											
	Proportion (%) of migrants	Work	Employment search	Health problem	Studies/Training/ Apprenticeship	Dwelling problem	Acquisition of own dwelling/search for autonomy	Follow or join the family	Family issues	Retirement	Security issue	Other	Total
Survey region													
Douala	19.9	9.6	15.5	1.0	13.8	1.6	3.4	43.5	3.2	0.2	5.3	3.1	100.0
Yaounde	22.0	9.6	13.2	0.9	17.3	6.3	4.7	38.0	1.4	0.3	6.7	1.7	100.0
Adamawa	11.0	7.6	10.5	0.2	14.5	0.6	0.3	45.8	4.4	0.6	14.2	1.2	100.0
Centre (excluding Yaounde)	26.3	14.3	9.4	2.0	13.8	0.6	1.5	49.4	4.1	0.6	1.4	2.8	100.0
East	9.1	11.3	14.8	0.9	9.6	0.3	0.7	24.8	3.7	0.6	24.9	8.5	100.0
Far-North	5.8	7.6	7.6	1.3	3.0	0.5	3.6	53.9	6.9	0.4	9.2	5.9	100.0
Littoral (excluding Douala)	29.6	11.0	8.4	1.3	5.6	0.8	0.8	54.0	1.7	0.5	11.1	4.7	100.0
North	9.2	9.0	10.4	0.1	1.6	0.5	2.2	57.0	2.6	0.1	10.5	5.9	100.0
North-West	4.1	4.4	2.8	0.9	15.8	0.0	0.0	17.7	0.0	0.0	56.9	1.6	100.0
West	21.6	13.0	4.0	3.1	7.8	0.6	1.8	46.7	4.2	1.5	12.1	5.2	100.0
South	21.9	10.6	14.3	0.9	6.8	0.7	1.6	43.9	8.7	0.7	0.7	11.2	100.0
South-West	3.5	3.9	28.4	9.3	13.0	0.0	0.9	24.6	1.7	0.0	13.9	4.3	100.0
Sex													
Male	13.8	17.0	17.5	1.4	12.9	1.8	3.5	29.7	3.0	1.0	9.3	2.9	100.0
Female	14.5	4.4	4.2	1.5	8.3	1.6	1.5	60.1	4.0	0.1	8.9	5.3	100.0
Level of education													
Uneducated	8.2	6.2	8.8	1.6	0.7	1.0	1.9	55.5	3.7	0.3	15.4	4.9	100.0
Primary	12.7	7.0	10.3	1.8	2.6	1.2	2.6	52.7	5.0	0.3	11.0	5.4	100.0
Secondary	19.7	10.6	13.2	1.4	11.1	1.8	2.7	44.4	3.6	0.7	7.4	3.3	100.0
Higher	30.1	22.1	6.1	0.7	36.3	3.1	2.5	21.7	0.6	0.7	3.0	3.3	100.0
Residence													
Urban	18.5	11.6	11.3	1.1	13.3	2.2	2.5	42.0	2.8	0.3	10.0	2.9	100.0
Douala	22.0	9.6	13.2	0.9	17.3	6.3	4.7	38.0	1.4	0.3	6.7	1.7	100.0
Yaounde	19.9	9.6	15.5	1.0	13.8	1.6	3.4	43.5	3.2	0.2	5.3	3.1	100.0
Other urban	16.9	13.4	8.6	1.3	11.4	0.7	1.3	43.0	3.1	0.4	13.4	3.4	100.0
Rural	8.6	7.2	8.8	2.3	3.1	0.4	2.3	54.8	5.7	1.0	6.7	7.6	100.0
Overall	**14.2**	**10.5**	**10.6**	**1.4**	**10.5**	**1.7**	**2.5**	**45.4**	**3.5**	**0.5**	**9.1**	**4.2**	**100.0**

2.1.5 Disability

The Sustainable Development Goals (SDGs) recommend disaggregating the indicators selected by disability. To this end, the UNICEF[6] long questionnaire was used to lay hold on the level of disability in persons aged 2 or more. Results in Table 2.6 show that disability (sight, hearing, mobility, concentration, behaviour, communication) is a rare phenomenon in the population of Cameroon. Actually, 2.5% of the population aged 2 or more suffers from at least one disability. Disability affects both men (2.1%) and women (2.8%). The survey regions of Centre (5.0%), East (3.2%), Littoral (3.2%) and South (3.0%) are those recording each, a relatively higher level. A similar trend is observed for the age group of 5 years or more with a rate of 2.8% at the national level.

Table 2.6: Percentage of population of 2 or more, by age group, percentage of persons aged 5 or more by type of disability, according to some background characteristics, EESI3 - Phase 1, Cameroon, 2021

	Percentage of the population aged 5 or more having as disability						Percentage of population aged 5 years or more with at least one disability	Percentage of population aged 2-4 years with at least one disability	Percentage of population aged 2 years or more with at least one disability
	Visual	Hearing	Mobility	Concentration	Taking care of oneself	Communication			
Survey region									
Douala	1.7	0.2	0.8	0.4	0.2	0.2	2.8	4.2	2.6
Yaounde	1.1	0.4	0.8	0.5	0.4	0.2	2.1	2.4	1.9
Adamawa	0.3	0.1	0.8	0.2	0.3	0.2	1.4	3.7	1.2
Centre (excluding Yaounde)	1.8	0.6	2.5	1.7	0.6	0.8	5.6	5.8	5.0
East	1.9	0.7	1.1	0.8	0.2	0.6	3.6	4.7	3.2
Far-North	0.9	0.5	1.2	0.4	0.5	0.4	2.4	6.1	2.1
Littoral (excluding Douala)	1.5	0.7	1.3	0.8	0.3	0.4	3.4	7.9	3.2
North	1.1	0.5	0.7	0.3	0.2	0.3	2.3	5.5	2.0
North-West	0.6	0.4	2.0	0.7	0.7	0.5	2.8	3.8	2.5
West	0.8	0.4	1.5	0.4	0.3	0.4	2.6	10.9	2.4
South	1.7	0.5	1.6	0.7	0.2	0.6	3.3	9	3.0
South-West	0.6	0.4	1.6	0.3	0.4	0.7	2.6	1.1	2.5
Sex									
Male	0.9	0.4	1.0	0.6	0.4	0.4	2.4	5.8	2.1
Female	1.4	0.5	1.5	0.5	0.3	0.4	3.1	4.9	2.8
Residence									
Urban	1.1	0.4	1.0	0.5	0.4	0.3	2.6	4.8	2.3
Rural	1.1	0.5	1.5	0.6	0.4	0.4	3.0	5.9	2.7
Overall	**1.1**	**0.4**	**1.2**	**0.6**	**0.4**	**0.4**	**2.8**	**5.4**	**2.5**

[6] wgunicef-child-functioning-module

Among children aged 2 to 4 years, prevalence of disability is 5.4%. It is higher in the survey regions of West (10.9%), Littoral excluding Douala (7.9%), Far-North (6.1%), Centre excluding Yaounde (5.8%) and North (5.5%). The result obtained for this age group is rooted in behavioural disability.

2.1.6 Literacy of persons aged 15-24 and those aged 15 or more

Globally, a little more than 8 persons aged 15-24 out of 10 (84.1%) are literate. The literacy rate is higher among men (87.9%) than among women (80.2%). There is also a clear difference between urban areas (91.9%) and rural areas (71.6%).

Following the survey region, more than 9 persons out of 10 are literate in Yaounde (98.5%), Douala (98.5%), Littoral excluding Douala (98.2%), West (97.0%), South (95.7%) and Centre excluding Yaounde (94.2%). Conversely, the lowest rates are observed in the Far-North (64.3%) and North (65.0%) regions where less than 7 persons out of 10 are literate.

The literacy rate for persons aged 15 or more is 74.5%. It is lower than that of persons aged 15-24, reflecting thus intergenerational improvements in literacy. Moreover, trends observed among persons aged 15-24 following the sex and residence are the same.

Table 2.7: Literacy rates for persons aged 15-24 and those of persons aged 15 or more by residence and according to some background characteristics, EESI3 - Phase 1, Cameroon, 2021

	Percentage of literate persons aged 15-24 years			Percentage of literate persons aged 15 years or more		
	Urban	Rural	Total	Urban	Rural	**Overall**
Survey region						
Douala	98.5	///	98.5	97.5	///	**97.5**
Yaounde	98.5	///	98.5	97.1	///	**97.1**
Adamawa	80.9	58.8	71.7	67.1	41.9	**55.7**
Centre (excluding Yaounde)	97.0	90.6	94.2	93.8	85.8	**89.8**
East	80.6	54.4	67.5	73.8	47.4	**59.2**
Far-North	71.8	60.3	64.3	53.6	36.7	**42.7**
Littoral (excluding Douala)	97.3	100.0	98.2	93.4	89.9	**92.0**
North	75.3	58.2	65.0	60.0	34.8	**44.2**
North-West	94.4	77.5	85.6	88.4	64.8	**75.1**
West	98.3	94.7	97.0	93.7	85.0	**90.1**
South	95.3	96.3	95.7	94.0	91.1	**92.5**
South-West	97.6	98.0	97.8	94.1	94.3	**94.2**
Sex						
Male	93.0	80.0	87.9	90.3	68.8	**81.8**
Female	90.9	63.1	80.2	83.0	45.7	**67.5**
Overall	**91.9**	**71.6**	**84.1**	**86.6**	**56.8**	**74.5**

2.1.7 Primary and secondary school enrolment

School enrolment is assessed through the adjusted net enrolment rate for the primary and secondary level. The adjusted net rate is the proportion, in the school age group concerned, of pupils attending the level considered or the level higher than the one considered.

Globally, a little more than 8 children aged 6-11 out of 10 (82.6%) attend a primary or a secondary school.

The adjusted net primary school enrolment rate is higher in urban areas (91.1%) than in rural areas (74.1%). Following the sex, there is globally no great difference between boys and girls.

According to the survey region, the adjusted net primary school enrolment rate is high in Littoral excluding Douala (97.6%), West (97.5%), Douala (96.8%) and Yaounde (96.7%). Conversely, the lowest value is recorded in the Far-North (69.7%).

Table 2.8: Adjusted net school enrolment rate in primary education (6-11 years), secondary education (12-18 years) according to some background characteristics, EESI3 - Phase 1, Cameroon, 2021

	Adjusted net enrolment rate					
	Primary			Secondary		
	Urban	Rural	Total	Urban	Rural	**Overall**
Survey region						
Douala	96.8	///	96.8	85.1	///	85.1
Yaounde	96.7	///	96.7	79.6	///	79.6
Adamawa	89.8	80.1	84.8	40.5	24.0	32.5
Centre (excluding Yaounde)	97.6	91.5	94.6	78.0	60.2	69.9
East	86.1	66.7	74.4	51.6	17.9	33.5
Far-North	74.9	67.4	69.7	36.5	21.6	26.6
Littoral (excluding Douala)	97.2	98.1	97.6	72.1	62.3	68.7
North	81.4	72.8	75.4	36.6	25.9	29.8
North-West	91.1	56.2	67.3	55.3	17.2	34.8
West	97.7	97.2	97.5	76.9	71.6	74.9
South	94.1	88.3	91.2	85.6	51.9	71.7
South-West	94.0	92.1	93.1	69.3	71.9	70.6
Sex						
Male	91.8	75.1	83.3	64.4	38.6	53.2
Female	90.4	73.0	81.9	68.7	31.2	52.8
Overall	**91.1**	**74.1**	**82.6**	**66.6**	**34.9**	**53.0**

With regard to secondary education, this rate is 53.0% for the 12-18 age group. It is unevenly distributed between urban areas (66.6%) and rural areas (34.9%). There is also a difference to the disadvantage of girls in rural areas compared to urban areas.

Douala (85.1%), Yaounde (79.6%) and the West survey region (74.9%) have the highest rates unlike the Far-North (26.6%), North (29.8%), Adamawa (32.5%), East (33.1%).

It should be noted that the socio-political crisis in the North-West and South-West regions probably had a negative impact on the educational system in these two regions. Before this crisis, these two regions were among the regions with the highest school enrolment rates in the country.

2.1.8 Vocational training

Involvement in vocational training is low among the population aged 14 or more. As a matter of fact, one person out of four (25%) undergo or have ever undergone vocational training. This percentage of involvement in vocational training is even lower in rural areas (13.4%) compared to the total and to urban areas (32.9%). The gap thus observed could be accounted for by vocational training opportunities, which is greater in urban areas than in rural areas.

Following the sex, the proportion of men undergoing or having undergone vocational training is relatively higher than that of women, both in total and by residence. Following the age, the level of involvement in vocational training is higher among persons aged 35-64 (29.8%).

Following the survey region,Yaounde (43.2%), Douala (40.5%) and Littoral excluding Douala (34.8%) are those with high percentages of persons that have undergone or are undergoing vocational training. Conversely, the North (6.4%) and Far-North (8.0%) survey regions are those with the lowest proportions.

Among vocational training courses, on-the-job training (39.3%) is the most sought-after regardless of the survey region, sex and age group. It is followed by secondary or post/secondary education training (19.0%), training in institutes/training centres (18.9%), training of higher education (18.2%) and training of primary or post/primary education. Training of higher education is much more common in Yaounde (26.8%) and Douala (21.1%). It is relatively more followed by men (19.9%) than by women (16.0%).

Table 2.9: Proportion (%) of persons aged 14 or more who have undergone vocational training, distribution (%) of population who have undergone vocational training by level of training according to some background characteristics, EESI3 - Phase 1, Cameroon, 2021

	Percentage of persons aged 14 or more undergoing/having undergone vocational training			Level of training					
	Urban	Rural	Total	On-the-job	Institute/Training centre	Primary/Post-primary	Secondary and post-secondary	Higher	Total
Survey region									
Douala	40.5	//	40.5	43.1	17.8	1.6	16.4	21.1	100.0
Yaounde	43.2	//	43.2	28.7	19.9	3.3	21.3	26.8	100.0
Adamawa	18.1	9.7	14.3	55.9	14.8	3.8	11.6	13.9	100.0
Centre (excluding Yaounde)	34.2	27.6	30.9	26.2	18.7	9.7	26.9	18.5	100.0
East	33.2	11.3	20.9	41.2	19.8	8.5	18.1	12.4	100.0
Far-North	14.2	4.6	8.0	35.8	19.1	5.7	28.0	11.4	100.0
Littoral (excluding Douala)	38.5	29.2	34.8	45.2	17.2	4.5	20.3	12.8	100.0
North	12.0	3.1	6.4	39.1	15.9	8.8	25.5	10.6	100.0
North-West	29.8	15.7	21.9	60.0	21.4	5.3	4.5	8.9	100.0
West	32.0	21.0	27.4	44.9	15.4	4.3	20.6	14.7	100.0
South	38.7	25.5	32.2	25.4	15.7	12.8	28.6	17.6	100.0
South-West	32.9	36.0	34.5	47.3	28.5	2.8	6.5	14.8	100.0
Sex									
Male	35.9	17.4	28.6	38.8	16.7	4.8	19.8	19.9	100.0
Female	30.0	9.8	21.6	39.9	21.6	4.4	18.0	16.0	100.0
Age group									
15-34 years	29.0	12.0	22.5	39.1	17.6	4.4	19.6	19.3	100.0
35-64 years	40.3	16.0	29.8	39.8	20.3	4.6	18.2	17.1	100.0
65 years or more	31.7	10.0	20.3	37.2	20.3	7.0	20.8	14.7	100.0
Overall	**32.9**	**13.4**	**25.0**	**39.3**	**18.9**	**4.6**	**19.0**	**18.2**	**100.0**

2.2 Housing characteristics

The living environment of households, in particular their occupancy status of the dwelling, comfort of dwelling and equipment they own are, inter alia, the elements that make it possible to assess their living conditions. This section addresses the occupancy status of the dwelling, housing characteristics, and properties owned by households.

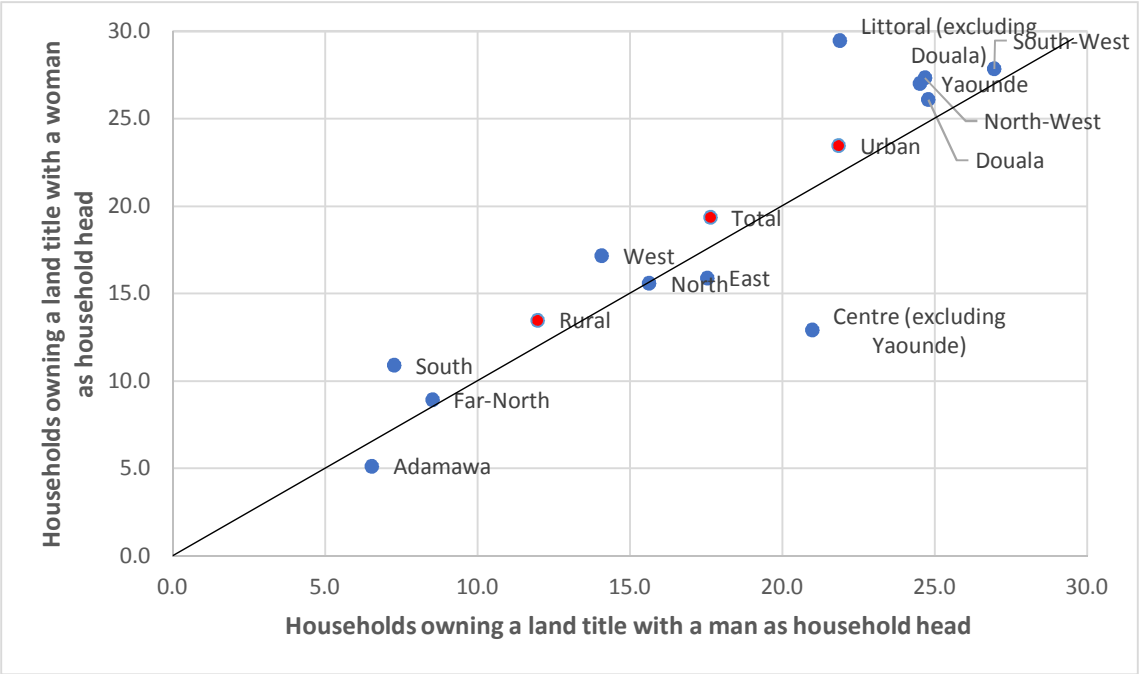
2.2.1 Occupancy status of the dwelling

Table 2.10 show that 65.8% of households own their dwellings (including 18.1% with land title and 47.7% with no land title); 28.9% of households are tenants (including 28% on simple rental) and 4.9% are housed by a third party (including 3.5% housed free of charge by a family member or friend). The proportion of owner households with no land title is almost stable compared to 2010 (48.5% in 2010 and 47.7% in 2021). This could reflect some difficulties in obtaining a land title following the measures taken by public authorities to promote security in land ownership. The absence of a land title seems to be more common in rural areas with 74.5% of households owning their dwellings with no land title. In urban areas, a relative majority of households (43.5%) are on simple rental. The occupancy status of the dwelling varies very little with the type of household. Apart from single-person households, which are mostly on simple rental (46.8%), the other types of households are mainly owners with no land title.

Table 2.10: Distribution (%) of households by occupancy status of the household dwelling according to household type and residence, EESI3 - phase 1, Cameroon, 2021

	Household type						Residence		
	Single-person	Strict single-parent	Extended single-parent	Strict nuclear	Extended nuclear	Other extended	Urban	Rural	Overall
Occupancy status of the dwelling									
Owner with land title	10.5	18.9	26.6	16.3	22.7	22.2	22.3	12.4	**18.1**
Owner with no land title	32.0	50.6	48.0	54.0	52.2	40.7	28.0	74.5	**47.7**
Simple rental	46.8	25.9	19.1	24.6	20.7	30.0	43.5	6.8	**28.0**
Hire-purchase	1.6	0.9	1.2	0.8	0.7	0.5	1.4	0.3	**0.9**
Housed by employer	2.2	0.7	0.9	1.8	0.6	1.0	1.0	1.9	**1.4**
Housed free of charge by a family member or friend	6.4	2.8	3.9	2.3	2.2	4.9	3.1	3.9	**3.5**
Other	0.6	0.2	0.3	0.2	0.8	0.7	0.6	0.2	**0.4**
Total	**100**	**100**	**100**	**100**	**100**	**100**	**22.3**	**12.4**	**18.1**

Graph 2.2: Proportion of owner households with land title following the sex of household head, by survey region and residence, EESI3 - Phase 1, Cameroon, 2021



According to socio-economic group, 92.8% of households with a retired head own their dwellings. Among these, 47.4% are owners with a land title. This group is followed by households whose head works in the public sector, where 18.9% are owners with a land title. Nearly half of the households whose head works in the public or formal private sector are on simple rental.

Table 2.11: Distribution (%) of households by occupancy status of the household dwelling according to the socio-economic group of the household head, EESI3 - Phase 1, Cameroon, 2021

	Socio-economic group of the household head							
	Public	Formal private	Agricultural informal	Non agricultural informal	Unemployed person	Retired persons	Outside the labour force	**Overall**
Occupancy status of the dwelling								
Owner with land title	18.9	12.9	13.1	17.8	26.9	47.4	22.2	**18.1**
Owner with no land title	23.1	16.0	74.8	36.6	25.4	45.4	45.7	**47.7**
Simple rental	49.3	58.6	7.7	38.2	42.0	4.3	27.3	**28.0**
Hire-purchase	1.5	1.3	0.4	1.4	1.2	0.4	0.5	**0.9**
Housed by employer	4.4	8.0	0.4	1.3	1.0	0.8	0.3	**1.4**
Housed free of charge by a family member or a friend	2.3	2.5	3.3	4.1	3.4	1.1	3.7	**3.5**
Other	0.4	0.7	0.3	0.5	0.0	0.6	0.4	**0.4**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

2.2.2 Characteristics of household dwelling

Assessment of household comfort is based on the dwelling characteristics namely: wall, roof, floor materials and availability of improved toilets. According to Table 2.12, 40.2% of households have improved toilet facilities. The difference between the residential environments is too pronounced. As a matter of fact, 51.4% of urban households have improved toilets compared to 24.9% of rural households. In all the 12 survey regions, seven record proportions of households with improved toilets above the national average. However, the situation is very

worrying in the regions of the Far North (23.8%), the North (24.9%) and the East (25.2%) where the level of the indicator is much lower than that of the national level.

Dwelling building materials are also factors in assessing the quality of dwellings. Globally, 53.8% of households live in dwellings with final materials. The quality of dwellings is better in urban areas than in rural areas. Actually, 75.3% of urban households live in dwellings with final materials, as against 24.4% of rural households. Following the survey region, the Far-North (16.6%) and North (25%) regions record low proportions of households living in dwellings with final materials.

Table 2.12: Percentage of households living in a dwelling with improved toilet facilities, in final materials by survey region and residence according to some background characteristics, EESI3 - Phase 1, Cameroon, 2021

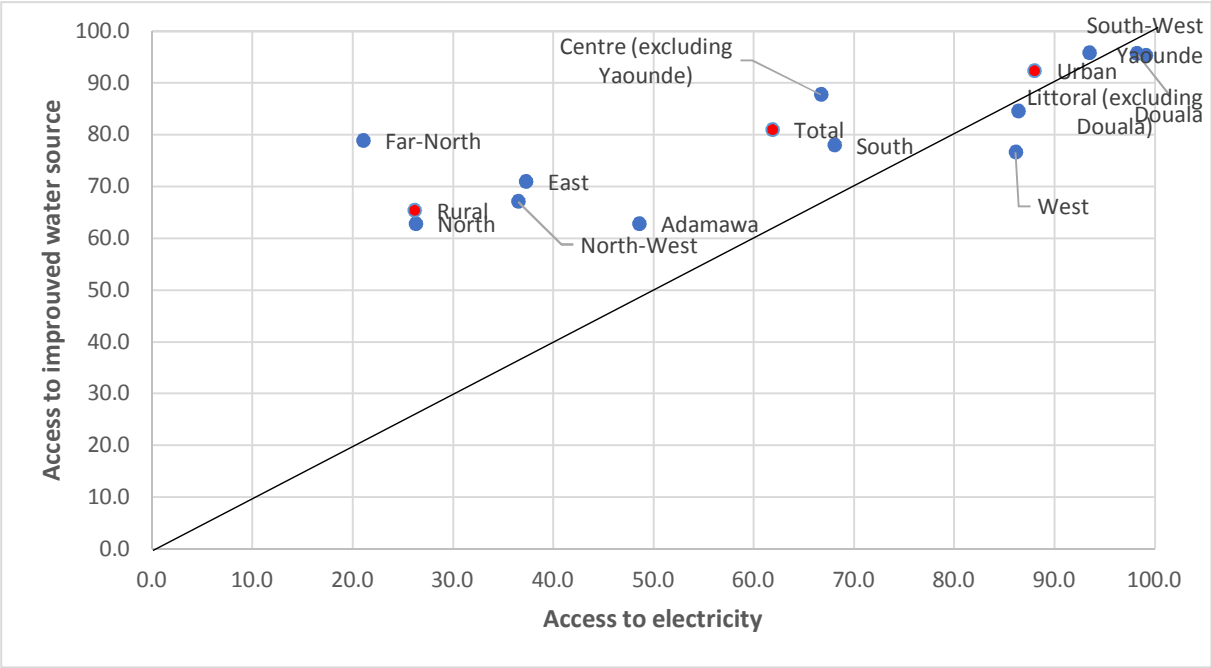
	Percentage of households having as final material				
	Improved toilet facilities (toilet with flush,fitted latrines)	Wall (concrete/cement block/fired earth bricks/cut stone/simple earth brick)	Roof Cement/Sheet metal/Roof tile)	Floor (Cement/Concrete/Tile/Marble)	Dwelling (wall, floor, roof) in final materials
Survey region					
Douala	54.3	81.2	99.7	93.5	78.9
Yaounde	48.9	89.5	100.0	97.2	88.2
Adamawa	48.5	93.2	80.3	52.6	51.2
Centre (excluding Yaounde)	42.8	82.1	97.9	68.0	64.9
East	25.2	74.8	67.4	50.9	47.2
Far-North	23.8	67.9	53.8	17.3	16.6
Littoral (excluding Douala)	47.7	58.2	99.2	79.9	50.8
North	24.9	72.0	47.5	26.8	25.0
North-West	37.1	98.6	93.6	59.7	59.3
West	58.2	94.9	98.8	60.5	58.2
South	34.1	56.4	98.0	70.8	51.2
South-West	42.9	77.8	99.9	96.8	77.5
Residence					
Urban	51.4	85.8	97.3	83.9	75.3
Rural	24.9	71.9	63.7	28.6	24.4
Overall	**40.2**	**79.9**	**83.1**	**60.6**	**53.8**

In addition to the use of improved toilet facilities and the quality of the building material, aspects relating to the use of gas for cooking, accessibility to electricity and drinking water were addressed.

Despite the efforts by the Government, the level of use of gas for cooking by households is still low. A little more than one household out of five (27.7%) uses gas for cooking. However, it should be noted that this percentage has increased compared to 2010 (21.7%). It stands at 43.5% in urban areas as against 6.0% in rural areas.

Regarding access to electricity, about three households out of five (59.1%) have access to it. Compared to 2010, this percentage has remained stable. This stability shows the need to continue electrification efforts by the Government, to meet the additional demand due to population growth. In addition, this effort must also focus on the case of rural areas.

Graph 2.3: Percentage of households with access to an improved water source and electricity by survey region and residence, EESI3 - Phase 1, Cameroon, 2021



With regard to access to an improved source of drinking water, 80.8% of households at the national level have access to it. Almost all households in urban areas (92.2%) consume water from an improved source as against two households out of five (65.3%) in rural areas. Following the survey region, Adamawa (62.8%) and East (70.7%) are those with the lowest access rates, while the cities of Douala (95.7%) and Yaounde (95.3%) have the highest rates.

2.2.3 Properties owned by households

To lay hold on certain aspects of the household standard of living, the possession of certain goods by the household has been addressed. Household equipment refers to all durable goods owned by the household. Properties presented were selected according to their importance in assessing the standard of living.

The property most owned by households is the mobile phone, which is a communication tool. In total, 83.9% of households own this property, i.e. 94.0% in urban areas and 70.2% in rural areas.

TV sets, which provides access to information, appears in second position as the property most owned by households. One household out of two (50.4%) has it at the national level. Following the residence, the gap is quite significant between urban areas (71.6%) and rural areas (21.4%). Access to electricity could partly account for this gap. Radio sets, which also provides access to information, records a proportion of 29.7% (fifth position), with 33.3% in urban areas and 24.8% in rural areas. Compared to 2010, this proportion sharply decreased at the national level. This development can be attributed to the acquisition by households of telephones with an application relating to the radio.

The third most owned property at the national level is the electric iron with 35.3% of households having it. A little more than one household out of two (52.9%) owns this property in urban areas compared to one household out of ten (11.2%) in rural areas.

With regard to the means of transport, possession of a vehicle remains marginal (5.8%) and is mainly by households in Yaounde (13.0%) and Douala (8.2%).

Table 2.13: Percentage of households owning some properties by residence, EESI3 - Phase 1, Cameroon, 2021

	Residenc		
	Urban	Rural	**Overall**
Properties owned			
Fixed phone	1.1	0.4	**0.8**
Mobile phone	94.0	70.2	**83.9**
Radio set	33.3	24.8	**29.7**
TV set	71.6	21.4	**50.4**
DVD/Video CD/VCR player	18.4	6.3	**13.3**
Computer	20.5	2.3	**12.8**
Fan	41.4	5.4	**26.2**
Air conditioner	2.2	0.3	**1.4**
Refrigerator	31.5	4.7	**20.2**
Electric iron	52.9	11.2	**35.3**
Freezer	13.4	3.3	**9.1**
Cooking stove	17.2	2.0	**10.8**
Stove (gas, electricity)	45.5	8.8	**30.0**
Motorcycle/motorbike	19.7	18.6	**19.3**
Bicycle	6.5	12.0	**8.8**
Automotive/car	8.3	2.5	**5.8**

With regard to motorcycles/motorbikes and bicycles respectively 19.3% and 8.8% have at least one. Motorcycles/motorbikes are owned relatively as much by households in urban areas (19.7%) as in rural areas (18.6%). Possession of a bicycle is widespread in rural areas (12.0%), in North (13.3%) and Far-North (28.7%).

Table 2.14: Percentage of households owning selected properties by selected background characteristics, EESI3 - Phase 1, Cameroon, 2021

	Properties owned by households				
	Automotive	Air conditioner	TV set	Fan	Bicycle
Survey region					
Douala	8.2	4.8	88.6	86.5	3.4
Yaounde	13.0	2.0	84.1	36.5	2.8
Adamawa	2.9	0.8	31.1	7.8	9.4
Centre (excluding Yaounde)	7.2	0.6	53.0	15.9	2.3
East	4.4	0.2	29.7	10.8	3.8
Far-North	1.8	0.7	13.0	11.7	28.7
Littoral (excluding Douala)	4.3	0.6	65.5	32.0	3.0
North	2.1	1.3	16.3	16.2	13.3
North-West	5.1	0.3	43.0	2.1	1.8
West	6.0	0.5	61.5	2.9	3.8
South	4.3	0.4	53.1	23.1	1.1
South-West	9.2	1.5	82.5	50.3	2.0
Sex of household head					
Male	6.9	1.6	51.5	27.6	10.4
Female	3.3	0.9	47.8	23.0	5.2
Overall	**5.8**	**1.4**	**50.4**	**26.2**	**8.8**

CHAPTER 3 : EMPLOYMENT

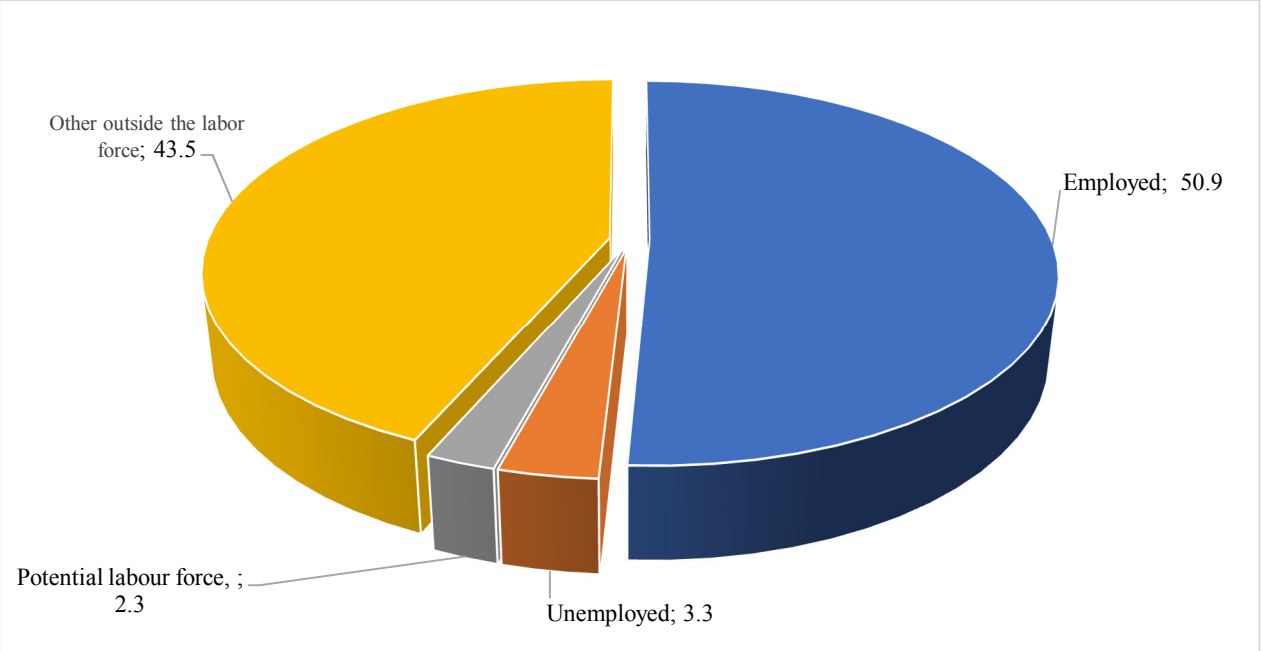
In Developing Countries (DCs) like Cameroon, employment is one of the important levers in the fight against poverty and even in improving social welfare. This theme of employment is addressed in this chapter. First, it presents the distribution of persons aged 10 or more in relation to labour force. Then, it analyses the integration of these persons in the labour market, with an emphasis on working children. Finally, it describes the employments held.

3.1 Statut of persons aged 14 or more or more in relation to labour force

Labour force is a concept that refers to the current labour supply for the production of goods and services for pay or profit. It refers to employed or unemployed persons.

Graph 3.1 shows that at the national level, the labour force accounts for 54.2% (including 50.9% employed and 3.3% unemployed) of the working age population (14 years or more). Thus, 45.8% of persons aged 14 or more are outside the labour force (including 2.3% in the potential labour force[7]). The share of the population aged 14 or more who is neither employed, nor unemployed, nor in the potential labour force is very high (45.8 %). This situation could be justified by the fact that a good part of this population is attending school or is no longer able to exercise an employment.

Graph 3.1: Distribution (%) of persons aged 14 or more in relation to their labour force situation, EESI3 - Phase 1, Cameroon, 2021



The proportion of employed men (58.3%) is higher than that of women (43.7%). On the other hand, they are relatively more numerous (49.8%) to find themselves in the category of persons outside the labour force and this is partly justified by household chores.

[7] This is the group, on the one hand, of unemployed persons, who are seeking employment but who are not immediately available to take up an employment if one were offered to them, and on the other hand, of persons who are available but who are not seeking an employment.

Following the survey region, the South (63.5%) and East (62.8%), the Centre excluding Yaounde (56.5%) and the Adamawa (53.1%) have the largest proportion of the population 14 years or more in employment.

Table 3.1: Distribution (%) of persons aged 14 or more in relation to their labour force situation according to some background and individual characteristics, EESI3 - Phase 1, Cameroon, 2021

	Employed	ILO unemployed	Potential labour force	Other outside the labour force	Total
Survey region					
Douala	50.1	9.1	2.6	38.2	100.0
Yaounde	49.1	6.5	3.2	41.2	100.0
Adamawa	53.1	1.0	1.3	44.6	100.0
Centre (excluding Yaounde)	56.5	1.7	2.3	39.5	100.0
East	62.8	1.0	1.1	35.1	100.0
Far-North	50.8	0.8	1.7	46.7	100.0
Littoral (excluding Douala)	50.2	4.0	3.5	42.3	100.0
North	51.6	0.9	2.7	44.7	100.0
North-West	42.3	2.3	2.8	52.6	100.0
West	48.5	2.8	2.0	46.7	100.0
South	63.5	1.5	1.4	33.7	100.0
South-West	42.6	3.7	3.0	50.7	100.0
Sex					
Male	58.3	3.1	1.7	36.9	100.0
Female	43.7	3.5	2.9	49.8	100.0
Age group					
14-34 years	37.0	4.3	2.7	56.0	100.0
35-64 years	74.8	2.1	2.0	21.2	100.0
65 years or more	46.2	0.5	0.4	52.9	100.0
Level of education					
Uneducated	54.8	0.9	2.1	42.1	100.0
Primary	59.1	1.7	2.2	37.0	100.0
Secondary 1st cycle	46.4	3.0	2.5	48.2	100.0
Secondary 2nd cycle	42.5	4.4	2.1	50.9	100.0
Higher	49.4	10.6	3.2	36.9	100.0
Residence					
Urban	48.6	5.0	2.7	43.7	100.0
Rural	54.1	0.9	1.8	43.2	100.0
Overall	**50.9**	**3.3**	**2.3**	**43.5**	**100.0**

Persons aged 35-64 (74.8%) are relatively more numerous in employment than other age groups. On the other hand, about six persons aged 14-34 out of ten are neither in employment, nor unemployed, nor in the potential workforce.

Persons aged 35-64 (53.1%) are relatively more numerous in employment compared to other age groups. Moreover, almost all persons aged 10-14 (96.6%) are neither employed, nor unemployed, nor in the potential labour force. This result is consistent insofar as they are persons of school age.

Following the level of education, persons of the primary level (59.1%) and those not attending school (54.8%) have the highest proportions in persons in employment. On the other hand, persons of the secondary 1st cycle (48.2%) and secondary 2nd cycle (50.9%) have the highest proportions in the category of persons neither in employment, nor unemployed and nor potential labour force. Furthermore, persons of the higher level have the highest proportion of the unemployed (10.6%).

Following the residence, employed persons are proportionally more numerous in rural areas (54.1%) than in urban areas (48.6%). On the other hand, the proportion of unemployed persons is higher in urban areas (5.0%) than in rural areas (0.9%).

3.2 Employment of persons aged 14 or more

According to the ILO, employment is defined as work performed for others for pay or profit. In practice, an employed person is anyone of working age who, during a short reference period, was engaged in any activity aimed at producing goods or providing services for pay or profit. Employment is analysed in this part through the share of labour force and employment rate.

3.2.1 Share of labour force

The share of labour force, also called the labour force participation rate or even labour force/working-age population ratio, is the ratio of the population with an employment or who actually sought an employment and is available over the working age population.

Table 3.2 shows that the labour force in Cameroon accounts slightly more than half of the working age population (54.2%). This percentage varies by survey region, age and sex.

The South (64.9%), East (63.8%), Douala (59.2%), Centre excluding Yaounde (58.2%) and Yaounde (55.6%) have higher proportions of labour force compared to the national level. These shares of the labour force are relatively higher among men than among women regardless of the survey region and age group. Furthermore, the only age group with a proportion above the national level is the 35-64 age group. The share of the labour force varies little between rural areas (55.0%) and urban areas (53.6%).

Table 3.2: Share of labour force (%) among persons aged 14 or more by survey region, age group following the residence and sex, EESI3 - Phase 1, Cameroon, 2021

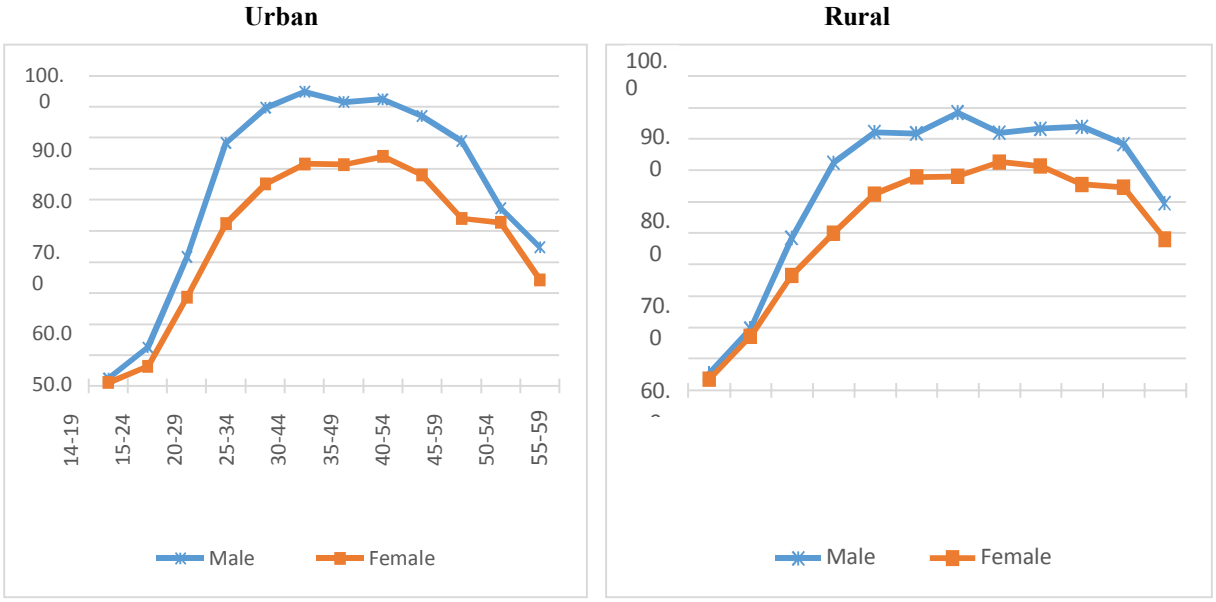
	Urban			Rural			Overall		
	Male	Female	Overall	Male	Female	Overall	Male	Female	Overall
Survey region									
Douala	67.0	51.8	59.2	.	.	.	67.0	51.8	59.2
Yaounde	63.0	48.2	55.6	.	.	.	63.0	48.2	55.6
Adamawa	61.7	37.0	50.1	67.7	50.4	58.7	64.3	43.5	54.1
Centre (excluding Yaounde)	60.5	45.9	53.3	65.4	60.5	63.1	63.0	53.1	58.2
East	68.0	45.3	57.8	81.3	54.0	68.5	75.3	50.3	63.8
Far-North	60.8	36.3	48.7	57.1	49.9	53.2	58.5	45.4	51.6
Littoral (excluding Douala)	57.8	44.8	51.0	60.3	57.2	58.9	58.9	49.3	54.2
North	63.4	37.9	51.2	59.5	48.0	53.4	61.1	44.5	52.6
North-West	50.1	41.9	45.8	47.6	40.3	43.7	48.7	41.0	44.6
West	54.5	46.1	50.1	60.1	47.4	53.0	56.8	46.7	51.3
South	68.2	53.6	60.7	70.0	68.3	69.2	69.1	60.6	64.9
South-West	52.9	36.7	44.2	55.5	41.1	48.2	54.3	39.0	46.3
Age group									
14-34 years	49.2	32.9	41.2	46.6	36.3	41.4	48.3	34.3	41.3
35-64 years	88.4	68.4	78.0	83.1	68.8	75.3	86.2	68.6	76.8
65 years or more	44.8	34.3	39.3	59.5	48.0	53.3	52.4	41.7	46.7
Overall	**61.8**	**45.4**	**53.6**	**60.6**	**49.8**	**55.0**	**61.4**	**47.3**	**54.2**

Graph 3.2 shows that regardless of the residence, there is a low proportion of the share of labour force (11.4%) among persons aged 14-19. It is lower in urban areas (8.2%) than in rural areas

(15.8%). The share of labour force is relatively lower among women than among men. As a matter of fact, whatever the age group, the share of labour force among women is lower than among men.

In urban areas, among the youngest (14-19 years), the gap of the share of labour force between men and women is small. It increases with the age and reaches its maximum difference among 25-29 years old (25 percentage point difference) before starting a fluctuating growth pattern with differences of 25 points percentage in the 30-34 and 55-59 age groups. In rural areas the trend is almost the same. The peak of the differences between men and women is observed in the 25-29 age group.

Graph 3. 2 : Share of labour force among persons aged 14 or more by sex and age group following the residence (%), EESI3 - Phase 1, Cameroon, 2021



Following the relationship, the share of labour force is greater among household heads (80.5%) and spouses (56.1%). On the other hand, it is lower among children (27.3%) and among other household members (36.7%). Findings are the same by sex and residence.

Table 3.3: Share of labour force (%) among persons aged 10 or more by status in the household, residence and according to sex, EESI3 - Phase 1, Cameroon, 2021

	Household head	Spouse	Child of household head or of his/her spouse	Other member	Overall
Urban					
Male	85.3	75.5	32.7	41.4	61.8
Female	70.1	54.6	23.5	30.4	45.4
Total	81.0	55.1	28.3	35.9	53.6
Rural					
Male	82.2	80.3	28.3	41.1	60.6
Female	73.5	56.7	21.7	36.2	49.8
Total	79.8	57.1	25.5	38.2	55.0
Sex					
Male	84.0	77.4	30.9	41.3	61.4
Female	71.4	55.6	22.8	32.5	47.3
Overall	**80.5**	**56.1**	**27.3**	**36.7**	**54.2**

Following the migration status, the share of labour force is relatively lower among natives (52.2%) than among migrants (62.2%) whatever the sex and residence.

Table 3.4: Share of labour force (%) and share of the extended labour force (%) among persons aged 14 or more, by migration status, level of education, according to residence and sex, EESI3 - Phase 1, Cameroon, 2021

Share of labour force	Urban			Rural			Overall		
	Male	Female	Overall	Male	Female	Overall	Male	Female	Overall
Migration status									
Native	59.4	43.4	51.4	58.7	48.3	53.3	59.1	45.6	52.2
Migrant	69.6	51.8	60.6	74.7	59.9	66.6	70.9	54.1	62.2
Level of education									
Uneducated	71.4	41.9	52.9	69.2	51.5	57.2	70.0	48.4	55.7
Primary	69.3	54.8	61.4	63.9	56.7	60.2	66.4	55.7	60.8
Secondary 1st cycle	57.3	43.2	50.1	54.5	38.4	48.1	56.2	41.8	49.4
Secondary 2nd cycle	55.4	38.7	47.6	49.3	37.2	44.7	53.8	38.4	47.0
Higher	65.5	50.1	59.2	70.4	60.3	67.1	66.0	50.8	59.9
Total	**61.8**	**45.4**	**53.6**	**60.6**	**49.8**	**55.0**	**61.4**	**47.3**	**54.2**
Share of extended labour force									
Native	61.2	46.8	54.0	60.6	50.0	55.1	60.9	48.3	54.5
Migrant	70.7	56.6	63.6	75.6	62.3	68.3	71.9	58.2	64.9
Overall	**63.5**	**49.2**	**56.3**	**62.4**	**51.6**	**56.8**	**63.1**	**50.2**	**56.5**

Following the level of education, the share of labour force is relatively higher among persons of the primary level (60.8%) or of the higher level (59.9%) and among uneducated persons (55.7%). This trend is the same regardless of the sex and residence.

3.2.2 Employment rate

The employment rate, or also known as the employment/population ratio, is defined by the ILO as the ratio between the employed population (work performed for pay or profit) and working age population. This indicator measures the capacity of an economy to use its labour resources. The closer this rate is to the share of labour force, the greater the capacity of an economy to use its human resources.

At the national level, the employment rate stands at 50.8% (table 3.5). However, disparities are observed by survey region, sex and residence. The highest employment rates are recorded in the survey regions of South (63.5%), East (62.8%) and Centre excluding Yaounde (56.5%). Following the residence, rural areas (54.1%) have a higher employment rate than urban areas (48.6%).

The employment rate is higher among men (58.3%) than among women (43.7%). Following the level of education, persons of the primary level (59.1%) are the most employed, followed by uneducated persons (54.8%). According to age, persons aged 35-64 (74.8%) have the highest employment rate.

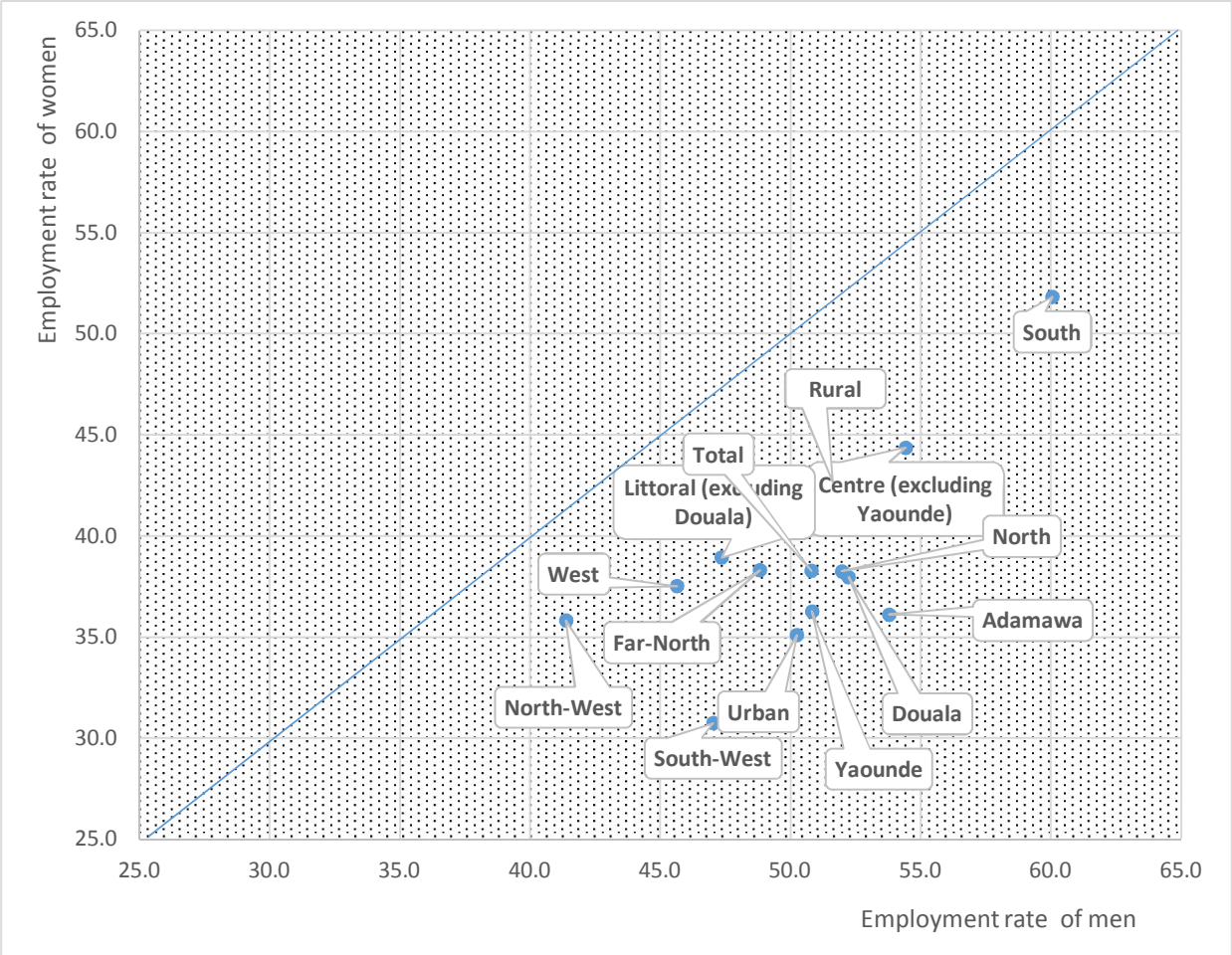
Moreover, this indicator linked to the share of the labour force shows that the Cameroon economy makes considerable use of its labour force. As a matter of fact, the levels of the employment rate (50.8%) and the share of the labour force (54.2%) are close.

Table 3.5: Employment rate (%) by survey region, level of education and age according to the residence and sex, EESI3 - Phase 1, Cameroon, 2021

	Urban			Rural			Overall		
	Male	**Female**	**Overall**	**Male**	**Female**	**Overall**	**Male**	**Female**	**Overall**
Survey region									
Douala	58.3	42.3	50.1	.	.	.	58.3	42.3	50.1
Yaounde	57.2	41.0	49.1	.	.	.	57.2	41.0	49.1
Adamawa	59.4	36.0	48.5	67.3	50.4	58.5	62.9	43.0	53.1
Centre (excluding Yaounde)	59.2	42.1	50.8	64.5	59.6	62.2	61.9	50.7	56.5
East	66.0	43.9	56.1	80.8	53.5	68.0	74.2	49.4	62.8
Far-North	59.3	34.5	47.0	56.7	49.5	52.8	57.7	44.5	50.8
Littoral (excluding Douala)	52.5	40.5	46.3	60.3	51.1	56.1	55.9	44.4	50.2
North	61.5	35.5	49.0	59.2	47.9	53.1	60.1	43.6	51.6
North-West	44.8	38.1	41.3	46.7	40.1	43.1	45.8	39.3	42.3
West	50.9	41.7	46.1	59.4	46.0	52.0	54.3	43.5	48.5
South	68.0	50.0	58.8	68.6	67.8	68.2	68.3	58.5	63.5
South-West	49.2	34.9	41.6	52.5	34.8	43.6	51.0	34.9	42.6
Level of education									
Uneducated	69.6	40.5	51.3	68.3	51.1	56.6	68.8	47.7	54.8
Primary	66.4	51.6	58.4	63.8	56.1	59.9	65.0	53.9	59.1
Secondary 1st cycle	53.2	38.9	45.9	53.8	37.3	47.2	53.5	38.4	46.4
Secondary 2nd cycle	50.7	32.8	42.4	48.6	33.9	43.0	50.2	33.0	42.5
Higher	57.1	35.8	48.4	66.5	45.5	59.7	58.0	36.5	49.4
Age group									
14-34 years	43.5	26.3	35.0	45.8	34.6	40.1	44.4	29.5	37.0
35-64 years	85.2	64.7	74.6	82.8	68.5	75.1	84.2	66.4	74.8
65 years or more	43.8	34.3	38.8	58.4	48.0	52.8	51.3	41.7	46.2
Overall	**57.2**	**40.1**	**48.6**	**59.9**	**48.8**	**54.1**	**58.3**	**43.7**	**50.8**

According to graph 3.3, the employment rate for men is higher than that of women, regardless of the residence and survey region. The employment rate gap between men and women is more pronounced in the survey regions of Adamawa, North, Yaounde and Douala. Similarly, the gap in the employment rate between men and women is greater in urban areas compared to rural areas.

Graph 3.3: Employment rate (%) by sex and residence, EESI3 - Phase 1, Cameroon, 2021



3.2.3 Characteristics of employed persons and employment structure

This section analyses the characteristics of employed persons by survey region and residence. These characteristics concern particularly the sex, migration status, age, number of years of education, average duration in the enterprise, wage rate, multiple employment rate and share of jobs in the informal sector.

Globally, the employed population is made up more of men (56.1%) than women (43.9%). In urban areas, there are 58.5% men and 41.5% women, whereas in rural areas there are 52.9% men and 47.1% women. Following the survey region, predominance of men is greatest in the East and Adamawa, with at least 6 men out of ten employed persons.

According to the migration status, nearly one employed person out of five is a migrant (22.6%). The survey regions where the proportions of migrants are the highest among employed persons are Littoral excluding Douala (43.0%) and Centre excluding Yaounde (36.1%). In Yaoundé and Douala, about three employed persons out of ten are migrants. It is the same in the West and South.

The average age of employed persons is 38.3 years. This age is slightly higher in rural areas (39.3 years) than in urban areas (37.6 years). The survey regions for which the average age of employed persons is higher than the national level are those of the West, Littoral excluding Douala, Centre excluding Yaounde and South.

The average number of years of education for employed persons is 8.9 years at the national level. The survey regions where this number is above the national level are Yaounde and Douala. Moreover, it is higher in urban areas than in rural areas.

Table 3.6: Characteristics of employed persons aged 14 years or more, by survey region and residence, EESI3 - Phase 1, Cameroon, 2021

	Survey region												Residence		
	Douala	Yaounde	Adamawa	Centre (excluding Yaounde)	East	Far-North	Littoral (excluding Douala)	North	North-West	West	South	South-West	Urban	Rural	Overall
Men (%)	56.8	58.5	60.2	56.8	63.8	53.9	56.2	56.6	50.6	51.6	54.3	57.5	58.5	52.9	**56.1**
Women (%)	43.2	41.5	39.8	43.2	36.2	46.1	43.8	43.4	49.4	48.4	45.7	42.5	41.5	47.1	**43.9**
Migrants (%)	28.6	33.3	18.4	36.1	12.7	11.2	43.0	18.8	4.4	30.5	30.6	5.3	28.0	15.5	**22.6**
Average age	37.8	36.6	36.6	40.4	35.6	38.3	40.4	36.6	39.5	41.7	39.5	38.8	37.6	39.3	**38.3**
Average number of years of education	10.3	11.1	7.6	8.7	7.3	6.9	8.6	6.9	8.3	8.7	8.9	10.3	9.9	7.1	**8.9**
Average duration in employment (in years)	7.0	6.4	10.3	11.7	6.9	13.2	10.9	12.5	12.4	14.3	10.1	9.9	8.1	13.8	**10.6**
Average duration in enterprise (in years)	7.3	6.9	10.5	12.1	7.3	13.3	11.2	12.6	12.5	14.6	10.3	10.1	8.5	14.0	**10.9**
Wage rate	48.5	64.6	23.9	36.0	34.6	16.7	30.8	51.5	40.2	33.6	26.6	55.6	48.3	25.9	**38.6**
Multiple employment rate	4.7	4.1	26.1	10.8	18.9	22.0	18.1	12.8	1.5	10.2	28.4	11.9	8.5	19.1	**13.1**
Share of jobs in the informal sector	78.9	75.9	91.6	84.9	89.1	94.2	88.0	94.2	91.2	87.5	86.7	70.1	80.3	94.9	**86.6**

At the national level, the average durations in the current employment and in the enterprise are almost the same and respectively 10.6 years and 10.9 years. This reflects very weak employment movements in enterprises. Employment duration is longer in rural areas (13.8 years) than in urban areas (8.1 years). The survey regions of West, Far-North, North, Centre excluding Yaounde, and Littoral excluding Douala, have a higher average duration in employment compared to the national average.

The wage rate, which is defined as the ratio of the number of employees (executive, employee/worker, and labourer) to the employed population, is an indicator for measuring decent work. In total, nearly four employed persons out of 10 are wage-earners. Salaried employments are more observed in urban areas (48.3%) than in rural areas (25.9%). Thus, unlike the other survey regions, Yaounde (64.6%) and Douala (48.5%) record relatively more salaried employments.

The multiple employment rate is defined as the ratio of the number of persons with one or more secondary employments to the employed population. Among employed persons aged 14 or more, 13.1% have at least one secondary employment. In rural areas (19.1%), there are relatively a little more than twice the number of persons with a secondary employment than in urban areas (8.5%). The survey regions most concerned by the multiple employment phenomenon are the South (28.4%), Adamawa (26.1%) and Far-North (22.0%).

The share of jobs in the informal sector is the ratio between the number of employed persons working in the informal sector to the total number of employed persons. At the national level, this rate is 86.6%. In other words, over 8 employed persons out of 10 work in the informal

sector. In rural areas, the informal sector (94.9%) absorbs almost all employments. The lowest levels are recorded in Yaounde (75.9%) and Douala (78.9%).

3.2.4 Employment structure by institutional sector and sector of activity

Analysis of the employment structure by institutional sector shows that the non-agricultural informal sector (52.0%) is dominant. It includes one employed person out of two (table 3.7). This sector is followed by the agricultural informal sector (34.7%). The formal private and public sectors only employ respectively 5.1% and 8.2% of employed persons.

As observed at the national level, employment in urban areas is also characterised by a predominance of the non-agricultural informal sector (67.5%). On the other hand, in rural areas, the agricultural informal sector (63.2%) is the majority. Moreover, the formal sector (public, private) which is supposed to provide better working conditions is more characteristic of the urban area than of the rural area. As a matter of fact, among employed persons, there are in urban areas, 11.8% in the public sector and 7.9% in the formal private. In rural areas, these proportions are 3.6% and 1.4% respectively.

Both men and women work mostly in the informal sector (agricultural and non-agricultural), with a relative predominance of women (9 employments out of 10 for women against 8 employments out of 10 for men). Conversely, men are relatively more present in the public and formal private sectors than women. Actually, 9.9% and 6.8% of men work respectively in the public and formal private sector as against 6.1% and 3.0% respectively among women.

According to the sector of activity, there is a strong predominance of the tertiary sector with nearly half of the employments held therein (including 14.6% in trade and 32.7% in services). It is followed by the primary sector (35.2%). Moreover, the secondary sector made up of industries employs only 17.5% of employed persons.

In urban areas, a little more than six employed persons out of ten work in the tertiary sector (19.9% in trade and 46.3% in services). It should also be noted that 13.2% of employed persons working in the primary sector are found therein. In rural areas, a little more than 6 employed persons out of 10 work in the primary sector (64.0%). This is followed by the tertiary sector which occupies 22.5% of employments (trade 7.6% and services 14.9%) and secondary sector (13.5%).

Predominance of the tertiary sector is observed regardless of the sex of the employed persons. Actually, 48.5% of employed men work in this sector as against 45.7% of women.

Table 3.7: Distribution (%) of employed persons aged 14 or more by institutional sector and sector of activity according to residence and sex, EESI3 - Phase 1, Cameroon, 2021

	Residence		Sex		Age group			Overall
	Urban	Rural	Male	Female	14-34 years	35-64 years	65 years or more	
Institutional sector								
Public	11.8	3.6	9.9	6.1	6.4	10.3	1.7	**8.2**
Formal private	7.9	1.4	6.8	3.0	5.7	4.9	0.9	**5.1**
Non-agricultural Informal	67.5	31.7	50.2	54.3	59.2	47.9	29.8	**52.0**
Agricultural informal	12.8	63.2	33.0	36.6	28.6	36.8	67.6	**34.7**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Sector of activity								
Primary	13.2	64.0	33.8	37.0	28.9	37.7	67.9	**35.2**
Industry	20.6	13.5	17.7	17.3	20.7	15.7	8.3	**17.5**
Trade	19.9	7.6	12.3	17.5	14.8	14.6	11.5	**14.6**
Services	46.3	14.9	36.2	28.2	35.6	32.0	12.2	**32.7**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

According to the age and institutional sector, there is a predominance of the non-agricultural informal sector in the age groups of 14-34 years and 35-64 years. Table 3.7 shows that 59.2% of persons aged 14-34 years and 47.9% of persons aged 35-64 years are employed in this sector. Conversely, among persons aged 65 or more (67.6%), the agricultural informal sector is the most represented.

Apart from persons aged 65 or more, the tertiary sector is the one that employs the most employed persons for the other age groups. As a matter of fact, 50.4% and 46.6% of persons respectively aged 14-34 and 35-64 work in this sector. Conversely, persons aged 65 or more work the most in the primary sector. Nearly seven persons out of ten in this age group work in this sector.

Distribution of employments by socio-economic group (SEG) shows a predominance of agricultural employments (Table 3.8). Three employed persons out of ten are own-account-workers in the agricultural informal sector (31.6%), one employed person out of four is a farmer and 10.2% depend on the agricultural informal sector. Wage-earners in the non-agricultural informal sector are represented at 19.4%. Only 3.1% of employed persons are executives in the public sector as against 0.6% of executives/bosses in the formal private sector.

The structure of employments by SEG varies by residence. In urban areas, the most represented SEGs are own-account workers of the agricultural informal sector (38.2%) and wage-earners of the non-agricultural informal sector (27.7%). In rural areas, there are mostly farmers (43.1%), own-account workers of the informal agricultural sector (23.0%) and dependent workers of the agricultural informal sector (20.0%).

The employment structure also shows disparities by sex. While among men there are mainly non-agricultural informal wage-earners (25.4%), farmers (23.5%) and own-account workers of agricultural informal (23.4%), among women, most workers are own-account workers of the informal agriculture (42.1%), followed by female farmers (25.7%).The employment structure by socio-professional category (SPC) shows that 55.5% of employed persons are own-account workers and 21.6% are skilled employees. Executives and bosses/employers account for 4.4% and 1.6% of employments respectively.In urban areas, own-account workers (47.9%) account for the predominant category, followed by skilled employees (30.2%). In rural areas, the predominant category remains own-account workers (65.4%), followed by labourers (14.6%).

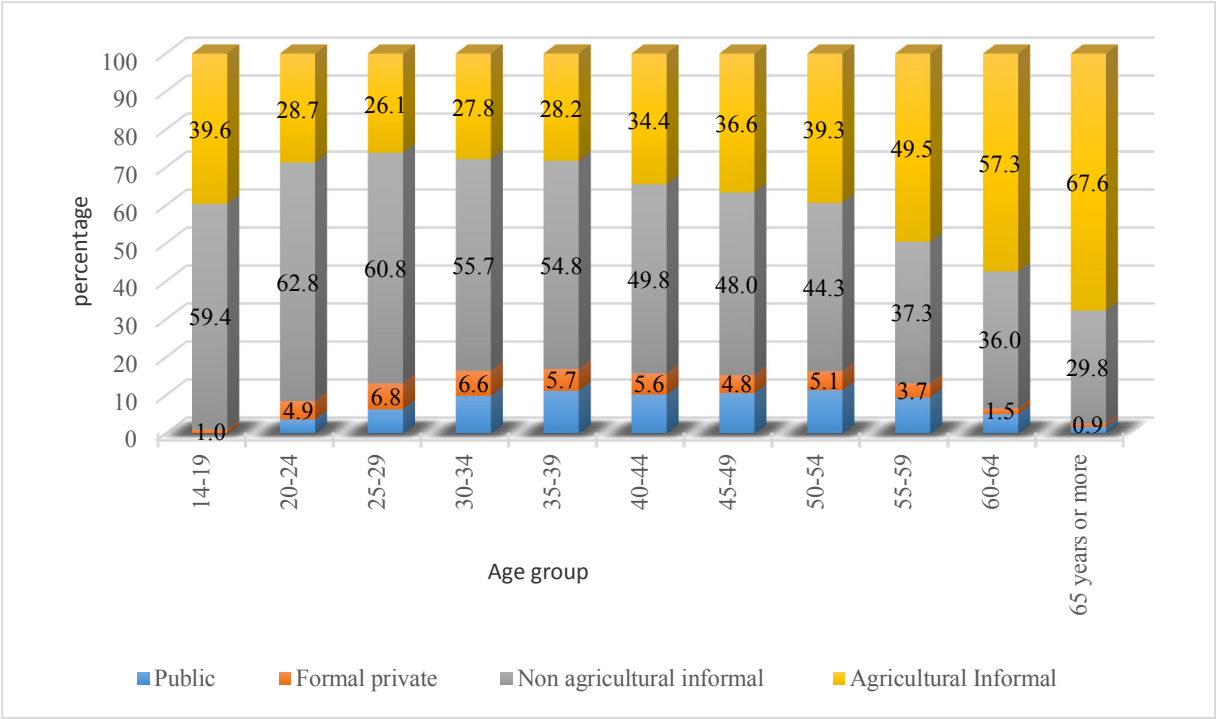
Following the sex, trends are similar. Among men, in order of importance, 46.1% are own-account workers, 27.6% are skilled employees and 15.5% are labourers. Among women, these proportions are 67.5%, 13.9% and 9.0% respectively. Moreover, there is a greater proportion of employed men (2.3%) than employed women (0.8%) who are bosses.

Table 3.8: Distribution (%) of employed persons aged 14 or more by residence, sex and according to SEG and SPC, EESI3 - Phase 1, Cameroon, 2021

	Residence		Sex		Overall
	Urban	Rural	Male	Female	
Socio-economic group					
Public sector executive	4.7	0.9	3.9	2.0	**3.1**
Other public sector wage-earner	7.0	2.7	6.0	4.1	**5.2**
Formal private sector executive/boss	1.1	0.0	0.7	0.5	**0.6**
Other formal private sector wage-earner	6.8	1.4	6.1	2.4	**4.5**
Farmer	10.1	43.1	23.5	25.7	**24.4**
Worker in agricultural informal	2.7	20.0	9.6	11.0	**10.2**
Boss in non-agricultural informal sector	1.6	0.3	1.4	0.5	**1.0**
Own-account worker in the agricultural informal sector	38.2	23.0	23.4	42.1	**31.6**
Wage earner in non-agricultural informal sector	27.7	8.5	25.4	11.7	**19.4**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Socio-professional category					
Executive	6.9	1.1	5.6	2.9	4.4
Skilled employee	30.2	10.3	27.6	13.9	21.6
Labourer	11.2	14.6	15.5	9.0	12.7
Boss	2.1	1.0	2.3	0.8	1.6
Own-account worker	47.9	65.4	46.1	67.5	55.5
Family helper/apprentice	1.7	7.7	3.0	5.9	4.3
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

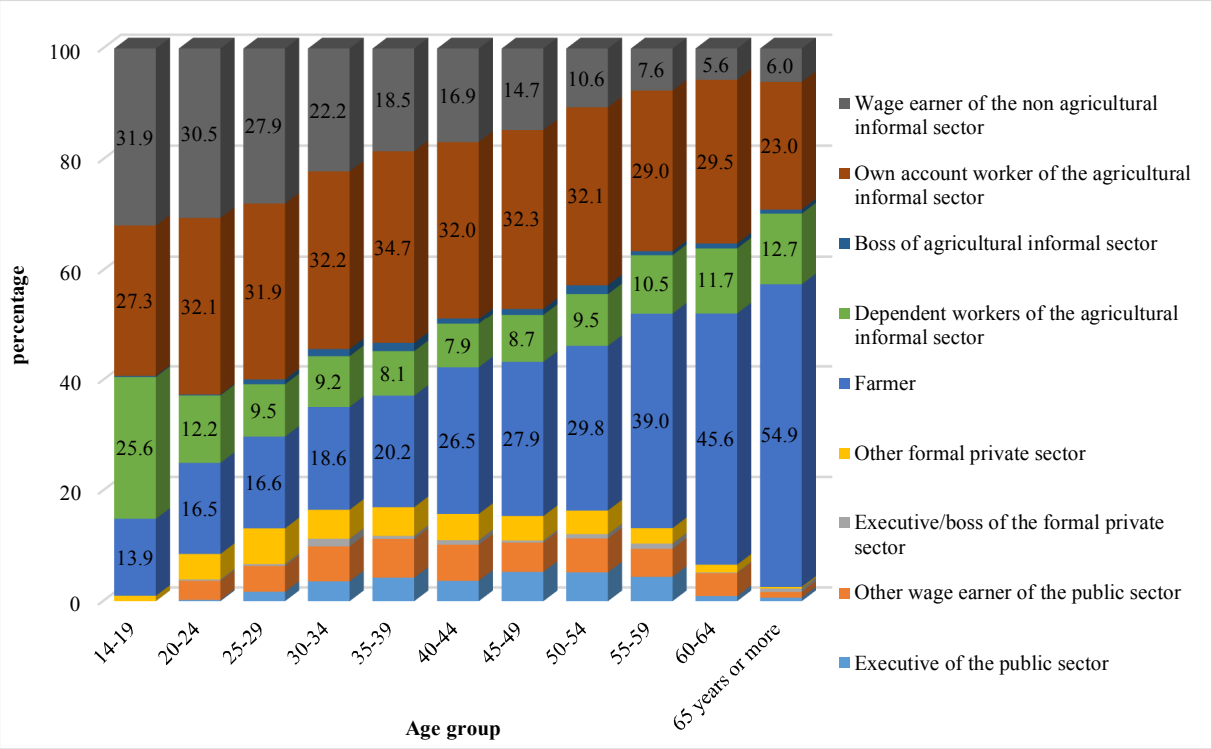
Graph 3.4 shows that employed persons aged 14-19 are characterised by a high proportion working in the non agricultural informal sector (59.4%). This proportion increases with age and reaches its maximum (62.8%) among persons in the 20-24 age group and drops to 29.8% among the 65 or more. Moreover, the proportion of persons working in the agricultural informal sector is 39.6% among employed persons aged 14-19. This proportion drops and reaches its minimum (26.1%) among persons aged 25-29, and increases to 67.6% among persons aged 65 or more.

Graph 3.4: Distribution (%) of persons aged 14 or more by institutional sector and age group, EESI3 - Phase 1, Cameroon, 2021



Graph 3.5 shows that the proportion of farmers increases with age. It varies from a minimum of 13.9% among persons aged 14 to 19 to a maximum of 54.9% among persons aged 65 or more. There is also a change in the form of parables concerning the proportion of public sector executives, other public sector wage-earners and, to a lesser extent, own-account workers of the agricultural informal sector. In addition, dependent workers of the agricultural informal sector and wage-earners of the non agricultural informal sector are more represented among 14-19 years old (25.6% and 31.9% respectively).

Graph 3.5: Distribution (%) of employed persons by SEG and age, EESI3 - Phase 1, Cameroon, 2021



3.3 Employment of youths aged 15-34

Youths (persons aged between 15 and 34) are the segment of the population most affected by most of the dysfunctions observed in the labour market in Cameroon (2010, EESI2, Employment report). In the implementation of its public policy in the employment sector, the Government makes youths a priority and they benefit from special targeting. This section analyses the share of the youth labour force and youth employment rate.

3.3.1 Share of labour force among youths aged 15-34

Table 3.9 shows that the share of labour force among youths aged 15-34 is 43.9%. This rate shows some disparities by region. With levels above the national level, East (58.0), South (54.7%), Douala (50.3%), North (46.8%) and Yaounde (46.0 %) have the highest shares of labour. The lowest share is recorded in the West (36.5%).

Following the sex, the young labour force is relatively more significant among men (51.3%) than among women (36.4%), i.e. a difference of 14.9 percentage points. Following the residence, the shares of the young labour force in urban and rural areas are respectively 43.6% and 44.4%.

Table 3.9: Share of labour force (%) among persons aged 15-34 by survey region, age group according to residence and sex, EESI3 - Phase 1, Cameroon, 2021

	Urban			Rural			Overall		
	Male	**Female**	**Overall**	**Male**	**Female**	**Overall**	**Male**	**Female**	**Overall**
Survey region									
Douala	58.2	42.4	50.3	.	.	.	58.2	42.4	**50.3**
Yaounde	53.9	37.8	46.0	.	.	.	53.9	37.8	**46.0**
Adamawa	53.5	29.9	42.8	57.1	34.7	46.7	55.0	31.9	**44.4**
Centre (excluding Yaounde)	46.3	29.5	38.1	49.0	41.5	45.7	47.6	34.6	**41.5**
East	59.8	39.7	51.1	83.4	42.5	64.7	71.5	41.1	**58.0**
Far-North	49.9	27.7	39.0	45.2	38.3	41.6	47.0	34.6	**40.6**
Littoral (excluding Douala)	46.8	33.5	40.0	43.1	44.5	43.7	45.3	37.0	**41.4**
North	56.1	29.8	43.8	52.0	46.1	48.8	53.7	40.4	**46.8**
North-West	38.0	30.1	33.8	43.1	30.5	36.4	40.7	30.3	**35.2**
West	41.3	29.9	35.7	45.0	30.8	37.7	42.6	30.3	**36.5**
South	66.6	43.8	54.5	58.1	51.3	55.1	62.9	46.3	**54.7**
South-West	40.7	24.4	32.1	40.9	33.6	37.0	40.8	29.2	**34.6**
Overall	**52.1**	**34.9**	**43.6**	**50.1**	**38.9**	**44.4**	**51.3**	**36.4**	**43.9**

According to the status in the household, household heads aged 15-34 are relatively more numerous in employment or unemployment, i.e. 80.2% (Table 3.10). These are followed by the spouses of household heads (47.9%) and children of household heads or of their spouses (27.6%).

Table 3.10: Share of labour force (%) of persons aged 15-34 by residence, sex and following the status in the household, EESI3 - Phase 1, Cameroon, 2021

	Household head		Spouse		Child of household head or of his/her spouse		Other member		Overall	
	ILO	Extended	ILO	Extended	ILO	Extended	ILO	Extended	ILO	Extended
Urban										
Male	85.3	86.1	83.3	83.3	33.9	36.7	40.1	41.7	52.1	53.9
Female	60.5	63.9	46.8	53.6	21.3	24.6	27.8	31.3	34.9	39.2
Total	78.8	80.3	47.2	53.9	28.1	31.1	34.7	37.1	43.6	46.7
Rural										
Male	84.7	86.3	100.0	100.0	29.4	32.2	42.0	44.1	50.1	52.4
Female	72.5	76.4	48.1	50.6	22.5	25.2	33.5	36.3	38.9	41.5
Total	82.7	84.7	48.6	51.1	26.7	29.4	37.5	40.0	44.4	46.9
Sex										
Male	85.0	86.2	90.8	90.8	32.1	34.9	40.6	42.3	51.3	53.4
Female	63.5	67.0	47.4	52.1	21.8	24.8	29.7	32.9	36.4	40.1
Overall	**80.2**	**81.8**	**47.9**	**52.6**	**27.6**	**30.5**	**35.5**	**37.9**	**43.9**	**46.8**

One migrant out of two (51.1%) is employed or unemployed. Among natives, this proportion is 42.3%. The share of extended labour among migrants is 54.3% as against 45.0% among natives (Table 3.11).

According to sex, the proportion of labour force of young men is higher (51.3%) than that of young women (36.4%). This proportion in the extended labour force is 53.4% among men and 40.1% among women.

Table 3.11: Share of labour force (%) and extended labour force, of persons aged 15-34, by migration status and residence, EESI3 - Phase 1, Cameroon, 2021

	Urban			Rural			**Overall**		
Migration status	Male	Female	**Overall**	Male	Female	**Overall**	Male	Female	**Overall**
Labour force rate									
Native	49.9	33.2	41.7	48.3	37.8	43.0	49.3	35.1	42.3
Migrant	59.3	40.3	49.9	65.0	46.7	55.3	60.6	41.8	51.1
Overall	**52.1**	**34.9**	**43.6**	**50.1**	**38.9**	**44.4**	**51.3**	**36.4**	**43.9**
Extended labour force rate									
Native	52.1	37.1	44.7	50.8	40.2	45.5	51.6	38.4	45.0
Migrant	60.1	46.1	53.2	65.2	51.3	57.9	61.2	47.4	54.3
Overall	**53.9**	**39.2**	**46.7**	**52.4**	**41.5**	**46.9**	**53.4**	**40.1**	**46.8**

Following the level of education, the share of labour force is higher among youths with primary level (51.3%) and lower among those in secondary 2nd cycle (35.2%).

Analysis following the residence and sex shows that the share of labour among young men (51.3%) is higher than that of young women (36.4%). Moreover, the situation is the same in both urban and rural areas.

Table 3.12: Share of labour force (%) of persons aged 15-34 by level of education, according to residence and sex, EESI3 - Phase 1, Cameroon, 2021

Level of education	**Urban**			**Rural**			**Overall**		
	Male	Female	**Overall**	Male	Female	**Overall**	Male	Female	**Overall**
Uneducated	63.9	31.6	43.9	63.5	41.6	48.1	63.7	38.6	46.7
Primary	61.3	43.5	52.1	54.6	46.8	50.5	57.7	45.3	51.3
Secondary 1st cycle	51.8	34.4	43.2	47.4	31.9	41.3	49.9	33.5	42.4
Secondary 2nd cycle	44.2	27.8	36.4	35.6	24.7	31.1	42.0	27.1	35.2
Higher	54.9	41.5	48.9	62.4	52.9	58.7	55.5	42.3	49.7
Overall	**52.1**	**34.9**	**43.6**	**50.1**	**38.9**	**44.4**	**51.3**	**36.4**	**43.9**

3.3.2 Employment rate among youths aged 15-34

In total, the youth employment rate was 39.3% in 2021 (Table 3.13). Some disparities by sex and residence are observed. Employment rate is 47.2% among young men as against 31.3% among women. Youths in rural areas have a higher employment rate than those in urban areas (43.0% as against 37.1%).

Following the survey region, the East has the highest youth employment rate (56.5%) followed by the South (52.6%), North (45.8%) and Adamawa (43.2%). According to the level of education, youths with primary level are relatively the most employed (48.8%), followed by uneducated youths (45.3%). Employment rates among youths with higher education (37.0%) or secondary 2nd cycle education (29.8%) are lower than the national level.

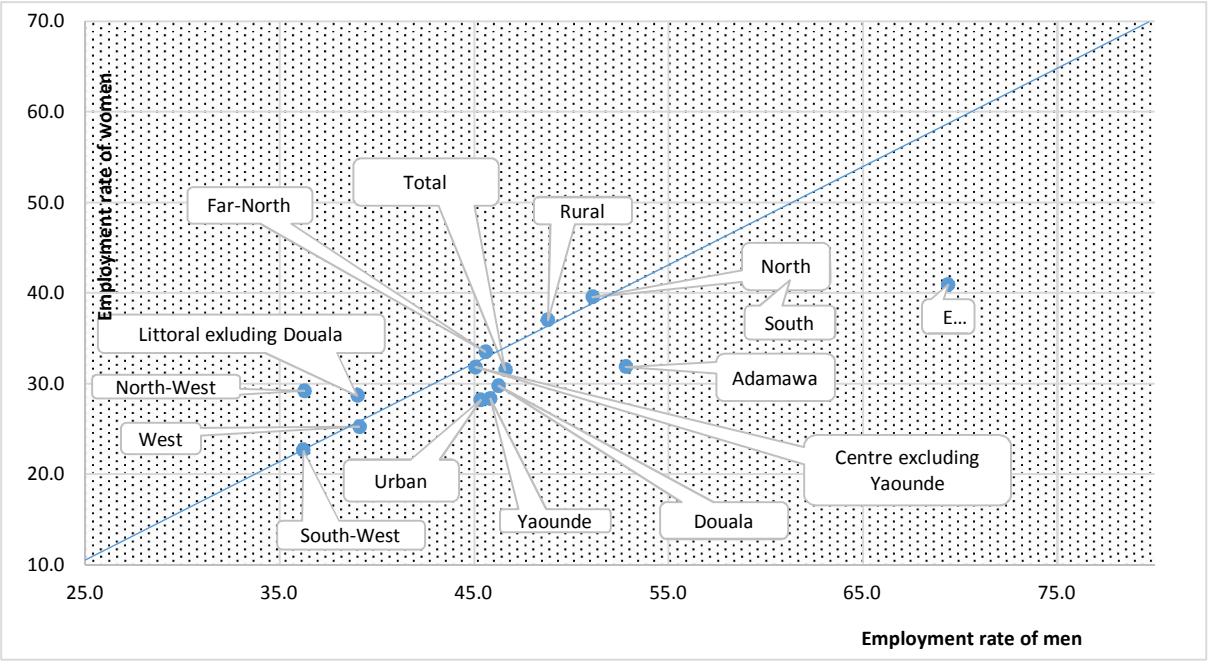
Table 3.13: Employment rate (%) of persons aged 15-34 by survey region, level of education, age according to residence and sex, EESI3 - Phase 1, Cameroon, 2021

	Urban			Rural			**Overall**		
	Male	Female	**Overall**	Male	Female	**Overall**	Male	Female	**Overall**
Survey region									
Douala	47.1	29.5	38.3	.	.	.	47.1	29.5	**38.3**
Yaounde	46.3	28.2	37.4	.	.	.	46.3	28.2	**37.4**
Adamawa	50.7	29.3	41.0	56.5	34.7	46.3	53.1	31.6	**43.2**
Centre excluding Yaounde	44.5	25.7	35.3	47.2	40.0	44.0	45.8	31.7	**39.2**
East	57.5	37.4	48.9	82.6	41.6	63.9	70.0	39.6	**56.5**
Far-North	48.1	25.2	36.8	45.0	37.7	41.2	46.2	33.3	**39.6**
Littoral excluding Douala	38.7	27.4	32.9	43.1	32.4	38.8	40.5	29.0	**35.1**
North	54.5	27.5	41.9	51.3	45.9	48.3	52.7	39.4	**45.8**
North-West	30.7	26.1	28.2	41.8	30.0	35.6	36.5	28.2	**32.1**
West	36.7	23.2	30.1	44.0	27.7	35.6	39.3	25.0	**32.2**
South	66.3	38.7	51.6	56.4	51.3	54.2	62.0	42.9	**52.6**
South-West	35.2	21.5	28.0	36.4	22.9	29.2	35.8	22.2	**28.6**
Level of education									
Uneducated	61.2	29.2	41.4	62.3	40.8	47.2	61.9	37.3	**45.3**
Primary	57.2	38.7	47.6	54.4	45.6	49.8	55.7	42.4	**48.8**
Secondary 1st cycle	47.2	30.1	38.7	46.5	30.7	40.3	46.9	30.3	**39.3**
Secondary 2nd cycle	38.5	20.9	30.1	34.6	20.4	28.7	37.5	20.8	**29.8**
Higher	44.8	25.4	36.2	56.5	32.2	47.1	45.7	25.8	**37.0**
Overall	**46.1**	**27.8**	**37.1**	**49.2**	**37.0**	**43.0**	**47.2**	**31.3**	**39.3**

According to graph 3.6, employment rates of men are higher than those of women, regardless of the residence and survey region. The employment rate gap between men and women is more

significant in the survey regions of Douala, Yaounde, Adamawa and East. Likewise for urban areas.

Graph 3.6: Employment rate (%) of persons aged 15-34 according to sex and residence, EESI3 - Phase 1, Cameroon, 2021



3.3.3 Characteristics of employed youths aged 15-34 and employment structure

Characteristics of employed youths that are analysed in this section relate to sex, migration status, age, number of years of education, etc.

The employed population aged 15-34 is comprised of 60.4% men and 39.6% women (Table 3.14). In urban areas, there are 63.2% of young men and 36.8% of young women, meanwhile in rural areas there are 56.4% of men and 43.6% of women. In the two major cities (Douala and Yaounde), the proportion of employed young women is slightly lower than the one at the national level (38.5% in Douala and 36.7% in Yaounde).

Following the migration status, a little more than one fifth of employed youths (22.1%) are migrants. Nearly three employed persons out of ten in the cities of Douala and Yaounde are migrants. The survey regions of the Centre excluding Yaounde, Littoral excluding Douala and South have the highest proportions of migrants (over 34%) among the employed youths.The average age of employed youths is 26.7 years. This age is 27.2 years in urban areas and 26 years in rural areas. This age varies very little from one survey region to another and is around the national average.

Table 3.14: Characteristics of employed persons aged 15-34, by survey region and residence, EESI3 - Phase 1, Cameroon, 2021

	Survey region												Residence		
	Douala	Yaounde	Adamawa	Centre (excluding Yaounde)	East	Far-North	Littoral (excluding Douala)	North	North-West	West	South	South-West	Urban	Rural	**Overall**
Men (%)	61.5	63.3	66.5	62.1	68.9	57.0	61.2	55.6	53.5	61.3	59.7	58.8	63.2	56.4	**60.4**
Women (%)	38.5	36.7	33.5	37.9	31.1	43.0	38.8	44.4	46.5	38.7	40.3	41.2	36.8	43.6	**39.6**
Migrants (%)	29.5	32.9	17.1	41.2	14.0	10.0	40.1	16.3	5.5	29.1	34.4	6.9	27.5	14.3	**22.1**
Average age	28.0	27.6	25.5	26.7	25.5	26.1	28.1	25.5	27.2	26.8	26.9	28.6	27.2	26.0	**26.7**
Successful years of education	11.1	11.4	7.8	9.1	7.7	7.4	9.8	7.2	8.8	9.3	9.8	10.9	10.3	7.5	**9.3**
Average duration in employment (in years)	3.5	3.2	5.1	4.6	3.5	6.6	4.5	6.4	5.4	4.5	3.8	4.8	3.8	6.3	**4.8**
Average duration in enterprise (in years)	3.7	3.3	5.2	4.9	3.8	6.7	4.7	6.4	5.4	4.6	3.9	4.8	4.0	6.4	**4.9**
Wage rate	56.0	69.5	29.6	44.5	42.5	20.3	38.3	49.0	48.0	40.0	32.5	66.4	53.9	30.5	**44.2**
Multiple employment rate	4.2	4.0	23.5	6.0	15.1	18.1	17.8	12.8	0.8	13.2	17.9	6.9	7.7	16.5	**11.4**
Share of jobs in the informal sector	78.5	81.6	93.6	87.1	88.4	93.8	89.4	94.7	92.7	87.8	86.8	70.4	82.0	95.9	**87.7**

The average number of years of successful education of employed youths is 9.4 years at the national level. It is 10.3 years in urban areas and 7.5 years in rural areas. The cities of Douala and Yaounde obviously record the highest values (11.1 years and 11.4 years respectively). However, the northern regions as well as the East region have the lowest values.

The average durations of youths in employment and in the enterprise are respectively 4.8 years and 4.9 years at the national level. According to the residence, in rural areas, employed youths stay twice as long in their employment and in the enterprise as in urban areas. This is also the case in the cities of Douala and Yaounde where workers stay about 3 years and 6 months in employment or in the enterprise. Following the survey region, Douala, Yaounde, East and South have an average duration in employment and in the enterprise below the national average. In the regions of Adamawa, Far-North and North, durations in employment and in the enterprise are higher than those at the national level. In the other regions, these durations are close to the values observed at the national level.

The wage rate of youths aged 15-34, which is defined as the ratio of the number of wage-earners to the employed young population, is an indicator for measuring decent work for this age group. The national wage rate is 44.2%. This rate is higher in urban areas (53.9%) than in rural areas (30.5%), and in the cities of Douala (56.0%) and Yaounde (69.5%).

The multiple employment rate for youths aged 15-34 is defined as the ratio of the number of youths with one or more secondary employments to the employed young population. Table 3.15 shows that more than one employed youth out of ten (11.4%) has at least one secondary employment. This rate is lower in urban areas (7.7%) than in rural areas (16.5%), particularly in the cities of Douala (4.2%) and Yaounde (4.0%).

Cameroon's economy is strongly characterised by informal sector activities. Share of jobs in the informal sector among youths aged 15-34, which represents the share of youth employment observed in the informal sector compared to all youth employment, stood at 87.7% in 2021. Although it is lower in urban areas (82.0%), particularly in the cities of Douala (78.5%) and Yaounde (81.6%) compared to the national value, it nevertheless remains high and is a difficulty for monitoring employment, especially youth employment. Except the South survey region which has a share of jobs in the informal sector of 86.8%, all the other survey regions have shares of jobs in the informal sector higher than the national value.

3.3.4 Employment structure for youths aged 15-34 following the institutional sector

Following the institutional sector, employed youths mainly work in the informal sector (87.7%), including 59.1% in the non-agricultural informal sector and 28.6% in the agricultural informal sector (Table 3.15). Youth employment in the formal sector is in the minority (12.3%) including 6.5% in the public sector and 5.8% in the formal private sector.

Following the residence, rural areas (57.2%) has most agricultural informal employments as against 8.5% in urban areas. Distribution by sex shows that young women work relatively more in the informal sector (91.6%) than young men (85.2%). Conversely, young men are relatively more employed in the formal sector (14.8%) compared to young women (8.4%).

In relation to the sector of activity, more than half (50.4%) of employed youths work in the tertiary sector, including 14.9% in trade and 35.5% in services. The industrial sector absorbs 20.6% of employed youths, whereas this proportion is 28.9% in the primary sector.

Following the residence, a little less than 7 youths out of 10 in urban areas work in the tertiary sector (19.9% in trade and 47.5% in services). There are all the same 8.8% of employed youths in the primary sector. In rural areas, a little less than 6 employed youths out of 10 young work in the primary sector. With regard to the other sectors, the secondary sector accounts for 16.1% meanwhile the tertiary sector accounts for 26.3% (trade 7.9% and services 18.4%). As concerns distribution by sex, the proportion of employed young women in the primary sector is higher than that of men (30.8% as against 27.7%). This situation is reversed in the tertiary sector where there are 51.4% employed men as against 48.9% of women.

Table 3.15: Distribution (%) of employed persons aged 15-34 by institutional sector and sector of activity according to residence and sex, EESI3 - Phase 1, Cameroon, 2021

	Residence		Sex		
	Urban	Rural	Male	Female	Overall
Institutional sector					
Public	9.3	2.5	7.6	4.8	**6.5**
Formal private	8.7	1.6	7.2	3.6	**5.8**
Non-agricultural informal	73.5	38.7	57.9	61.0	**59.1**
Agricultural informal	8.5	57.2	27.3	30.6	**28.6**
Total	100.0	100.0	100.0	100.0	**100.0**
Sector of activity					
Primary	8.8	57.6	27.7	30.8	**28.9**
Industry	23.8	16.1	20.9	20.3	**20.6**
Trade	19.9	7.9	13.9	16.4	**14.9**
Services	47.5	18.4	37.5	32.5	**35.5**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Distribution of youth employment by socio-economic group (SEG) shows that 17.1% of young workers are farmers, 11.5% are dependent workers in agricultural informal, 32.5% are own-account workers in agricultural informal sector and 26.6% are wage-earners in the non-agricultural informal sector. Only 4.6% and 1.9% of employed youths are executives/bosses in the formal private sector and public sector respectively. Other wage-earners in the formal private sector account for 5.1% of employed youths.

Whatever the residence, there is predominance of SEGs in the agricultural informal sector. In urban areas, own-account youths in the agricultural informal sector (36.3%) and wage-earners in the informal non-agricultural sector (36.0%) are the most represented. In rural areas, there are mainly farmers (33.3%) and dependent workers of agricultural informal sector (24.0%). Although urban areas have significant proportions of SEGs in the informal sector and agriculture, proportions of SEGs in the formal sector are much better than those in rural areas. Thus, in urban areas, 2.9% of employed youths are executives/bosses in the public sector as against 0.5% in rural areas. In addition, in urban areas 1.1% are executives/bosses in the formal private sector as against 0.1% in rural areas.

The youth employment structure shows disparities by sex. Farmers account for 16.5% of employment among men as against 18.1% among women. The proportion of dependent workers in the agricultural informal sector, own-account workers in the agricultural informal sector and wage-earners in the agricultural informal sector is respectively 10.8%, 24.2% and 32.7% among young men as against 12.5%, 43.2% and 17.4% among young women.

The employment structure by socio-professional category (SPC) shows that 48.5% of employed youths are own-accounts and 6.2% are family helpers or apprentices. Executives account for 3.3% meanwhile skilled employees account for 25.1%. Bosses/employers account for only 1.1%.

In urban areas, young own-account workers (42.0%) are the predominant category, followed by skilled employees (33.5%). Conversely, in rural areas, the predominant category is still own-account workers (57.8%), followed by labourers (16.6%). However, significant differences are observed in other SPCs between both areas of residence.

With regard to distribution by sex, six young women out of ten (61.3%) are own-account and nearly two women out of ten (17.6%) are skilled employees. These proportions are respectively 40.2% and 30.0% among young men. In addition, 0.5% of employed young women are bosses as against 1.5% among young men.

Table 3.16: Distribution (%) of employed persons aged 15-34 by residence, sex and according to SEG and SPC, EESI3 - Phase 1, Cameroon, 2021

	Residence		Sex		Overall
	Urban	Rural	Male	Female	
Socio-economic Group					
Executive in the public sector	2.9	0.5	2.4	1.2	**1.9**
Other wage-earner in the public sector	6.4	2.0	5.2	3.6	**4.6**
Executive/boss in the formal private sector	1.1	0.1	0.8	0.5	**0.7**
Other wage-earner in the formal private sector	7.6	1.5	6.5	3.1	**5.1**
Farmer	5.8	33.3	16.5	18.1	**17.1**
Dependent worker in the agricultural informal sector	2.7	24.0	10.8	12.5	**11.5**
Boss in the non-agricultural informal sector	1.1	0.3	1.0	0.5	**0.8**
Own-account worker in the agricultural informal sector	36.3	25.1	24.2	43.2	**31.7**
Wage-earner in the non-agricultural informal sector	36.0	13.3	32.7	17.4	**26.6**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Socio-professional category					
Executive	5.1	0.7	3.9	2.3	**3.3**
Skilled employee	33.5	13.1	30.0	17.6	**25.1**
Labourer	15.3	16.6	19.8	9.8	**15.8**
Boss	1.2	0.9	1.5	0.5	**1.1**
Own-account worker	42.0	57.8	40.2	61.3	**48.5**
Family helper/apprentice/unclassifiable	2.9	10.9	4.6	8.5	**6.2**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

3.4 Employment among children[8] aged 10-17 years

Although labour legislation in Cameroon does not authorise undertaking any economic activity for persons under 14, the fact is that some children hold employments sometimes to the detriment of their studies. This section reports on the employment situation of children aged 10 to 17[9] in 2021.

3.4.1 Employment rate of children aged 10-17 years

In Cameroon, 5.0% of children aged 10-17 are employed (Table 3.17). This employment rate is higher in rural areas (7.3%) than in urban areas (3.3%). Following the sex, the employment rate is higher among boys (6.3%) than among girls (3.7%). The 14-17 age group is three times more exposed than the 10-13 age group, regardless of the sex. Following the survey region, the East records the highest rate (9.8%). However, in terms of numbers, the regions of the Far-North (92,900) and North (55,300) have more employed children than all the other regions combined.

[8] Indicators calculated in this section concern child labour.

[9] According to the United Nations, a child is defined as anyone under the age of 18. Since EESI is based on the target population of 10 years or more, analysis of child labour can only be done on the age group 10-17 years.

Table 3.17: Number and percentage of children aged 10-17 who worked for pay in the past seven days, by sex, age, survey region, residence, EESI3 - Phase 1, Cameroon, 2021

	Employed childrenduring the past 7 days before the interviewer's visit		Total number of children aged 10-17 (in thousand)
	Percentage	Number (in thousand)	
Boys			
10-13 years	3.2	40.6	1253.6
14-17 years	9.6	115.0	1203.6
Total	6.3	155.6	2457.2
Girls			
10-13 years	1.8	22.1	1250.0
14-17 years	5.7	66.7	1173.8
Total	3.7	88.9	2423.8
Overall			
10-13 years	2.5	62.8	2503.6
14-17 years	7.6	181.8	2377.4
Survey region			
Douala	1.5	8.1	522.1
Yaounde	2.0	9.4	469.9
Adamawa	6.0	15.4	258.2
Centre (excluding Yaounde)	2.9	9.4	329.5
East	9.8	24.9	254.1
Far-North	8.4	92.9	1106.2
Littoral (excluding Douala)	0.4	0.9	222.8
North	9.7	55.3	568.7
North-West	4.3	10.8	252.0
West	1.9	10.9	579.7
South	4.3	5.4	126.3
South-West	0.7	1.3	191.6
Residence			
Urban	3.3	89.8	2754.7
Rural	7.3	154.7	2126.3
Overall	**5,0**	**244.5**	**4881.0**

Employed children aged 10-17 work mainly in the non-agricultural informal sector (54.7%), and agricultural informal sector (44.5%); only 0.8% of them are in the formal private sector (Table 3.18). They are mainly in the primary sector (44.5%) and services (29.0%) regardless of the sex. They are more employed in the service sector in urban areas (51.3%) and in the primary sector in rural areas (64.5%).

Table 3.18: Distribution (%) of employed children aged 10-17 by institutional sector and sector of activity, EESI3 - Phase 1, Cameroon, 2021

	Residence		Child's sex		Overall
	Urban	Rural	Male	Female	
Institutional sector					
Public	0.0	0.0	0.0	0.0	**0.0**
Formal private	0.7	0.8	0.8	0.7	**0.8**
Non-agricultural informal	89.2	34.7	56.9	50.8	**54.7**
Agricultural informal	10.2	64.5	42.2	48.5	**44.5**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Sector of activity					
Primary	10.2	64.5	42.2	48.5	**44.5**
Industry	23.9	9.2	17.4	9.8	**14.6**
Trade	14.6	10.3	13.1	9.7	**11.9**
Services	51.3	16.0	27.3	31.9	**29.0**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Following the socio-economic group, 35.4% of children aged 10-17 are dependent workers in the agricultural informal sector and 21.3% are own-account workers (Table 3.19). The dependent workers in the agricultural informal sector are relatively more numerous in rural areas (50.7%). On the other hand, in urban areas, wage-earners in the non-agricultural informal sector (64.2%) are predominant.

Table 3.19: Distribution (%) of employed children aged 10-17 by child's socio-economic group (SEG), EESI3 - Phase 1, Cameroon, 2021

	Residence		Child's sex		Overall
	Urban	Rural	Male	Female	
Socioeconomic group					
Wage-earner in the public sector	0.0	0.0	0.0	0.0	**0.0**
Executive/boss in the formal private sector	0.0	0.0	0.0	0.0	**0.0**
Other wage-earner in the formal private sector	0.7	0.8	0.8	0.7	**0.8**
Farmer	1.2	13.8	6.3	14.2	**9.2**
Dependent worker in the agricultural informal	9.0	50.7	35.9	34.3	**35.4**
Own-account worker in the agricultural informal sector	25.0	19.2	16.6	29.5	**21.3**
Wage-earner in the non-agricultural informal sector	64.2	15.5	40.3	21.3	**33.4**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Globally, children aged 10-17 are in almost equal proportions in the groups of wage-earners, bosses/own-account workers and family helpers; apprentices account for 1.3% (Table 3.20). In urban areas, wage-earners are the most numerous (47.2%) meanwhile in rural areas family helpers are the most numerous (43.5%). In addition, family helpers are relatively more numerous among uneducated persons. Following the age, nearly seven children out of ten in the 10-13 age group are family helpers. Conversely, among 14-17 years old, the predominant categories are wage -earners (37.7%) and bosses/ own-account workers (34.8%).

Table 3.20: Distribution (%) of employed children aged 10-17 by SPC, EESI3 - Phase 1, Cameroon, 2021

	Employment status				
	Wage-earner	Boss/Own-account worker	Family helper	Apprentice/Unclassifiable	Total
Survey region					
Douala	63.4	8.1	11.7	16.8	100.0
Yaounde	68.1	31.9	0.0	0.0	100.0
Adamawa	25.6	25.2	47.1	2.1	100.0
Centre (excluding Yaounde)	31.6	68.4	0.0	0.0	100.0
East	43.6	44.6	8.3	3.4	100.0
Far-North	21.6	36.4	42.0	0.0	100.0
Littoral (excluding Douala)	0.0	100.0	0.0	0.0	100.0
North	38.2	10.3	51.4	0.0	100.0
North-West	10.8	31.2	51.9	6.0	100.0
West	52.5	28.9	18.5	0.0	100.0
South	4.3	40.8	54.9	0.0	100.0
South-West	77.6	22.4	0.0	0.0	100.0
Sex					
Male	40.1	22.9	36.0	1.1	100.0
Female	18.2	43.7	36.4	1.7	100.0
Has ever been to school					
Yes	32.9	31.8	33.7	1.5	100.0
No	29.5	25.7	44.3	0.5	100.0
Residence					
Urban	47.2	26.2	23.4	3.2	100.0
Rural	23.4	32.9	43.5	0.2	100.0
Age group					
10-13 years	15.9	17.8	66.4	0.0	100.0
14-17 years	37.7	34.8	25.7	1.8	100.0
Overall	**32.1**	**30.5**	**36.1**	**1.3**	**100.0**

3.4.2 Situation of unemployed children

Out of the 4.8 million children aged 10-17, 4.6 million are unemployed, i.e. 95%. Girls (50.4%) are relatively more represented in this population. This proportion of girls remains the same whether in the 10-13 year group or in the 14-17 year group.

Table 3.21: Distribution (%) of unemployed children (unemployed, outside the labour force) by age group according to sex, EESI3 - Phase 1, Cameroon, 2021

	10-13 years		14-17 years		10-17 years	
	Percentage	Number (in thousand)	Percentage	Number (in thousand)	Percentage	Number (in thousand)
Sex						
Male	49.7	1.213.0	49.6	1.088.6	49.6	2.301.5
Female	50.3	1.227.9	50.4	1.107.1	50.4	2.335.0
Total	**100.0**	**2.440.8**	**100.0**	**2.195.7**	**100.0**	**4.636.5**

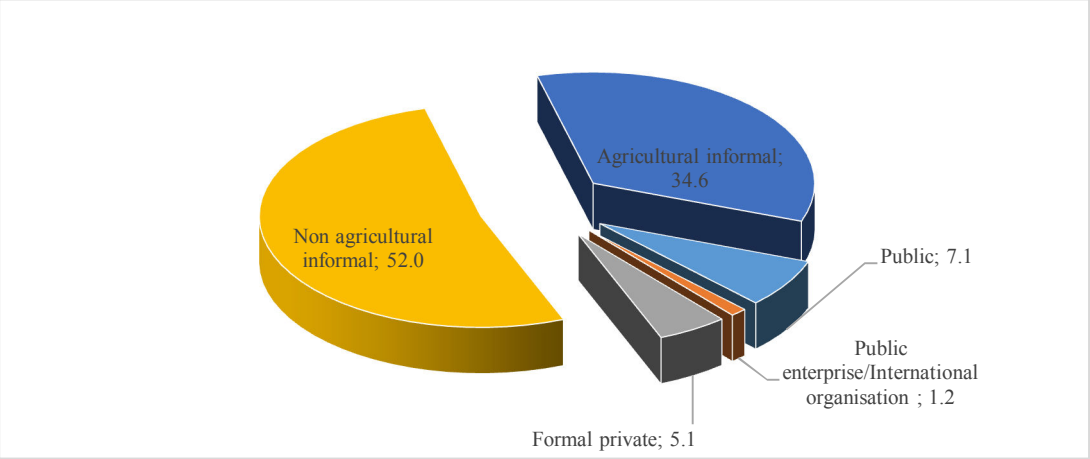
3.5 Main employment characteristics

This section reports on some characteristics of the main employment among persons aged 14 years or more, namely the employed population structure, income from the main employment and time devoted to the main employment.

3.5.1 Employed population structure, workers' status

Distribution of employed persons aged 14 years or more, by institutional sector shows that 5.1% work in the formal private sector, 7.0% in public administration and 1.2% in public enterprises or international organisations (Graph 3.7). The informal sector is the largest employment provider, with 86.7% of employed persons, including 52.0% in the non-agricultural informal sector.

Graph 3.7: Distribution (%) of persons in main employment by institutional sector, EESI3 - Phase 1, Cameroon, 2021



Concerning the status of dependent workers, 89.7% are permanent workers. Following the institutional sector, this proportion is lower in the agricultural informal sector (88.3%), the non-agricultural informal sector (85.4%) and public enterprises (88.3%). However, this proportion is higher in public administration (98.3%) and formal private sector (97.0%).

Table 3.22: Characteristics of main employment by institutional sector and residence, EESI3 - Phase 1, Cameroon, 2021

	Total of employed persons			Percentage of dependent workers		
	Weekly working time (in hour		Longevity in employment (in years)	With a payslip/payment report	With permanent contracts or fixed-term contracts	Permanent workers
	Average	Median				
Institutional sector						
Public administration	39.6	40.0	10.4	87.7	95.7	98.3
Public enterprise	45.7	45.0	10.3	90.3	98.8	88.3
Formal private	51.6	48.0	8.5	82.0	71.7	97.0
Non-agricultural informal	46.4	48.0	8.6	24.3	19.8	85.4
Agricultural informal	36.4	36.0	18.8	1.6	4.0	88.3
Residence						
Urban	46.1	45.0	9.8	48.0	45.7	89.3
Rural	38.3	40.0	15.6	18.5	19.6	90.4
Overall	**42.7**	**40.0**	**12.3**	**38.0**	**36.8**	**89.7**

Regarding the type of employment contract of dependent workers, analysis shows the precarious nature of their employment. Only 36.8% of dependent workers have a fixed-term contract or a permanent contract. This proportion is lower in the informal sector (19.8% in the non-agricultural informal sector and 4.0% in the agricultural informal sector). In urban areas, more than four dependent workers out of ten have a permanent contract or fixed-term contract

as against nearly two out of ten in rural areas. This observation reflects once again the precarious nature of employment generally marked by the predominance of a verbal contract or absence of contract.

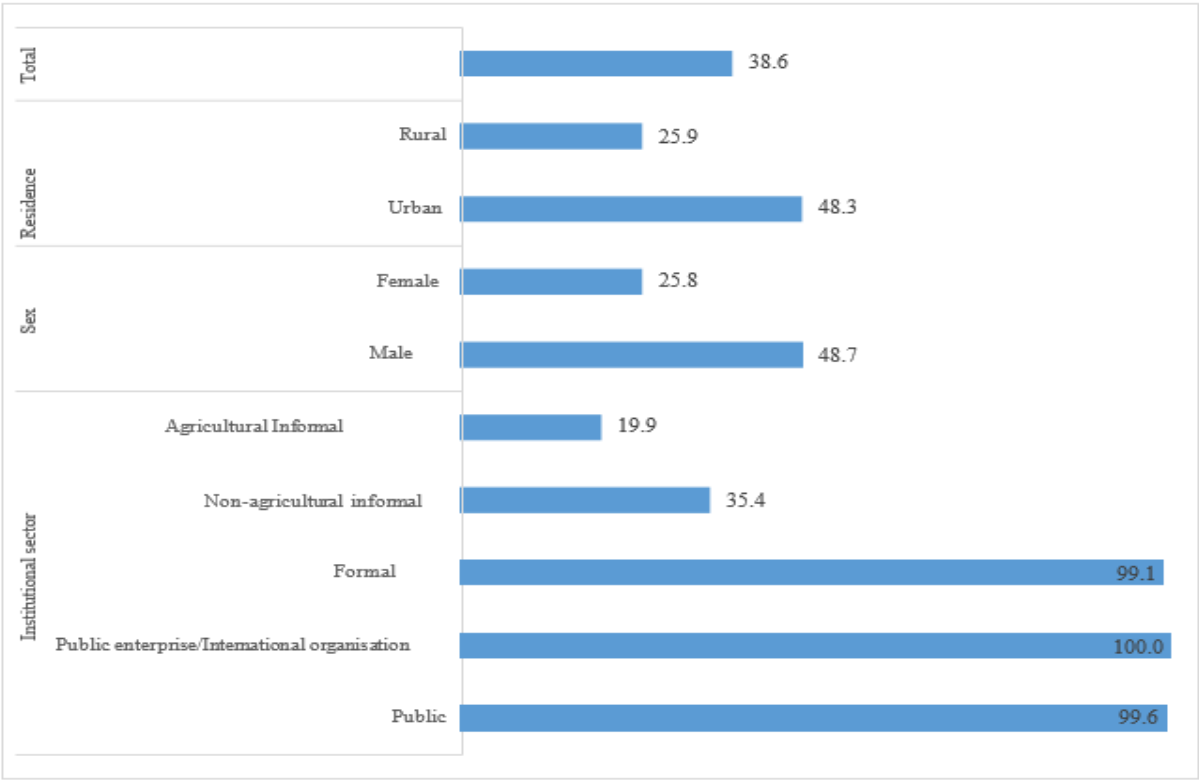
Employment insecurity is also illustrated by the low proportion of workers with a payslip (38.0%). This proportion is even lower in the non-agricultural informal sector (24.3%) and in the agricultural informal sector (1.6%).

As concerning longevity in employment, the average length of time is 12.3 years globally. Average durations in the main employment are the lowest in the non-agricultural informal (8.6 years) and formal private (8.5 years) sectors. Thus, in addition to the ease of getting in and out of the informal sector in general and non-agricultural informal sector in particular, persons in the labour force generally spend little time in the latter where 52, 0% of employed persons are found. This instability that characterises employment in this sector reinforces its vulnerability and reflects the fact that it truly cannot serve as a base for the economy. Furthermore, the agricultural informal sector, which employs 34.7% of persons, has the highest average longevity in the main employment (18.8 years).

3.5.2 Remuneration of employees

The wage rate is defined as the ratio of the number of employees to the employed population. The wage rate is 38.6% (Graph 3.8). This rate is higher in urban areas (48.3%) compared to rural areas (25.9%). In addition, the wage rate remains relatively very low in the informal sector, particularly in the agricultural informal sector (19.9%).

Graph 3.8 : Taux de salarisation (%) par secteur institutionnel, sexe et milieu de résidence, EESI3 - Phase 1, Cameroun, 2021



3.5.3 Income from main employment

The average monthly income from the main employment of employed persons (Table 3.23) is 75,700 CFA francs at the national level, 93,600 CFA francs in urban areas and 51,600 CFA francs in rural areas. According to the institutional sector, employed persons in the public sector (156,800 FCFA), in public enterprises (145,800 FCFA and in the formal private sector (118,200 FCFA) have the highest average incomes while those in agricultural informal sector have the lowest average income (48,200 FCFA). Income from main employment in urban areas is significantly higher than in rural areas.

Table 3.23: Monthly income from main employment, and distribution (%) of income from employment by income bracket and according to institutional sector and residence, EESI3 - Phase 1, Cameroon, 2021

	Administration	Enterprise	Private	Non agricultural informal	Agricultural informal	Urban	Rural	Overall
Monthly income (in thousand CFA francs)								
Average	156.8	145.8	118.2	77.1	48.2	93.6	52.2	**75.7**
Median	143.3	100.0	90.0	50.0	30.0	51.6	30.0	**45.0**
Hourly income (in FCFA)	1192.3	830.1	603.4	465.8	382.8	586.3	387.1	**499.7**
Income bracket (in CFA francs)								
[0 - 36.270[	10.1	7.5	8.4	36.4	64.0	28.5	60.4	**42.3**
[36.270 - 47.000[	3.4	1.2	5.7	9.6	7.2	8.4	7.6	**8.0**
[47.000 - 94.000[	13.0	32.4	38.8	28.8	16.2	28.8	17.5	**23.9**
[94.000 - 188.000[	34.8	29.2	28.6	17.1	8.0	20.9	9.4	**15.9**
[188.000 - 376.000[	33.0	20.7	14.4	5.9	3.2	10.3	3.8	**7.5**
[376.000- or more [	5.7	9.1	4.1	2.2	1.5	3.1	1.4	**2.4**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

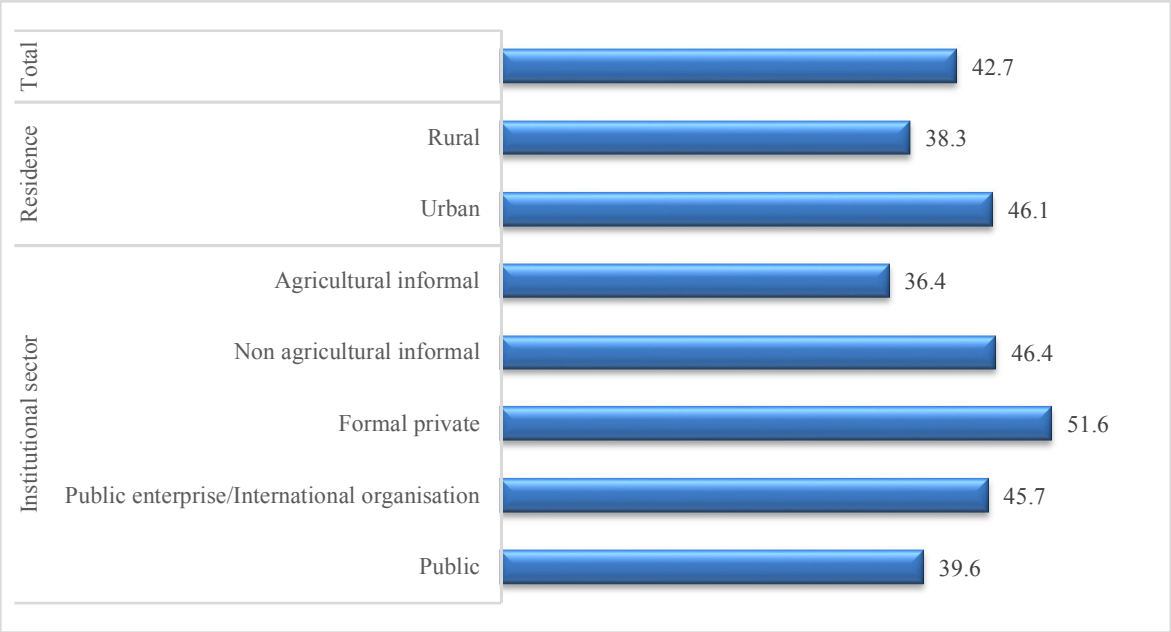
With regard to the hourly income of the main employment, it amounts to 499.7 CFA francs on average. It is the highest in the public administration (1,192.3 CFA francs) followed by public enterprise (830.1 CFA francs) and formal private sector (603.4 CFA francs). The agricultural informal sector and rural areas have relatively low hourly income levels with 380.3 and 384.7 CFA francs respectively.

Distribution of employed persons by income brackets shows that 42.3% of them earn on average less than 36,270 CFA francs per month. This proportion is 64.0% among those in the agricultural informal sector and 36.4% among those in the non-agricultural informal sector. This proportion is 60.4% in rural areas as against 28.5% in urban areas.

3.5.4 Working hours

Employed persons devote an average of nearly 42.7 hours per week to their main employment; which almost corresponds to the number of working hours per week not to be exceeded in all public or private non-agricultural establishments. Except the formal private sector where employed persons devote more hours of work per week to their main employment (51.6 hours) compared to the regime applicable to agricultural enterprises or similar ones (maximum limit of 48 hours per week), employed persons in non-agricultural establishments devote on average a number of working hours per week higher than the duration set by the regulations in force (40 hours per week). The gap in relation to the regulations is more pronounced for the private than for the public: 11.6 hours for the formal private sector and 6.4 hours for the non-agricultural informal sector as against 5.7 hours for the public enterprise and virtually zero for the public administration.

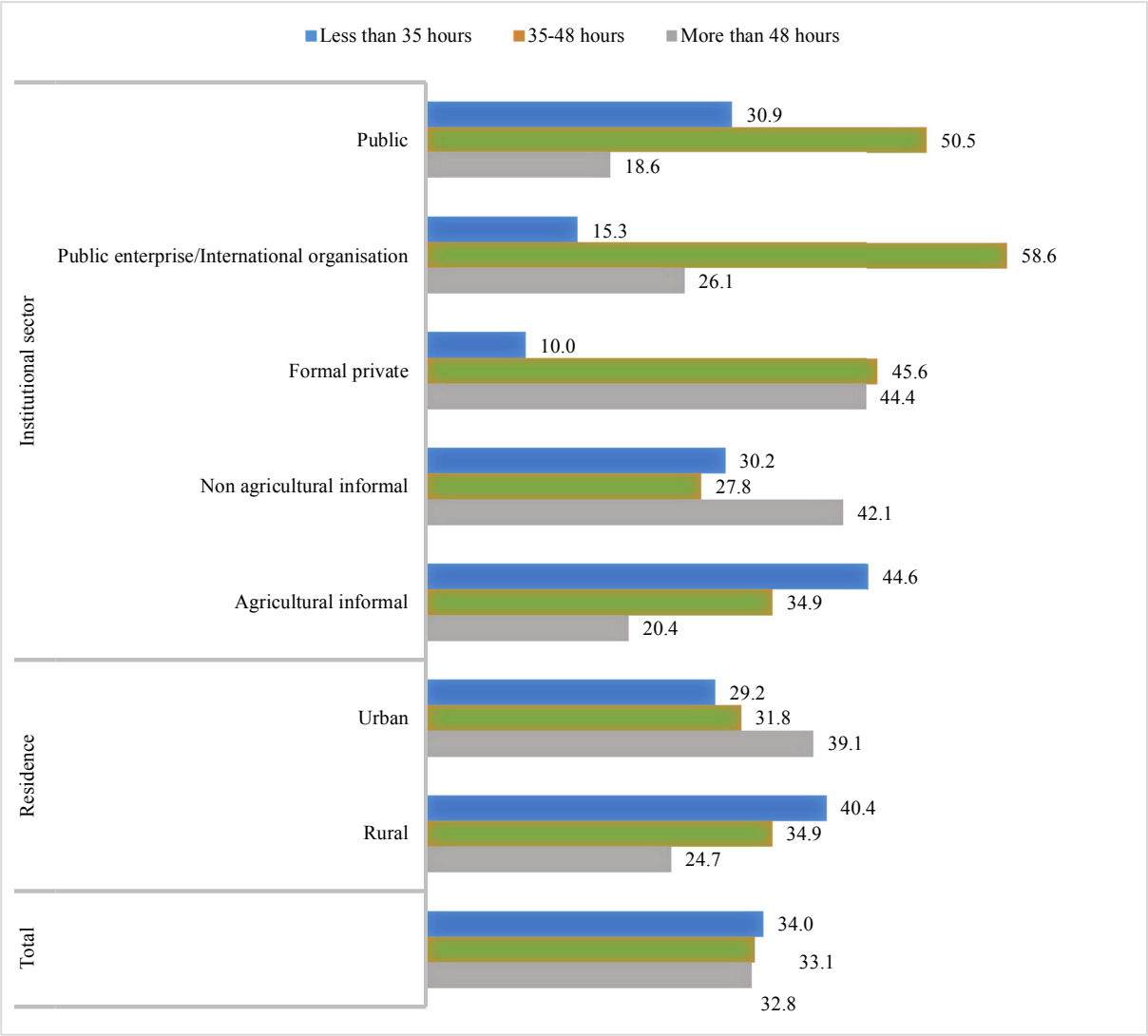
Graph 3.9 : Average weekly working hours by residence and institutional sector, EESI3 - Phase 1, Cameroon, 2021



The distribution of employed persons by the number of hours allocated per week to the main employment shows that a relatively large proportion of these persons (32.8%) devote more than 48 hours to their main employment. Moreover, 34.0% work less than 35 hours per week. Following the residence, employed persons in rural areas are relatively less numerous to devote more than 48 hours per week to their main employment (24.7%) whereas in urban areas, they are relatively more numerous to devote more than 48 hours per week to their main employment (39.1%).

Following the institutional sector, over half of employed persons in public enterprises (58.6%) and public administration (50.5%) devote between 35 and 48 hours per week to their main employment. Most employed persons in the formal private sector work more than 48 hours per week (44.4%) and between 35 and 48 hours (45.6%). In the non-agricultural informal sector, most people (42.1%) in their main employment work more than 48 hours. In the agricultural informal sector, most employed persons (44.6%) work less than 35 hours per week.

Graph 3.10: Distribution (%) of employed persons according to weekly working hours by institutional sector and residence, EESI3 - Phase 1, Cameroon, 2021



3.6 Social security

The NDS30, like the GESP, advocates reduction of underemployment through the promotion of decent employment. EESI3 incorporated questions to capture some aspects of decent employment, particularly those relating to social security. The latter was addressed under the aspects relating to occupational accidents, occupational diseases and insurance coverage in the context of the main employment.

Results show that nearly 9.1% of employed persons reported having had an industrial accident in their main employment during the past twelve months before the survey. In addition, 6.5% of employed persons said they have had an occupational disease and 11% reported to be covered by insurance in the context of their main employment. Industrial accidents are more common in urban areas (9.4%) than in rural areas (8.7%). The survey regions of Littoral excluding Douala (15.9%), South (15.4%) and Centre excluding Yaounde (13.7%), non-agricultural informal sector (9.4%) and formal private (9.3%) record levels that are higher than the national level.

Table 3.24: Proportion (%) of workers victims of an industrial accident, occupational disease or who were insured, EESI3 - Phase 1, Cameroon, 2021

	Proportion (%) of employed persons who were victims of an industrial accident in their main employment during the past 12 months	Proportion (%) of employed persons who had an occupational disease during the past 12 months	Proportion (%) of employed persons covered by an insurance in the context of the main employment
Survey region			
Douala	6.9	5.7	20.3
Yaounde	8.4	7.0	23.5
Adamawa	6.0	4.0	6.5
Centre (excluding Yaounde)	13.6	8.4	13.9
East	11.6	3.9	5.9
Far-North	5.1	2.9	2.7
Littoral (excluding Douala)	15.9	10.0	9.3
North	7.7	5.4	3.8
North-West	12.7	9.6	9.0
West	7.6	8.5	10.1
South	15.4	15.4	6.6
South-West	17.9	10.5	21.0
Institutional sector			
Public	6.5	8.6	61.0
Public enterprise/International organisation	9.0	5.9	65.8
Formal private	9.3	8.4	55.8
Non-agricultural informal	9.4	6.3	5.6
Agricultural informal	9.1	6.1	0.5
Residence			
Urban	9.4	7.0	16.8
Rural	8.6	5.8	3.4
Overall	**9.1**	**6.5**	**11.0**

The proportion of workers who had an occupational disease during the past twelve months varies by institutional sector and residence. It is higher in urban areas (7.0%) than in rural areas (5.8%). On the other hand, following the survey region, there are disparities; the South (15.5%) and the Littoral excluding Douala (10.0%) are the areas where relatively more workers had occupational diseases. With regard to insurance coverage in the main employment, the phenomenon is marginal in rural areas. Conversely, it is higher in urban areas (16.8%). Following the institutional sector, the informal sector is very poorly covered. Douala, Yaounde, the Centre excluding Yaounde are the survey regions where the health insurance coverage rate for employed persons is above the national level.

3.7 Social dialogue

According to the ILO, "According to the ILO, the main objective of social dialogue, is to encourage the formulation of a consensus among the main actors in the working world and their democratic participation. The structures and processes of a fruitful social dialogue are likely to resolve important economic and social issues, promote good governance, promote peace and social stability and stimulate the economy". To this end, the ILO recommends the use of social dialogue to prevent or manage social conflicts, to promote workers' rights and to grasp decent employment. On the strength of this recommendation, questions on social dialogue were integrated since EESI2. This section analyses trade union culture and social conflicts in the main employment of employed persons.

3.7.1 Trade union culture

The aim is to assess the knowledge about instruments governing employment and labour in Cameroon, existence of trade union(s) in the enterprise and involvement of employed persons in trade union activities. Instruments governing employment and labour refer to International Labour Conventions, Labour Code, Collective Agreements, Enterprises Statutes and Internal Regulations, General Statute of Public Service, Texts and Regulations governing contract workers or any other instrument governing employment in Cameroon.

In total, 14.9% of employed persons know about at least one text that governs employment and labour in Cameroon. This percentage is four times higher in urban areas (22.3%) than in rural areas (5.2%). Disparities are even more significant between the agricultural informal sector (2.6%) and public administration (67.9%). Following the survey regions, the highest percentages are recorded in Yaounde (33.8%) and Douala (26.7%). The Far-North (4.6%), North (5.5%) and East (5.9%) record the lowest percentages.

Globally, less than 6 employed persons out of 100 are aware of the existence of at least one trade union in the enterprise where they work. Employees in public enterprises and international organisations are relatively more aware of the existence of a trade union (45.8%). However, actual union membership remains marginal. Only 2% of employed persons are members of a trade union and are up to date with their dues. The very low rate of unionisation which can thus be observed shows some lack of trade union culture resulting in the worker's vulnerability relating to the absence of assistance in the event of a conflict or justified claim in the performance of their main employment.

Among the employed persons who are affiliated with a trade union and are up to date with their dues, 14.4% reported that they hold a duty position in the trade union. This percentage is slightly higher in urban areas (15.3%) than in rural areas (11.4%). The percentage of unionised workers with duty positions in the union is higher in the survey regions of Far-North (43.4%) and Littoral excluding Douala (43.0%).

A proportion of 18.2% of unionised workers reported they have already undergone a trade union training. This percentage is higher in the West (45.0%), in Centre excluding Yaounde (41.0%) and the Littoral excluding Douala (34.5%). This rate is higher in urban areas (21.9%) than in rural areas (6.1%).

The proportion of employed persons, working in an enterprise with one or more staff representatives, is 5.8% at the national level. However, it varies according to survey regions, institutional sector and residence. It is about 4 times higher in urban areas (8.8%) than in rural areas (1.9%). The proportion is very low in the informal sector compared to other institutional sectors. Douala (11.8%) and Yaounde (10.0%) are the survey regions where the proportions of employed persons, working in an enterprise with one or more staff representatives is higher than those of other regions.

Table 3.25: Main indicators on trade union culture, EESI3 - Phase 1, Cameroon, 2021

	Percentage of employed persons with knowledge of at least one text governing employment and labour in Cameroon	Percentage of employed persons who are aware of the existence of trade union(s) in the enterprise where they work	Rate of unionisation (member and up to date with their dues)	Percentage of employed persons among those unionised, with a duty position in a trade union	Percentage of unionised employed persons who have already undergone a trade union training	Percentage of employed persons working in an enterprise with one or several staff representatives
Survey region						
Douala	26.7	10.0	3.7	11.0	28.4	11.8
Yaounde	33.8	9.7	2.5	9.2	15.7	10.0
Adamawa	13.9	4.5	1.4	0.0	23.1	3.7
Centre (excluding Yaounde)	16.1	5.3	1.8	15.7	41.0	7.5
East	5.8	1.8	0.6	25.9	10.7	2.6
Far-North	4.4	2.2	0.5	43.4	12.6	1.8
Littoral (excluding Douala)	10.7	5.8	1.5	43.0	34.5	7.4
North	5.4	2.6	1.0	16.4	11.0	2.4
North-West	8.4	5.0	1.1	5.8	0.0	2.8
West	14.7	3.5	1.1	26.1	45.0	4.1
South	13.8	3.4	1.0	0.0	10.2	3.0
South-West	21.2	25.7	13.5	11.7	1.3	15.2
Institutional sector						
Public administration	67.9	25.1	6.8	11.7	19.9	25.7
Public enterprise/International organisation	46.3	45.8	16.7	3.9	9.4	56.2
Formal private	50.2	25.2	7.6	12.1	15.5	35.7
Non-agricultural informal	11.5	3.8	1.5	16.3	23.2	2.7
Agricultural informal	2.6	0.8	0.4	32.0	6.0	0.3
Residence						
Urban	22.2	8.2	2.7	15.3	21.9	8.8
Rural	5.1	2.8	1.1	11.4	6.1	1.9
Overall	**14.7**	**5.8**	**2.0**	**14.4**	**18.2**	**5.8**

3.7.2 Socio-professional conflict magnitude

Strikes by employed persons in enterprises/administrations are very rare. Only 1.0% of workers reported having noticed strike movements at least once in the enterprise/administration where they are employed. Public enterprises/international organisations (9.6%) and formal private enterprises (5.0%) record the highest proportions.

The proportion of employed persons who reported to have experienced a strike with notice in their enterprises is 60.2%. The Littoral excluding Douala (83.6), South (69.3%) and Yaounde (60.3%) record the highest proportions compared to those of the other survey regions. Public enterprises or international organisations record the highest proportions. This phenomenon is more common in rural areas (76.4%) than in urban areas (56.6%).

The percentage of workers who reported to have experienced a strike with notice which was defused by conciliation is 14.9%. The Far-North (50.7%), West (22.7%), Yaounde (22.2%), Centre excluding Yaounde (22.0%) and Douala (18.3%) are the survey regions most affected by this phenomenon. The formal private sector is slightly affected (6.5%) compared to other institutional sectors. This phenomenon does not exist in rural areas.

The percentage of workers who reported to have experienced a strike with notice and which the latter was executed (came to an end or in progress) is 15.9%. However, they are relatively more

numerous in public enterprises or international organisations (32.7%) and in the non-agricultural informal sector (21.8%) compared to other institutional sectors. This phenomenon occurs both in urban and rural areas with almost equal magnitudes (around 16%).

Table 3.26: Strike indicators in the workplace, EESI3 - Phase 1, Cameroon, 2021

	Percentage of employed persons whose enterprise has recorded a strike	Percentage of employed persons whose enterprise experienced a strike with notice among those whose enterprise recorded a strike	Percentage of workers whose enterprise has experienced a strike with notice, defused by conciliation	Percentage of workers whose enterprise experienced a strike, with notice, executed (in progress, came to an end)
Survey region				
Douala	1.8	36.4	18.3	21.1
Yaounde	1.6	60.3	22.2	19.6
Adamawa	0.3	39.4	0.0	0.0
Centre (excluding Yaounde)	0.4	31.6	22.0	0.0
East	1.2	50.2	0.0	0.0
Far-North	0.2	49.5	50.7	15.8
Littoral (excluding Douala)	0.8	83.6	13.1	49.9
North	0.4	57.5	18.5	20.7
North-West	0.5	77.5	0.0	17.5
West	1.0	54.4	22.7	0.0
South	1.1	69.3	0.0	20.9
South-West	5.7	92.6	5.7	15.5
Institutional sector				
Public administration	3.8	64.8	12.5	6.9
Public enterprise/International organisation	9.6	87.0	25.1	32.7
Formal private	5.0	62.8	6.5	8.6
Non-agricultural informal	0.8	47.6	19.0	21.8
Agricultural informal	0.0	na	na	na
Residence				
Urban	1.5	56.6	18.2	15.6
Rural	0.4	76.4	0.0	17.6
Overall	**1.0**	**60.2**	**14.9**	**15.9**

3.8 Integration of household heads and other members into the labour market

3.8.1 Integration of household heads

Distribution of households according to the socio economic group of its head shows a predominance of households with the head working in the informal sector. As a matter of fact, households with the head working in the agricultural informal sector and non-agricultural informal sector account respectively for 30.5% and 36.4% of all households. They are followed by households headed by the unemployed persons or persons outside the labour force who make up 20.9% of all households. Conversely, households with the head working in the formal sector represent only 12.1% including 7.5% for the public and 4.6% for the formal private.

Distribution of the total population and that of 14 or more shows that more than 36.4% of this population lives in households headed by a head working in the non-agricultural informal sector.

Table 3.27: Distribution (%) of households and population following the institutional sector of the household head, EESI3 - Phase 1, Cameroon, 2021

	Socio economic group of the household head					
	Public	**Formal private**	**Non-agricultural Informal**	**Agricultural informal**	**Unemployed persons or persons outside the labour force**	**Total**
Urban						
Households	10.5	6.9	47.5	12.0	23.2	100.0
Population aged 14 years or more	10.3	6.8	46.9	12.7	23.3	100.0
Total population	10.4	6.5	47.1	13.2	22.8	100.0
Rural						
Households	3.3	1.5	21.3	55.9	17.9	100.0
Population aged 14 or more	3.9	1.6	21.1	56.7	16.6	100.0
Total population	3.8	1.6	21.3	57.1	16.1	100.0
Overall						
Households	**7.5**	**4.6**	**36.4**	**30.5**	**20.9**	**100.0**
Population aged 14 years or more	**7.7**	**4.7**	**36.4**	**30.6**	**20.6**	**100.0**
Total population	**7.7**	**4.5**	**36.5**	**31.3**	**20.0**	**100.0**

Households with the head working in the informal sector are in the majority in both urban and rural areas. Analysis of the integration of the household head into the labour market focuses on his main background characteristics, in particular sex, age, level of education or vocational training.

Table 3.28 shows that 40.5% of household heads working in the public sector and 12.5% of those in the formal private sector are executives. Furthermore, 42.0% of female household heads are unemployed. The average monthly income from the main employment is 85,600 CFA francs. It is higher among those employed in the public sector (167,100 CFA francs) and lower in the agricultural informal sector (50,400 CFA francs).

Table 3.28: Main characteristics of household heads by socio economic group, EESI3-Phase 1, Cameroon, 2021

	Socio economic group					
	Public	**Formal private**	**Non-agricultural informal**	**Agricultural informal**	**Unemployed persons or persons outside the labour force**	**Overall**
Percentage of female household heads	16.4	15.3	28.9	27.3	42.0	**29.6**
Average age of household head	42.0	39.0	41.0	48.2	50.0	**45.1**
Average number of successful years of education of the household head	13.3	11.3	9.0	6.8	9.6	**9.1**
Percentage of executive household heads	40.5	12.5	1.9	0.1	0.0	**4.3**
Percentage of employed household heads with a written contract	96.1	74.8	8.3	1.0	0.0	**14.0**
Income from main employment in thousand CFA Francs	167.1	131.3	92.7	50.4	na	**85.6**

3.8.2 Integration of other household members

The proportion of household members other than the head, unemployed persons or persons outside the labour force is 55.1%. This proportion is significantly higher according to the employment situation of the household head except for those in the agricultural informal sector (40.2%). In addition, 23.7% of other household members are in the non-agricultural informal sector and 17.9% in the agricultural informal sector.

With regard to remuneration, the other members of the household with the head working in the formal sector have on average an income from the main employment, higher than those of households with the head working in the agricultural informal sector. Other employed household members, who are in households headed by a person outside the labour force or an unemployed person, have an income, higher than those with the head working in the non-agricultural informal sector, but lower than those with the head working in the public or formal private sector.

Table 3.29: Main characteristics of other household members following the employment situation of the household head, EESI3 - Phase 1, Cameroon, 2021

	Socio economic group of the household head					
	Public	**Formal private**	**Non-agricultural informal**	**Agricultural Informal**	**Unemployed persons or persons outside the labour force**	**Overall**
Socio economic group of other household members						
Public	7.6	2.5	1.5	0.8	3.0	**2.1**
Formal private	1.5	6.1	1.2	0.3	1.6	**1.2**
Non-agricultural informal	19.9	22.7	30.8	16.9	23.2	**23.7**
Agricultural informal	6.7	3.0	7.1	41.8	8.4	**17.9**
Unemployed or persons outside the labour force	64.3	65.8	59.4	40.2	63.8	**55.1**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Characteristics of secondary members						
Wage rate of other employed members	50.7	56.3	37.7	22.6	44.3	**35.0**
Average number of successful years of education of spouse of the household head	10.8	10.2	8.1	5.9	8.4	**8.0**
Average number of successful years of education for children aged 15 or more	11.1	10.6	9.2	7.5	9.9	**9.2**
Rate of dependents among other employed members	52.5	58.2	42.8	37.1	46.9	**42.8**
Income from main employment (in thousand CFA francs)	77.2	92.1	61.7	37.8	68.0	**56.3**

3.8.3 Income from the main employment of the different household members[10]

In this section, the statistics presented are calculated for households having at least one employed member.

[10] Statistics provided in this section are calculated for households having at least one employed household member.

The average monthly income from the main employment of the different household members is 118,900 CFA francs at the national level, 142,300 CFA francs in urban areas and 86,600 CFA francs in rural areas.

Following the socio-economic group of the household head, households with the head working in the public or formal private sector have the highest average incomes (207,100 CFA francs and 178,600 CFA francs) meanwhile households with the head working in the agricultural informal sector have the lowest income (83,100 CFA francs). Income from the main employment of the various households members in urban areas is on average higher than that of households in rural areas, regardless of the socio economic group of the household head.

The average monthly income per capita of the various households members with at least one employed member is 24,400 CFA francs at the national level. This average income per capita is higher for households with the heads working in the public sector (44,800 CFA francs) and the formal private sector (43,700 CFA francs) compared to other institutional sectors.

Table 3.30: Income from main employment of various households members (having at least one employed member) by residence according to the socio economic group of the household head, EESI3 - Phase 1, Cameroon, 2021

	Socio economic group of the household head					
	Public	**Formal private**	**Non-agricultural informal**	**Agricultural Informal**	**Unemployed persons or persons outside the labour force**	**Overall**
Urban						
Average household income (in thousand CFA Francs)	215.8	190.0	135.2	101.8	108.0	**142.3**
Average household size	4.4	4.0	4.5	5.2	6.0	**4.7**
Income per capita (in CFA francs)	48.8	47.4	30.2	19.5	18.1	**30.3**
Rural						
Average household income in thousand CFA Francs	169.4	106.5	100.0	77.5	66.7	**86.6**
Average household size	5.5	4.6	4.9	5.1	5.8	**5.1**
Income per capita (in CFA francs)	31.0	23.3	20.4	15.2	11.5	**17.0**
Overall						
Average household income in thousand CFA Francs	207.1	178.6	126.5	83.1	94.4	**118.9**
Average household size	4.6	4.1	4.6	5.1	5.9	**4.9**
Income per capita (in CFA francs)	44.8	43.7	27.6	16.2	16.0	**24.4**

Analysis of distribution of income from the main employment of employed household members clearly shows that income is more concentrated in the non-agricultural informal sector (53.0%) and in the agricultural informal sector (22.1%).

Table 3.31: Distribution (%) of income from the main employment of employed household members according to the socio economic group of the household head, EESI3 - Phase 1, Cameroon, 2021

	Socio economic group of the household head					
	Public	**Formal private**	**Non-agricultural informal**	**Agricultural informal**	**Unemployed persons or persons outside the labour force**	**Overall**
Institutional sector of household members						
Public	89.2	4.6	2.2	1.9	17.7	**16.9**
Formal private	1.1	79.7	1.2	0.4	6.8	**8.0**
Non-agricultural informal	8.6	14.7	93.4	12.7	63.1	**53.0**
Agricultural informal	1.1	1.1	3.2	85.1	12.4	**22.1**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Table 3.32 shows that the non-employment income[11] has as main destination the households having unemployed heads or persons outside the labour force (75.8%). As a matter of fact, respectively 90.9% of pensions from previous work, 73.8% of transfers received from other households, 52.4% of scholarships and 47.1% of land or property income were intended for households with unemployed heads or with person outside the labour force.

Table 3.32: Non-employment income, distribution (%) of the various incomes of household members according to the socio economic group of the household head, EESI3 - Phase 1, Cameroon, 2021

	Socio economic group of the household head					
	Public	**Formal private**	**Non-agricultural informal**	**Agricultural Informal**	**Unemployed persons or persons outside the labour force**	**Total**
Pensions from previous work	1.3	0.7	4.1	3.0	90.9	100.0
Other pensions	3.9	3.7	32.1	17.5	42.8	100.0
Land or property Income	18.5	3.8	21.7	9.0	47.1	100.0
Securities income	30.1	5.7	12.9	11.7	39.6	100.0
Transfers received from other Households	4.1	2.1	13.0	7.0	73.8	100.0
Scholarships	11.4	2.5	28.2	5.5	52.4	100.0
Other income	38.0	12.7	10.7	1.5	37.1	100.0
Overall income	**5.1**	**1.8**	**11.8**	**5.6**	**75.8**	**100.0**

[11] Calculated for persons aged 10 years or more

CHAPTER 4 : LABOUR UNDERUTILISATION

Employment and unemployment statistics are among the best known macroeconomic aggregates. Unemployment rate, in particular, is the most widely used labour market indicator in economic analysis. Its measurement and understanding in the context of Cameroon (and even in some African countries) has always aroused a lot of controversy about its relatively low level. However, other indicators are used to characterise the labour market, in particular the labour underutilisation.

Resolution I of the 19th ICLS makes it possible to classify persons of working age into two main groups: "labour force" and "outside the labour force". The labour force includes employed persons and the unemployed. The "outside the labour force" group includes "the potential labour force"[12] and "other outside the labour force". Labour underutilisation examined in this chapter relates both to unemployment and to the combination of unemployment and other forms of labour underutilisation (in terms of working time or potential labour force).

This analysis is important for a better understanding of the labour market in that it focuses on persons whose desire to have an employment is not yet satisfied. It enables to estimate the proportion of persons of working age, with no employment, who are actively looking for employment and who are available to work immediately if given the opportunity. This chapter examines, on the one hand, the characteristics of unemployment, and on the other hand, the other indicators of labour underutilisation.

4.1 Unemployment

Unemployment is a situation that reflects the lack of employment for persons of working age, with skills to work and available to do so. Measurement of this phenomenon through the unemployment rate indicator makes it possible to assess the effectiveness of the employment policies implemented and to assess the changes that have occurred on the labour market. This section reports on the level of unemployment, profile of the unemployed, employment search channels, types of employment sought and salary expectations.

4.1.1 Unemployment level

According to the International Labour Organisation (ILO), the unemployment rate is the ratio between the number of persons with no employment (the unemployed persons) and the labour force (employed and unemployed persons). At the national level, the unemployment rate as defined by the ILO (referred to as SU1) is estimated at 6.1% among persons aged 14 or more. This indicator varies by survey region, residence, sex and age. The major cities of Douala (15.4%) and Yaounde (11.7%) record the highest levels compared to other survey regions. In addition to these last two cities, the level of the indicator is higher than the national average in Littoral excluding Douala (7.4%).

[12] This is the group, on the one hand, of unemployed persons, who are seeking employment but who are not immediately available to take up an employment if one were offered to them, and on the other hand, of persons who are available but who are not seeking an employment.

It is approximately 5.9 times lower in rural areas (1.6%) than in urban areas (9.4%). As a result, unemployment appears to be an essentially urban phenomenon and affects youths aged 14-34 (10.4%) much more than other age groups (Table 4.1).

Moreover, the unemployment rate increases with the level of education, from 1.6% among uneducated person to 17.6% among those with higher education. Following the sex, educated women are much more affected by unemployment than men with the same level of education. The highest gap in the level of unemployment between women and men is observed at the higher level (28.2% among women compared with 12.1% among men). Depending on the migratory status, it varies little between natives (6.3%) and migrants (5.7%).

Table 4.1: ILO unemployment rate (SU1) by region and according to sex and residence (%), EESI3-Phase 1, Cameroon, 2021

	Male	Female	Overall
Survey region			
Douala	13.0	18.3	15.4
Yaounde	9.2	15.0	11.7
Adamawa	2.3	1.1	1.8
Centre (excluding Yaounde)	1.7	4.5	2.9
East	1.5	1.8	1.6
Far-North	1.4	1.9	1.6
Littoral (excluding Douala)	5.2	10.0	7.3
North	1.6	2.1	1.8
North-West	5.9	4.2	5.1
West	4.3	6.7	5.5
South	1.2	3.5	2.2
South-West	6.1	10.5	8.0
Residence			
Urban	7.6	11.8	9.4
Rural	1.1	2.0	1.6
Age group			
14-34 years	8.1	13.8	10.4
35-64 years	2.3	3.1	2.7
65 years or more	2.0	0.0	1.1
Level of education			
Uneducated	1.8	1.5	1.6
Primary	2.2	3.3	2.7
Secondary 1st cycle	4.8	8.0	6.1
Secondary 2nd cycle	6.8	14.0	9.5
Higher	12.1	28.2	17.6
Migratory status			
Native	5.2	7.6	6.3
Migrant	4.6	7.0	5.7
Overall	**5.1**	**7.5**	**6.1**

The unemployment rate is higher among women than among men, more particularly in Douala (18.3% as against 13.0%), in Yaounde (15.0% as against 9.2%), in Littoral excluding Douala (10.0% as against 5.2%) and in the whole of the urban areas.

Graph 4.1 : Unemployment rate (%) by survey region and residence according to sex, EESI3 - Phase 1, Cameroon, 2021

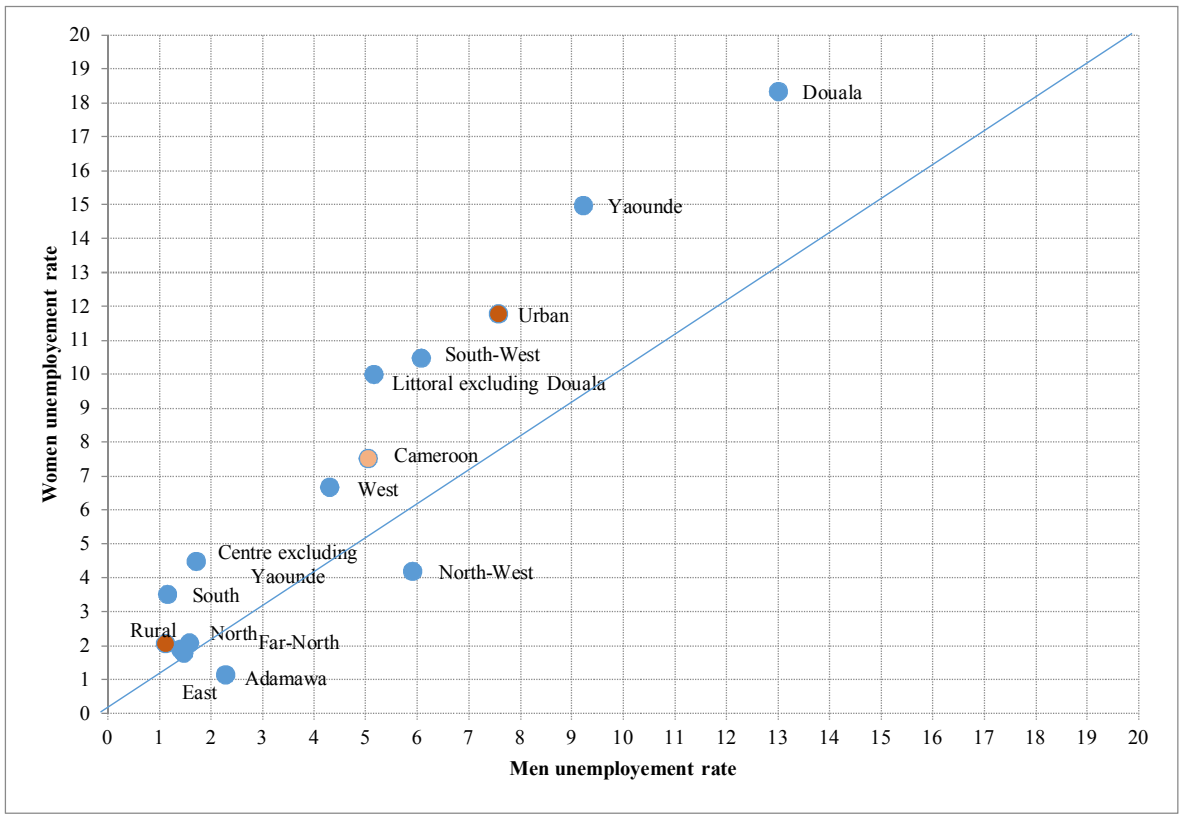


Table 4.2: ILO unemployment rate (SU1) following the sex and age and by residence (%), EESI3 - Phase 1, Cameroon, 2021

	Urban			Rural			Total		
	Male	Female	Overall	Male	Female	Overall	Male	Female	Overall
Age group									
14-19 years	13.5	17.4	14.8	1.9	4.5	3.1	7.4	8.9	8.0
20-24 years	15.7	31.5	22.0	3.4	6.3	4.7	11.0	20.9	15.1
25-29 years	13.5	19.2	15.7	2.0	3.3	2.5	10.0	13.6	11.4
30-34 years	6.3	14.8	9.9	0.6	4.7	2.5	4.3	10.8	7.1
35-39 years	4.8	8.6	6.6	0.2	0.4	0.3	3.2	5.4	4.2
40-44 years	3.9	5.0	4.4	1.1	1.1	1.1	2.9	3.4	3.1
45-49 years	2.9	5.0	3.9	0.2	0.0	0.1	1.7	2.7	2.2
50-54 years	1.9	3.4	2.6	0.0	0.0	0.0	1.2	1.8	1.5
55-59 years	2.7	0.7	1.8	0.6	0.0	0.3	1.6	0.3	1.1
60-64 years	2.4	0.8	1.6	0.0	0.0	0.0	1.0	0.4	0.7
65 years or more	2.3	0.0	1.3	1.9	0.0	1.0	2.0	0.0	1.1
Overall	**7.6**	**11.8**	**9.4**	**1.1**	**2.0**	**1.6**	**5.1**	**7.5**	**6.1**

4.1.2 Characteristics of unemployed persons and duration of unemployment

4.1.2.1 Characteristics of unemployed persons

Most unemployed persons are women, both at the national level (54.3%) and by residence (61.8% in rural areas and 53.5% in urban areas). Unemployed persons have completed an average of 11.5 years of successful studies, which corresponds to Form 5. This graph varies little by residence. Furthermore, nearly 69.0% of the unemployed persons have never worked or who are looking for their first employment

(first-time job-seekers). This proportion is higher in rural areas (80.8%), thus testifying the difficulties related to the first integration into the labour market in these areas. The low level of employment offers and the abandonment of some rural activities could explain the situation in rural areas. On the other hand, in urban areas, employment opportunities and salary expectations could account for this.

Table 4.3: Characteristics of unemployed persons by residence, EESI3-Phase 1, Cameroon, 2021

Residence	Sex			Age	Average number of years of successful education	Percentage of unemployed persons	
	Male	Female	Total			Previously employed	First-time job-seekers
Urban	46.5	53.5	**100.0**	29.7	11.7	32.4	67.6
Rural	38.2	61.8	**100.0**	28.6	10.0	19.2	80.8
Overall	**45.7**	**54.3**	**100.0**	**29.6**	**11.5**	**31.0**	**69.0**

The loss of previous employment characterises the situation of an unemployed person who had held at least an employment, and who, during the survey, was in a situation of unemployment. Analysis of the reasons for the loss of the previous employment was done by distinguishing the voluntary reasons from the unintended ones. The main voluntary reasons mentioned concern the insufficient pay (14.2%) and unsatisfactory working conditions (7.4%). As for unintended reasons, in order of importance, there are, termination of contract (14.3%), dismissal (10.4%), enterprise shut-down (7.0%) and insecurity (6.2%).

Table 4.4: Distribution of the unemployed persons (%) by main reason for loss of previous employment according to sex, EESI3 - Phase 1, Cameroon, 2021

	Sex		
	Male	**Female**	**Overall**
Voluntary reasons			
Downsizing/reduction of staff (private sector)	6.6	3.0	**4.7**
Enterprise shut-down (private sector)	7.5	6.6	**7.0**
Privatisation/restructuring	0.5	0.0	**0.2**
Dismissal	14.6	6.7	**10.4**
End of contract (retirement. etc.)	17.4	11.6	**14.3**
Eviction by the City Council/Council	0.0	2.1	**1.2**
Insecurity	6.1	6.3	**6.2**
Other voluntary reason	19.2	21.7	**20.6**
Voluntary reasons			
Insufficient pay	12.6	15.5	**14.2**
Unsatisfactory working conditions	5.9	8.6	**7.4**
Uninteresting employment	1.6	0.7	**1.1**
Family reasons (marriage/maternity)	0.0	10.3	**5.5**
Other voluntary reason	8.0	6.9	**7.4**
Total	**100.0**	**100.0**	**100.0**

4.1.2.2 Duration of unemployment

The duration of unemployment reflects the time spent by an unemployed person looking for an employment. At the national level, the average duration in unemployment is 34.3 months, or a little less than three years. It is greater for first-time job seekers compared to persons who were previously employed; the latter still afforded benefits from old contacts and the experience they had from the labour market. This duration is longer among women (37.1 months) than among men (30.9 months).

Long-term unemployment (more than 12 months) is of particular concern because of its consequences, including financial hardship, loss of relevant skills, self-esteem and exclusion from employment[13]. In total, three unemployed persons out of five (60.9%) have been unemployed for more than 12 months. Women (66.6%) are relatively more affected than men (54.1%) and as well as first-time job-seekers (66.0%) compared to persons previously in employment (49.6%).

This situation of long-term unemployment, which is more pronounced among first-time job seekers, reflects the need for the public authorities to continue to strengthen mechanisms for integration into the labour market.

[13] Labour and work force statistics: report submitted for discussion at the expert meeting on labour statisticis concerning the development of employment and unemployment statistics. Geneva, January - February 2013) / International Labour Office, Department of Sectoral Activities, page 38).

Table 4.5: Duration of unemployment by type of unemployment and residence, EESI3 - phase 1, Cameroon, 2021

		Average duration in unemployment in months			Percentage of persons with more than one year in unemployment		
		Urban	Rural	Overall	Urban	Rural	Overall
Why are you looking for employment?							
Previously employed	Male	21.6	13.3	20.8	46.3	17.3	43.7
	Female	24.4	25.2	24.4	54.6	58.8	54.8
	Overall	23.2	17.6	22.8	50.9	31.9	49.6
First-time seeker	Male	37.2	18.6	35.5	62.1	25.3	58.9
	Female	42.0	46.9	42.8	68.9	88.1	71.9
	Overall	39.7	37.9	39.5	65.7	68.1	66.0
Overall	Male	32.3	16.9	30. 9	57. 2	22.7	54.1
	Female	36.0	44.5	37.1	64.2	84.9	66.6
	Overall	**34.3**	**34.1**	**34.3**	**60.9**	**61. 1**	**60.9**

4.1.3 Employment search channels

Several employment search channels were used by the unemployed. In order of importance, the following channels were observed: personal relations (34.5%), use of classified advertisements (23.9%) and prospecting directly with employers (22.8%). Few unemployed persons (6.8%) choose to seek employment through competition. Using employment promotion agencies or employment agencies (NEF, LO, etc.) is marginal (1.1%).

A comparative analysis between 2010 and 2021 highlights changes in the channels used by the unemployed persons to enter the labour market. Over the period, there was a drop in the use of personal relations (34.5% in 2021 as against 42.9% in 2010) and an increase in the use of classified advertisements (newspapers, radio, posters, etc.), i.e. 23.9% in 2021 as against 7.2% in 2010, thus reflecting a revaluation of formal employment search channels.

It was also observed that 3.8% of the unemployed persons are looking for means (financial, material, etc.) to undertake an income-generating activity. This result is an invitation to the public authorities to continue to conduct strategic reflections (promotion of promising training, financial support for youths to develop certain sectors of activity, promotion of start-ups, etc.) aiming at developing a spirit of entrepreneurship among job seekers.

Certain prospecting channels are preferred depending on whether one has ever been employed or not. As a matter of fact, among persons previously employed, the most used channel is the family or friend solidarity network (43.0%), followed by the search of employment directly from employers (22.7%). As for first-time job-seekers, the use of classified advertisements such as newspapers, radio, posters (26.5%) comes in second position after the family or friend solidarity network (30.6%).

Table 4.6: Distribution (%) of unemployed persons as defined by the ILO by employment search channel according to sex and unemployment status, EESI3 - Phase 1, Cameroon, 2021

	None	Personal relations (family members or friends)	Directly with employers	Classified advertisements (radio. newspapers, posters, Internet. etc.)	Public employment agency (NEF. LO)	Private employment agency	Competition	Taking steps to undertake an activity (search of a financial assistance. premises, equipment or property. license...)	Other	Total
Previously employed										
Men	4.1	40.8	27.5	17.6	1.7	3.0	1.0	3.2	1.1	100.0
Women	6.7	45.0	18.5	18.8	0.3	0.0	1.3	8.4	1.1	100.0
Overall	**5.5**	**43.0**	**22.7**	**18.2**	**1.0**	**1.4**	**1.1**	**6.0**	**1.1**	**100.0**
First-time seeker										
Men	5.0	28.1	23.0	29.6	1.0	0.4	7.7	3.3	1.9	100.0
Women	4.2	32.8	22.7	23.9	1.4	0.0	10.8	2.8	2.0	100.0
Overall	**4.5**	**30.6**	**22.8**	**26.5**	**1.2**	**0.2**	**9.4**	**2.8**	**1.9**	**100.0**
Overall of the unemployed										
Men	4.7	32.1	24.4	25.8	1.2	1.2	5.6	3.3	1.6	100.0
Women	4.9	36.5	21.4	22.3	1.1	0.0	7.9	4.2	1.7	100.0
Overall	**4.8**	**34.5**	**22.8**	**23.9**	**1.1**	**0.6**	**6.8**	**3.8**	**1.7**	**100.0**

Although the level of registration of the unemployed persons with an employment or employment search agency (like the National Employment Fund) was relatively low in 2021, it has improved compared to 2010; from 6% to 14.1%. In the survey regions of Douala (19.0%), Centre (18.1%) and North (17.2%), the unemployed persons are relatively more numerous to register with the institutions mentioned above.

The low rate of registration of the unemployed persons with employment agencies is mainly due to the lack of knowledge of these institutions. As a matter of fact, 53.2% of non-registered persons do not know any employment search institution, and 17.0% do not think that such institution can help them. Also, 24.2% of the unemployed persons do not know how to register with an employment search institutions. Additional efforts should be made by the Government and the institutions concerned to inform and raise awareness among the population, in particular on the existence and missions of employment agencies and to communicate on the results obtained in terms of the integration of job seekers.

Table 4.7: Percentage of unemployed persons as defined by the ILO, registered with an employment search institution, distribution (%) of registered unemployed persons by reason for non-registration according to some background characteristics, EESI3 - Phase 1, Cameroon, 2021

	Percentage of unemployed persons registered with a structure	Distribution of non-registered unemployed persons by reason of non-registration				Total
		Does not know such institutions	Does not know how to register	Does not think the institution can help them	Other reason	
Survey region						
Douala	19.0	45.9	30.1	15.5	8.6	100.0
Yaounde	18.1	50.0	25.8	22.7	1.5	100.0
Adamawa	12.2	32.1	46.7	12.5	8.8	100.0
Centre excluding Yaounde	7.0	70.8	8.2	17.0	4.1	100.0
East	6.4	77.8	22.2	0.0	0.0	100.0
Far-North	5.5	60.8	27.0	12.2	0.0	100.0
Littoral (excluding Douala)	3.2	66.5	7.2	19.4	6.9	100.0
North	17.2	37.8	23.2	32.3	6.7	100.0
North-West	0.0	67.9	11.3	17.7	3.1	100.0
West	7.8	58.3	25.5	12.4	3.7	100.0
South	11.4	40.4	31.0	22.1	6.4	100.0
South-West	8.0	66.4	10.3	10.2	13.1	100.0
Residence						
Urban	15.3	51.2	25.7	18.0	5.1	100.0
Rural	4.1	68.1	13.3	9.5	9.0	100.0
Respondent's sex						
Male	13.9	51.3	24.8	18.9	5.0	100.0
Female	14.4	54.8	23.7	15.4	6.0	100.0
Overall	**14.1**	**53.2**	**24.2**	**17.0**	**5.6**	**100.0**

4.1.4 Type of employment sought

The question relating to the types of employment sought by unemployed persons was also addressed in this study. More than 4 unemployed persons out of 10 (44.7%) are looking for salaried employment, and almost 3 unemployed persons out of 10 (26.7%) want to be independent or own-account. The remaining 28.5% have no preference, their only objective is to enter the employment market.

The study also looked at the question of whether the unemployed persons take into account their trade/qualification in their preference for the type of employment sought. Results show that employment-qualification adequacy is not a very important element in the type of employment sought. Only 36.1% of the unemployed are looking for an employment that fits with their training. Considering the pressure of labour demand compared to supply, half of the unemployed persons are ready to enter the labour market regardless of their training or qualification (50.5%). This observation is similar by sex and residence.

Table 4.8: Distribution (%) of the unemployed persons by type of employment sought according to some background characteristics, EESI3 - Phase 1, Cameroon, 2021

	Residence		Sex		
	Urban	**Rural**	**Male**	**Female**	**Overall**
Wage-earner	44.3	48.3	45.1	44.4	**44.7**
Independent/Own-account	26.6	28.2	24.1	28.9	**26.7**
Indifferent	29.1	23.5	30.8	26.7	**28.5**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Matching with your trade/qualification	36.4	33.6	35.2	36.8	**36.1**
In another trade or business	13.8	10.2	14.7	12.4	**13.4**
Indifferent	49.8	56.2	50.1	50.8	**50.5**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

4.1.5 Salary expectations of unemployed persons

When asked about their salary expectations, the average monthly salary requested by unemployed persons was 188,625 CFA francs, or 218,380 CFA francs for men and 163,631 CFA francs for women, for a weekly working time of nearly 42 hours.

However, nearly two-thirds of the unemployed persons (66.6%) reported that they were ready to reduce their salary desire if unemployment is prolonged. Finally, the minimum salary acceptable for the unemployed persons to hold an employment is on average 122,780 CFA francs per month, i.e. 150,961 CFA francs for men and 98,872 CFA francs for women, which is three times the Minimum Wage in force in Cameroon set at 36,270 CFA francs per month.

Table 4.9: Desired average monthly salary, percentage of unemployed persons ready to revise their desires, average reservation wage, average number of hours desired, by some background characteristics, EESI3 - Phase 1, Cameroon, 2021

	Desired monthly salary (in CFA francs)	Percentage of unemployed persons ready to reduce their salary desires	Average reservation wage[14] (in CFA francs)	Average number of hours desired per week
Residence				
Urban	194.604	69.3	125.579	42.1
Rural	137.714	44.0	85.250	39.7
Respondent's sex				
Male	218.380	67.0	150.961	42.9
Female	163.631	66.3	98.872	41.1
Overall	**188.625**	**66.6**	**122.780**	**41.9**

4.2 Other indicators of labour underutilisation

The unemployment rate is certainly considered as the most used indicator for assessing labour market performance, but it does not provide enough on its own, information to understand labour

[14] This is the minimum wage below which the unemployed person turns down an employment offer.

market gaps within a country. The low unemployment level in Cameroon does not forcibly mean that the labour market is efficient.

The low value of the unemployment rate hides a large number of persons who are in a situation of labour underutilisation. Hence the need to use additional indicators to better assess this underutilisation. This is why, beyond the unemployment situation earlier addressed in this report, many other leading indicators reflecting labour underutilisation are analysed in this section. These are precisely:

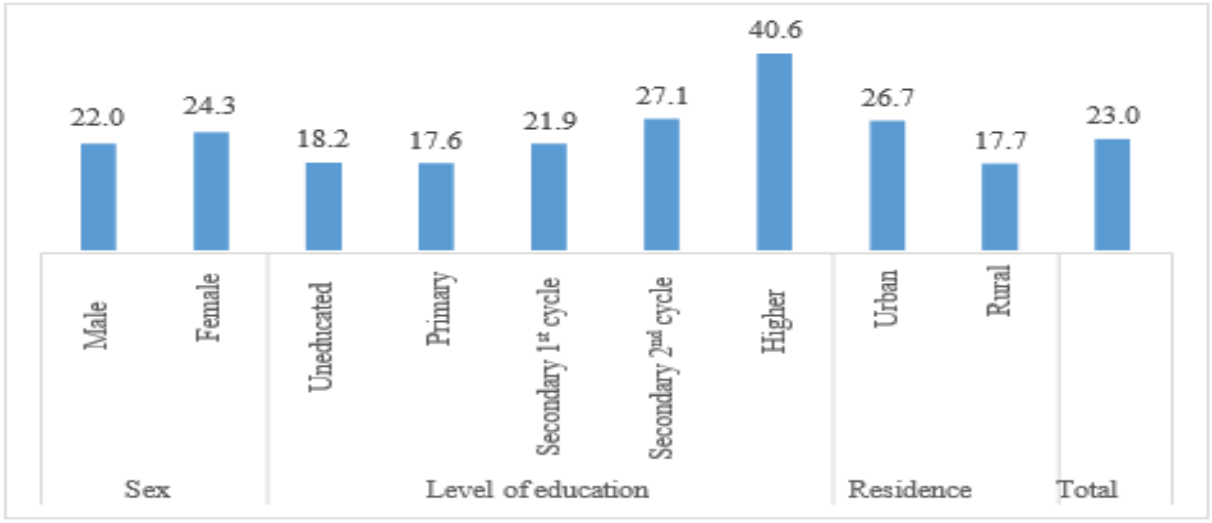
- the combined rate of time-related underemployment and unemployment (SU2);
- the combined rate of unemployment and potential labour force (SU3);
- the rate of composite measurement of labour underutilisation (SU4);

4.2.1 Combined rate of time-related underemployment and unemployment (SU2)

The combined rate of time-related underemployment and unemployment (SU2), obtained by dividing the labour force by the number of persons working involuntarily less than 40 hours per week (time-related underemployment) and that of the unemployed persons, is 23.0% globally (Graph 4.2). This indicator analyses labour underutilisation by focusing at the same time on underemployment (in terms of working time of employed persons) and the inability to absorb part of the labour force (unemployment). For a low unemployment rate, a relatively high value of this indicator testifies to a significant underutilisation of employed persons (willing to work more but involuntarily working less).

This indicator is higher in urban areas (26.7%) than in rural areas (17.7%). It increases with the level of education and reaches 40.6% among persons in higher level.

Graph 4.2 : Combined rate of time-related underemployment and unemployment by sex and level of education, EESI3 - Phase 1, Cameroon, 2021



Following the sex, it is relatively higher among women (24.3%) than among men (22.0%) both at national level and in most survey regions. However, in the regions of the Far-North, the Centre excluding Yaounde and North, an opposite trend is observed.

Following the survey region, Yaounde (29.5%) and Douala (28.4%) record the highest values, meanwhile the lowest values are observed in the East (15.2%) and Centre excluding Yaounde (16.1%) regions.

Table 4.10: Combined rate of time-related underemployment and unemployment (%) following the survey region and residence, EESI3 - Phase 1, Cameroon, 2021

	Male	Female	Overall
Survey region			
Douala	25.3	32.3	**28.4**
Yaounde	25.3	35.0	**29.5**
Adamawa	19.7	24.7	**21.7**
Centre (excluding Yaounde)	16.4	15.8	**16.1**
East	14.5	16.5	**15.2**
Far-North	25.4	18.0	**22.0**
Littoral (excluding Douala)	21.3	28.8	**24.7**
North	18.2	16.6	**17.5**
North-West	28.2	24.2	**26.2**
West	19.2	23.3	**21.2**
South	23.5	24.9	**24.2**
South-West	17.2	33.1	**24.2**
Residence			
Urban	24.6	29.6	**26.7**
Rural	17.9	17.5	**17.7**
Overall	**22.0**	**24.3**	**23.0**

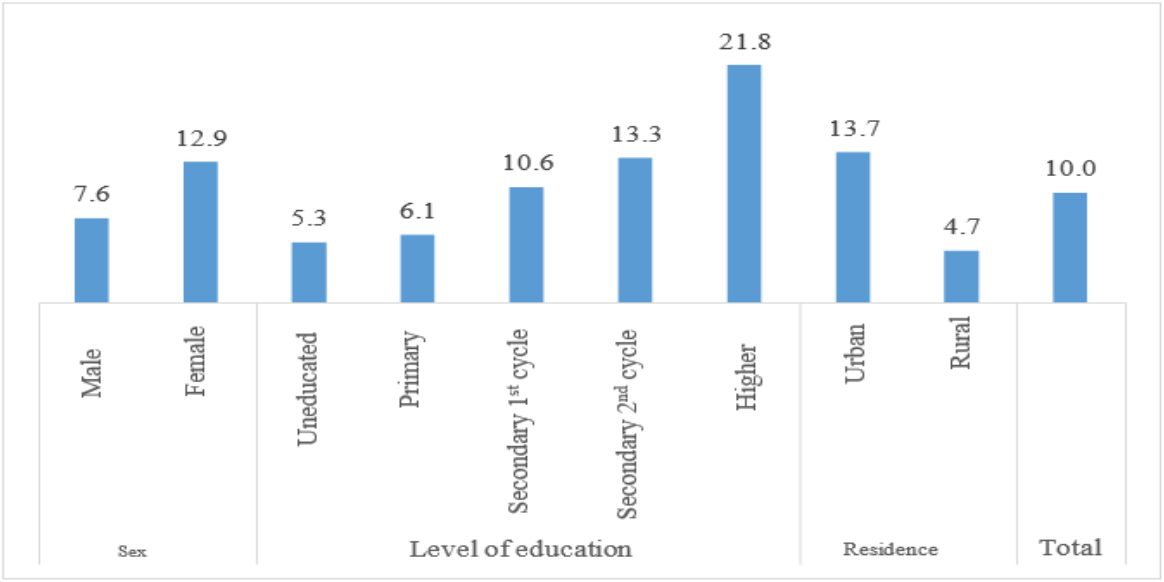
4.2.2 Combined rate of unemployment and potential labour force (SU3)

Potential labour force, refers to persons who are not employed, who express an interest in an employment but whose current conditions limit their active search and/or their availability. In short, these are persons who have looked for an employment but are not available or persons who are available but are not looking for an employment.

These persons are classified into one of the following two categories: a) job seekers who are not available, i.e. unemployed persons who are looking for an employment but are not available immediately or before 15 days; (b) available potential job seekers, i.e. unemployed persons who are not looking for employment but are available. Reasons for the non-search for employment by persons from the last sub-group could be, inter alia, discouragement, lack of confidence, ignorance.

The combined rate of unemployment and potential labour force (SU3) which is obtained by dividing the extended labour force, the number of unemployed persons and that of the potential labour force, stands at 10.0% at the national level. It is higher in urban areas (13.7%) than in rural areas (4.7%) and increases with the level of education, almost from simple among uneducated persons (5.3%) to quadruple among persons with higher level (21.8%).

Graph 4.3 : Combined rate of unemployment and potential labour force (%) following the sex and level of education, EESI3 - Phase 1, Cameroon, 2021



Following the sex, women (12.9%) are more concerned than men (7.6%) at the national level. This relatively high trend among women, is also observed in almost all survey regions. Douala (19.0%) and Yaounde (16.5%) record the highest values, meanwhile the East region (3.2%) has the lowers value.

Table 4.11: Combined rate of unemployment and potential labour force (%) by survey region and residence, EESI3 - Phase 1, Cameroon, 2021

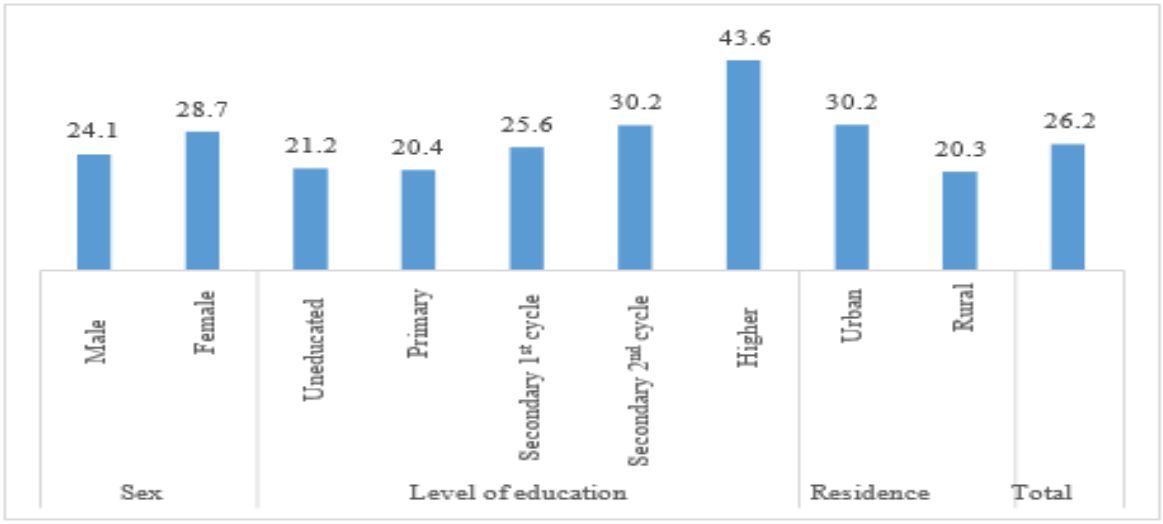
	Male	Female	Overall
Survey region			
Douala	14.8	23.9	**19.0**
Yaounde	12.0	22.1	**16.5**
Adamawa	3.6	5.1	**4.2**
Centre (excluding Yaounde)	4.4	9.2	**6.6**
East	2.3	4.8	**3.2**
Far-North	3.7	6.0	**4.8**
Littoral (excluding Douala)	8.6	18.1	**13.0**
North	4.4	9.4	**6.6**
North-West	13.2	7.8	**10.6**
West	6.7	11.3	**9.0**
South	2.3	6.4	**4.2**
South-West	9.7	18.3	**13.5**
Residence			
Urban	10.0	18.5	**13.7**
Rural	4.0	5.4	**4.7**
Overall	**7.6**	**12.9**	**10.0**

4.2.3 Composite measurement of labour underutilisation (SU4)

One of the key indicators introduced by the 19th ICLS in the analysis of the labour market to synthesise forms of distortion in the labour market is the composite measurement of labour underutilisation. The rate of the composite measurement of labour underutilisation (SU4) accounts for the proportion of the extended labour force of persons in time-related underemployment, unemployed persons and potential labour force. It thus makes it possible to measure the effort required to eliminate the imperfections observed on the labour market, namely the non-absorption of persons willing to work and underutilisation of employed persons in connection with working time.

This indicator stands at 26.2% at the national level. The level of distortion is higher in urban areas (30.2%) than in rural areas (20.3%). Women (28.7%) are more affected than men (24.1%). The indicator increases relatively with the level of education.

Graph 4.4 : Composite measurement of labour underutilization (%) following the sex and level of education, EESI3 - Phase 1, Cameroon, 2021



Following the survey region, the highest rates are recorded in Yaounde (33.3%) and Douala (31.5%). The lowest rate is recorded in the East region (16.8%). Moreover, analysis by sex and survey region shows that female labour is more underutilised than male except in the Far-North survey region where the opposite situation is observed.

Table 4.12: Rate of composite measurement of labour underutilisation (%) by region and following the residence, EESI3 - Phase 1, Cameroon, 2021

	Male	Female	Overall
Survey region			
Douala	26.9	37.0	31.5
Yaounde	27.6	40.4	33.3
Adamawa	20.7	27.5	23.5
Centre excluding Yaounde	18.7	19.9	19.2
East	15.5	18.9	16.8
Far-North	27.5	21.9	24.9
Littoral excluding Douala	24.2	35.2	29.3
North	20.6	23.3	21.8
North-West	33.7	27.4	30.6
West	21.3	27.1	24.2
South	24.6	27.7	26.0
South-West	20.3	38.9	28.7
Residence			
Urban	26.6	35.0	30.3
Rural	20.4	20.7	20.5
Overall	**24.2**	**28.8**	**26.3**

CHAPTER 5 : TRAJECTORIES AND PROSPECTS

This chapter reports on academic mobility (structural and intergenerational) between children and their parents, professional mobility of employed persons, as well as employment prospects for the latter.

To analyse mobility during EESI3, each individual aged 15 or more was asked what was the level of education of his/her father (respectively of his/her mother) when he was exactly 15 years old. The same question was asked concerning the socio-professional category (SPC) and sector of activity. In addition, to analyse professional mobility among persons aged 15 or more, previous employment characteristics were examined (sector of activity, SPC, employment, etc.).

5.1 Educational mobility

Educational mobility between the child and his/her father or his/her mother, in this study, was measured through the difference in the level of education of the child compared to that of his/her father or mother. Analysis was conducted on the one hand through comparison of the structure of the level of education of the fathers or mothers with that of their children; and on the other hand on the improvement or not, of the children level of education compared to that of their parents (father or mother).

Analysis of educational mobility concerned persons aged 35 or more. It should be noted here that it was assumed that at 35 years, the individual has completed his/her education. Thus, when the individual was 15 years old, his/her father (mother), who was then probably 35 years old or more, had probably completed his education. The individual's current level of education (of 35 years or more) will be compared to what his/her father (mother) had when he/she was 15 years old.

Analysis of mobility in terms of comparison of level of education showed a clear improvement in children level of education compared to that of their fathers (Table 5.1). As a matter of fact, at the national level, comparison between the distribution of the level of education of fathers and that of their children shows that: 81.3% of fathers are uneducated as against 30.0% of children; 10.9% of fathers have primary education as against 31.7% of children; 6.1% of fathers have secondary education as against 30.5% of children and 1.0% of fathers have higher education as against 7.8% of children. Trends observed at the national level are almost similar according to residence.

Despite this significant improvement in structure, social reproduction between father and child at the national level, in terms of level of education, is strong at the secondary and higher levels. As a matter of fact, out of 100 children whose father had secondary education, 57 have secondary education and out of 100 children whose father had higher education, 60 have higher education. In addition, it should be noted that mobility has ascended among children whose father had primary education. Actually, out of 100 children whose father was at primary level of education, nearly 38 are at primary level and 46 are at secondary level of education.

Globally, the average number of additional years of education of children compared to their fathers', decreases as the level of education of the father increases, from 4 years for children whose father had primary education to less than one year for children whose father had higher education. Children whose fathers had primary education are relatively the most numerous (93.3%) to reach

at least the same level of education as their fathers. In addition, they have on average 4 more years of education than their fathers. Among fathers with secondary education, 82.2% of their children have at least secondary education and have completed an average of 3 more years of education than them. Trends observed above are almost similar in both urban and rural areas, with, however, a more significant reproduction of the level of education in rural areas than in urban areas.

Table 5.1: Educational mobility between the generation of fathers and that of children, distribution (%) of children by level of education according to residence and level of education of their fathers, EESI3 - Phase 1, Cameroon, 2021

Residence	Father's level of education	Child's level of education					Structure of the level of education in the generation of fathers	Percentage of those with the same level of education as their fathers or more	Average number of additional years
		Uneducated	Primary	Secondary	Higher	Total			
Urban	Uneducated	23.0	31.3	36.5	9.2	100.0	77.2	100.0	-
	Primary	4.1	29.8	52.7	13.4	100.0	12.1	95.9	4.5
	Secondary	2.4	11.0	56.2	30.4	100.0	8.3	86.6	3.1
	Higher	2.5	4.3	26.9	66.3	100.0	1.6	66.3	0.7
	Does not know	3.9	45.5	29.6	21.0	100.0	0.7	-	-
	Overall	**18.6**	**29.1**	**39.9**	**12.5**	**100.0**	**100.0**	**97.2**	**3.9**
Rural	Uneducated	49.4	33.6	15.4	1.5	100.0	86.4	100.0	.
	Primary	10.9	50.2	34.8	4.1	100.0	9.4	89.1	3.1
	Secondary	3.0	29.0	57.6	10.5	100.0	3.2	68.1	2.3
	Higher	0.0	54.3	45.7	0.0	100.0	0.2	0.0	-
	Does not know	53.3	31.2	11.6	3.9	100.0	0.8	-	-
	Overall	**44.3**	**35.0**	**18.6**	**2.1**	**100.0**	**100.0**	**97.0**	**3.0**
Overall	Uneducated	35.5	32.4	26.6	5.6	100.0	81.3	100.0	-
	Primary	6.7	37.7	45.8	9.8	100.0	10.9	93.3	4.0
	Secondary	2.5	15.2	56.5	25.7	100.0	6.1	82.2	3.0
	Higher	2.2	9.2	28.8	59.8	100.0	1.0	59.8	0.7
	Does not know	27.4	38.7	21.0	12.9	100.0	0.7	-	-
	Overall	**30.0**	**31.7**	**30.5**	**7.8**	**100.0**	**100.0**	**97.1**	**3.6**

In the light of the role of mother and natural educator of the child's that women play, of their ever increasing social position in public circles and in decision-making spheres, the level of education of mothers should be compared to that of their children.

As with fathers, Table 5.2 shows that globally, when the child was 15 years old, 85.0% of mothers were uneducated, 10.7% had primary education, 3.6% had secondary education and 0.3% had higher education. Distribution of the children of these mothers by level of education shows that 30.0% of children are uneducated, 31.7% have primary education, 30.5% have secondary education and 7.8% have higher education.

Globally, the overall immobility rate between mother and child follows the same trends as those observed between father and child. Out of 100 children whose mother had secondary education, 55 children have secondary education. Out of 100 children whose mother had higher education, 83 have higher education. As with fathers, educational mobility has ascended for children whose

mother has primary education. Out of 100 children whose mother had primary education, 28 have primary education and 54 have secondary education.

The average number of additional years of education of children decreases as the level of education of the mother increases, from 5 years for children whose mother has primary education to less than a year for children whose mother has higher education. As with fathers, children whose mothers also had primary education are relatively the most numerous (96.6%) to reach at least the same level of education. They have followed 5 more years of education than them. Among mothers who had secondary education, 85.9% of children reached at least secondary education and had an average of 3.4 more years of education than mothers. Trends observed in total are reproduced by residence.

Table 5.2: Educational mobility between the generation of mothers and that of children, distribution (%) of children by level of education according to the residence and level of education of their mothers, EESI3 - Phase 1, Cameroon, 2021

Residence	Mother's level of education	Child's level of education					Structure of the level of education in the generation of mothers	Percentage of those with the same level of education as their mothers or more	Average number of additional years
		Uneducated	Primary	Secondary	Higher	Total			
Urban	Uneducated	22.5	31.9	36.0	9.7	100.0	79.7	100.0	-
	Primary	3.4	21.7	57.7	17.3	100.0	13.9	96.6	5.5
	Secondary	2.7	9.2	53.8	34.3	100.0	5.5	88.1	3.5
	Higher	0.0	1.2	14.3	84.4	100.0	0.5	84.4	0.9
	Does not know	7.0	38.7	40.3	13.9	100.0	0.3	-	-
	Overall	**18.6**	**29.1**	**39.9**	**12.5**	**100.0**	**100.0**	98.5	**4.9**
Rural	Uneducated	47.7	34.6	15.9	1.8	100.0	91.6	100.0	-
	Primary	5.4	43.8	46.0	4.7	100.0	6.7	94.6	3.5
	Secondary	1.0	24.9	63.5	10.6	100.0	1.3	74.1	2.2
	Higher	0.0	0.0	44.5	55.5	100.0	0.0	55.5	-
	Does not know	36.7	21.8	41.5	0.0	100.0	0.5	-	-
	Overall	**44.3**	**35.0**	**18.6**	**2.1**	**100.0**	**100.0**	98.8	**3.4**
Overall	Uneducated	34.6	33.2	26.4	5.9	100.0	85.0	100.0	-
	Primary	4.0	27.8	54.4	13.8	100.0	10.7	96.0	5.0
	Secondary	2.4	11.7	55.3	30.6	100.0	3.6	85.9	3.4
	Higher	0.0	1.2	15.5	83.4	100.0	0.3	83.4	0.9
	Does not know	22.3	30.0	41.0	6.8	100.0	0.4	-	-
	Overall	**30.0**	**31.7**	**30.5**	**7.8**	**100.0**	**100.0**	98.6	**4.6**

Results relating to educational mobility between the father or the mother and child could result, inter alia, from the increase in education supply over time, from the implementation by public authorities of the measures of Education For All (EFA), particularly through free primary education, from raising parents' awareness about the importance of their children's education and implementation of literacy programmes for several years. Efforts should be made to eliminate social reproduction among the uneducated.

5.2 Professional mobility

Professional mobility, examined here, is the change of status in terms of sector of activity and socio-professional category, occurred during a reference period of the child, compared to his/her biological parent (father or mother). Analysis focuses on all employed persons aged 35 or more at the time of the survey and whose parents were working when they were 15 years old. This part discusses intergenerational mobility in terms of destiny. It makes it possible to answer the following question: what has become of the children of parents in a given sector of activity or a given socio-professional category?

Analysis of structural mobility, in terms of sector of activity, shows a relative mobility of children whose father worked in the primary sector towards other sectors. This result could be in connection with the transformations within the economy in terms of employment opportunities.

In total, social reproduction is strong for children whose fathers worked in the primary sector (Table 5.3). As a matter of fact, out of 100 children whose parents worked in this sector, 58 currently work in the same sector. The same applies to service activities (50). In rural areas, stronger social reproduction was observed for children whose fathers worked in the primary sector (74), meanwhile in urban areas, this phenomenon is observed in the service sector (58).

Moreover, in rural areas, the proportion of children working in the primary sector is relatively high, regardless of the sector of activity in which the fathers worked. This observation supposes a return of the children to the activities of the rural world. As a matter of fact, out of 100 children whose father worked in trade, 60 work in the primary sector and only 11 do so in trade. This phenomenon is repeated in similar proportions for children whose fathers worked in the service and industrial sectors.

Conversely, in urban areas, the proportion of children working in services is relatively higher, regardless of the sectors of activity in which the fathers worked. In other words, children are much more referred towards services.

Distribution of fathers of children, when they were working and when their children were 15 years old, shows a predominance of the primary sector in both urban (44.4%) and rural (81.7%) areas, unlike the other sectors of activity.

Table 5.3: Intergenerational mobility between father and child, distribution (%) of children by sector of activity according to residence and sector of activity of their fathers, EESI3 - Phase 1, Cameroon, 2021

Residence	Father's sector of activity	Child's sector of activity				Total	Structure of fathers' sector of activity
		Primary	Industry	Trade	Services		
Urban	Primary	29.5	17.0	20.0	33.6	100.0	44.4
	Industry	11.7	27.1	9.0	52.2	100.0	6.9
	Trade	8.8	17.7	29.5	44.0	100.0	15.3
	Services	7.8	17.4	16.9	57.9	100.0	32.5
	Does not know	11.9	22.2	13.9	52.0	100.0	0.9
	Overall	17.9	18.0	19.6	44.5	100.0	100.0
Rural	Primary	74.1	9.9	6.8	9.2	100.0	81.7
	Industry	50.6	28.1	11.2	10.2	100.0	2.1
	Trade	59.7	13.1	11.0	16.2	100.0	5.2
	Services	51.1	16.2	7.4	25.3	100.0	10.8
	Does not know	91.6	8.4	0.0	0.0	100.0	0.2
	Overall	70.4	11.1	7.2	11.3	100.0	100.0
Overall	Primary	57.7	12.5	11.7	18.2	100.0	62.4
	Industry	20.4	27.3	9.5	42.8	100.0	4.6
	Trade	21.0	16.6	25.1	37.3	100.0	10.4
	Services	18.0	17.1	14.6	50.2	100.0	22.0
	Does not know	28.7	19.3	11.0	41.1	100.0	0.6
	Overall	**43.2**	**14.7**	**13.6**	**28.5**	**100.0**	100.0

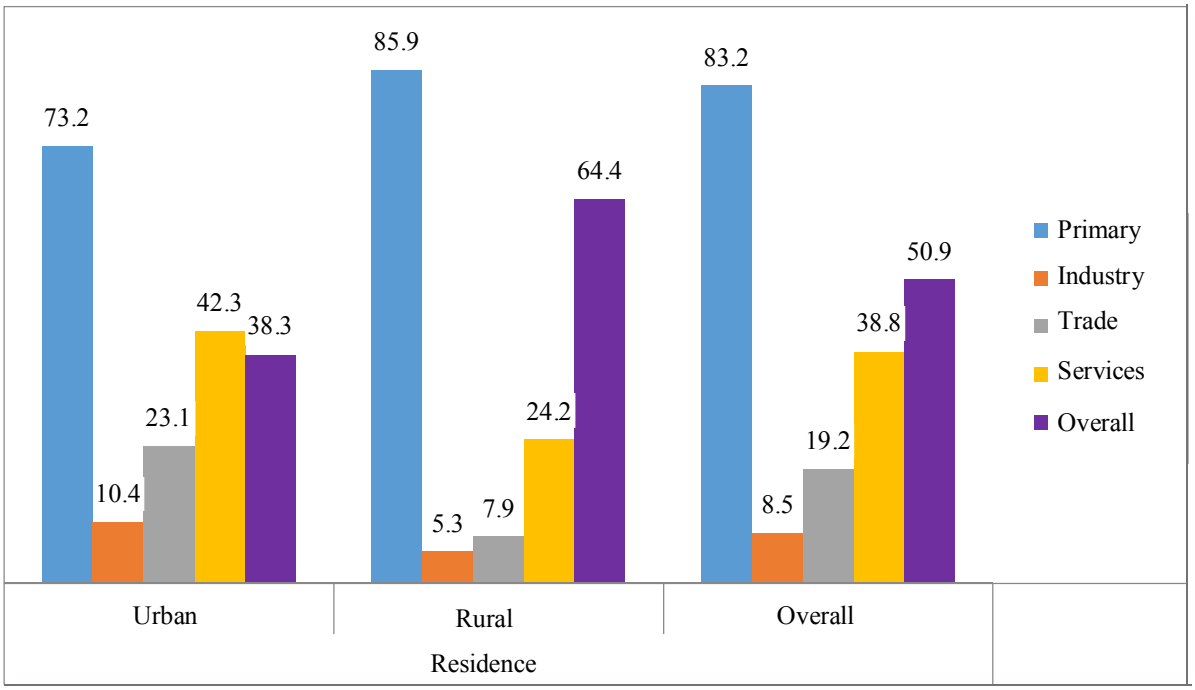
Trends observed in mobility, in terms of sector of activity, between fathers and children are almost the same between mothers and children according to Table 5.4.

Table 5.4: Intergenerational mobility between mother and child, distribution (%) of children by sector of activity according to residence and sector of activity of their mothers, EESI3 - Phase 1, Cameroon, 2021

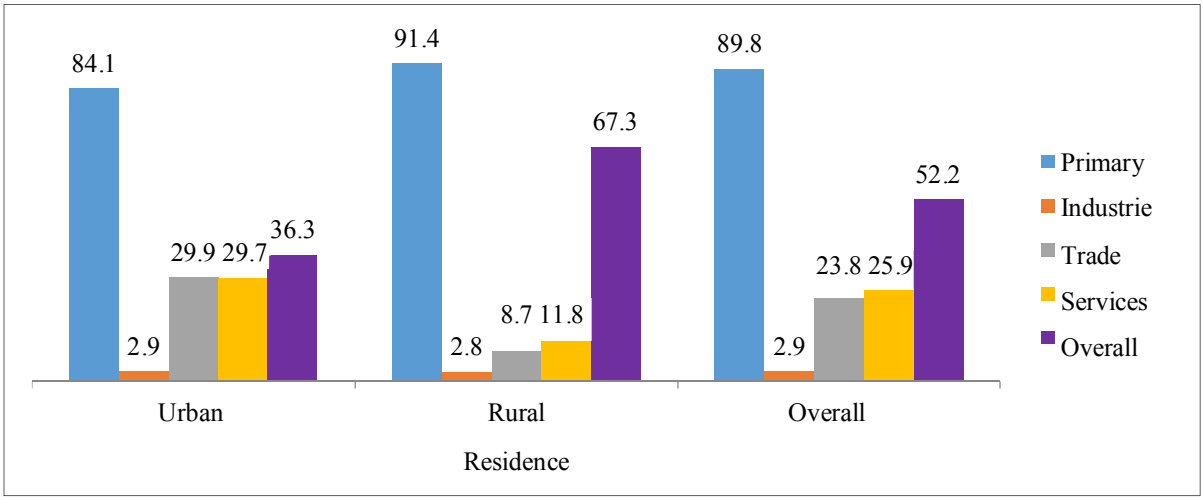
Residence	Mother's sector of activity	Child's sector of activity				Total	Structure of mothers' sector of activity
		Primary	Industry	Trade	Services		
Urban	Primary	33.4	15.1	18.9	32.6	100.0	52.9
	Industry	7.9	46.4	6.9	38.8	100.0	1.1
	Trade	6.7	24.0	22.5	46.7	100.0	24.8
	Services	7.3	17.1	14.6	61.0	100.0	20.5
	Does not know	14.5	26.3	4.8	54.4	100.0	0.6
	Overall	**21.0**	**18.2**	**18.7**	**42.1**	**100.0**	100.0
Rural	Primary	74.2	9.6	6.8	9.4	100.0	87.6
	Industry	35.7	22.5	10.3	31.5	100.0	1.3
	Trade	53.9	21.1	9.6	15.4	100.0	6.6
	Services	47.2	12.7	9.4	30.6	100.0	4.2
	Does not know	57.2	0.0	42.8	0.0	100.0	0.3
	Overall	**71.2**	**10.6**	**7.2**	**10.9**	**100.0**	100.0
Overall	Primary	59.4	11.6	11.2	17.8	100.0	70.7
	Industry	23.0	33.4	8.7	34.9	100.0	1.2
	Trade	17.0	23.4	19.7	39.9	100.0	15.5
	Services	14.4	16.3	13.7	55.6	100.0	12.2
	Does not know	28.5	17.7	17.2	36.7	100.0	0.4
	Overall	**46.8**	**14.3**	**12.8**	**26.1**	**100.0**	100.0

The overall immobility rate is 50.9% at national level (Graph 5.1). Thus, one child out of two works in the same sector of activity as his/her father did when he was 15 years old. In rural areas, nearly two children out of three (64.4%) work in the same sector of activity as their fathers when they were 15 years old. This ratio is a little more than one child out of three (38.3%) in urban areas. Following the sector of activity, the primary sector dominates as much for the total (83.2%) as for urban areas (73.2%) and rural areas (85.9%).

Graph 5.1 : Overall immobility rate (%) between father and child by residence according to sector of activity, EESI3 - Phase 1, Cameroon, 2021



Graph 5.2 : Overall immobility rate between mother and child by residence according to sector of activity (%), EESI3 - Phase 1, Cameroon, 2021



Following the socio-professional category, analysis of mobility, in terms of structure, shows a mixed situation for children compared to that which their parents experienced. A comparison of the distribution of the socio-professional category, at the national level, of fathers with that of their children shows that: 1.0% of fathers are bosses as against 2.1% among children; 14.4% of fathers are skilled workers as against 17.4% among children; 4.3% of fathers are labourers as against 10.5% of children; 5.7% of fathers are executives as against 4.9% among children; and 70.9% of fathers are own-account workers compared to 62.5% of children.

As for social reproduction, it remains very strong among children whose fathers were own-account (Table 5.5). Actually, out of 100 children whose fathers were own-account workers, 71 children also are own-account workers at the national level. The trends are the same in urban (62) and rural (80) areas.

Among children whose fathers held the socio-professional categories of labourers, bosses and skilled workers, relative mobility is observed. Children whose fathers worked in one of these categories have a higher probability of working in a socio-professional category different from that of their father and particularly as an own-account workers. Actually, out of 100 children whose fathers were executives (respectively skilled workers and labourers), 33 (respectively 44 and 62) children are currently own-account workers.

Table 5.5: Intergenerational mobility between father and child, distribution (%) of children by socio-professional category according to residence and socio-professional category of their fathers, EESI3 - Phase 1, Cameroon, 2021

Residence	Father's SPC	Child's socio-professional category						Total	Structure of fathers' socio-professional category
		Executive	Skilled worker	Labourer	Boss	Own-account worker	Family helper/apprentice /unclassifiable		
Urban	Executive	38.5	30.5	3.7	4.5	22.8	0.0	100.0	8.9
	Skilled worker	11.7	41.4	6.4	1.1	39.0	0.4	100.0	21.1
	Labourer	5.4	23.1	7.9	2.0	61.6	0.0	100.0	5.3
	Boss	11.9	17.1	13.3	7.3	46.4	4.0	100.0	0.9
	Own-account worker	3.6	22.7	7.9	3.0	61.9	0.8	100.0	62.5
	Family helper	0.0	21.1	32.9	2.1	43.9	0.0	100.0	1.4
	Overall	8.6	27.3	7.6	2.7	53.2	0.6	100.0	100.0
Rural	Executive	7.5	3.2	6.2	2.6	77.8	2.7	100.0	2.2
	Skilled worker	1.4	27.2	8.8	0.9	58.1	3.5	100.0	7.4
	Labourer	0.0	8.5	24.7	0.0	63.7	3.1	100.0	3.2
	Boss	6.9	0.0	42.3	26.2	24.6	0.0	100.0	1.1
	Own-account worker	0.8	5.4	9.1	1.3	78.4	5.0	100.0	79.8
	Family helper	0.0	2.6	68.3	0.0	24.5	4.5	100.0	6.3
	Overall	1.0	6.8	13.6	1.4	72.5	4.7	100.0	100.0
Overall	Executive	32.7	25.3	4.2	4.2	33.2	0.5	100.0	5.7
	Skilled worker	9.2	37.9	7.0	1.1	43.7	1.1	100.0	14.4
	Labourer	3.4	17.8	14.0	1.3	62.3	1.1	100.0	4.3
	Boss	9.2	8.1	28.6	17.3	34.9	1.9	100.0	1.0
	Own-account worker	2.1	13.3	8.6	2.0	70.9	3.1	100.0	70.9
	Family helper	0.0	6.1	61.7	0.4	28.2	3.7	100.0	3.7
	Overall	**4.9**	**17.4**	**10.5**	**2.1**	**62.5**	**2.6**	**100.0**	100.0

Analysis of professional mobility between mother and child following the socio-professional category shows strong social reproduction. It is very strong among mothers who were own-account workers or executives. According to table 5.6, out of 100 children whose mothers were own-account workers, 70 are now own-account workers and out of 100 children whose mothers worked as executives, 61 are now executives.

Just as with fathers, there is relative mobility among mothers working as labourers, bosses or skilled workers. Children whose mothers worked in one of these categories have a relatively higher probability of being own-account workers. Actually, out of 100 children whose mothers were labourers respectively bosses and skilled workers, 48 (respectively 63 and 35) children are currently own-account workers.

Table 5.6: Intergenerational mobility between mother and child, distribution (%) of children by socio-professional category according to residence and socio-professional category of their mothers, EESI3 - Phase 1, Cameroon, 2021

Residence	Mother's SPC	Child's socio-professional category							Structure of mothers' socio-professional category
		Executive	Skilled worker	Labourer	Boss	Own-account worker	Family helper/apprentice/unclassifiable	Total	
Urban	Executive	65.3	18.0	4.2	1.9	10.7	0.0	100.0	2.1
	Skilled worker	18.6	45.6	3.7	2.9	29.1	0.0	100.0	8.1
	Labourer	11.8	22.5	13.3	2.6	49.8	0.0	100.0	3.8
	Boss	12.4	32.7	0.0	10.5	44.4	0.0	100.0	0.3
	Own-account worker	5.3	23.2	8.2	2.5	60.0	0.8	100.0	74.2
	Family helper	2.6	28.1	11.3	3.6	52.0	2.3	100.0	11.5
	Overall	7.6	25.5	8.3	2.7	55.1	0.8	100.0	100.0
Rural	Executive	11.6	39.2	0.0	0.0	30.8	18.4	100.0	0.2
	Skilled worker	4.3	36.3	5.8	0.0	52.4	1.2	100.0	2.6
	Labourer	0.0	11.3	39.6	2.5	46.6	0.0	100.0	2.9
	Boss	0.0	0.0	0.0	0.0	100.0	0.0	100.0	0.2
	Own-account worker	0.4	6.8	8.2	0.9	80.6	3.1	100.0	67.8
	Family helper	1.0	1.4	23.6	1.5	62.3	10.3	100.0	26.4
	Overall	0.6	6.3	13.0	1.1	74.0	4.9	100.0	100.0
Overall	Executive	61.2	19.6	3.9	1.7	12.2	1.4	100.0	1.1
	Skilled worker	14.9	43.2	4.3	2.2	35.1	0.3	100.0	5.3
	Labourer	6.5	17.5	25.1	2.6	48.3	0.0	100.0	3.3
	Boss	8.3	21.9	0.0	7.1	62.7	0.0	100.0	0.2
	Own-account worker	2.9	15.2	8.2	1.7	70.1	1.9	100.0	70.9
	Family helper	1.4	9.2	20.0	2.1	59.3	8.0	100.0	19.1
	Overall	**4.0**	**15.7**	**10.7**	**1.9**	**64.8**	**2.9**	**100.0**	100.0

5.3 Mobility between previous employment and current employment

Mobility between the previous employment and the current employment refers to the change of employment between the one currently held and the one held just before one's current employment. This mobility is assessed for employed persons aged 15 or more at the time of the survey and who have held a previous employment.

Comparison by sector of activity, of the structure of former employment with that of current employment shows a relative migration of employed persons between sectors of activity. Table 5.7 shows that out of 100 persons currently employed and having who had previous employment in industry, 34 currently work in the primary sector. On the other hand, out of 100 currently employed persons and who had their previous employment in trade, 37 currently work in services. Between the other sectors of activity, mobility is relatively less significant. In addition, the sector least impacted by this mobility is that of services, of which 49.6% of persons who had their previous employed in this sector remained therein.

Table 5.7: Matrix of transition between current employment and previous employment and according to the sector of activity, EESI3 - Phase 1, Cameroon, 2021

Previous sector of activity	Current sector of activity					
	Primary	Industry	Trade	Services	Total	Structure of the sector of activity of previous employment (%)
Primary	39.4	15.4	18.8	26.3	100.0	27.1
Industry	33.6	28.0	13.1	25.3	100.0	15.9
Trade	20.6	10.9	31.2	37.4	100.0	18.1
Services	22.7	12.7	15.0	49.6	100.0	38.9
Overall	**27.1**	**15.9**	**18.1**	**38.9**	**100.0**	100.0

Mobility matrix (Table 5.8) between socio-professional category of previous employment and that of current employment shows very high stability among own-account workers, meanwhile among executives, it is relative. In the first case, out of 100 currently employed persons and who were own-account workers, 71 are currently own-account workers. In the second case, out of 100 executives, 40 currently work as executives.

Table 5.8: Matrix of transition between current employment and previous employment following the socio-professional category, EESI3 - Phase 1, Cameroon, 2021

Socio-professional category of previous employment	Socio-professional category of current employment							
	Executive	Skilled worker	Labourer	Boss	Own-account worker	Family helper/apprentice/unclassifiable	Total	Structure of socio-professional category of previous employment
Executive	39.9	21.6	3.6	3.6	31.3	0.0	100.0	4.1
Skilled worker	3.9	35.7	7.4	2.2	50.0	0.9	100.0	34.1
Labourer	0.0	19.5	29.7	2.3	47.8	0.7	100.0	13.6
Boss	0.0	15.8	11.6	6.7	65.9	0.0	100.0	0.8
Own-account workers worker	1.2	16.2	9.3	1.2	70.9	1.2	100.0	40.3
Family helper/apprentice/unclassifiable	3.8	18.7	13.2	1.2	50.1	12.9	100.0	7.2
Overall	**3.7**	**23.7**	**11.5**	**1.8**	**57.5**	**1.8**	**100.0**	100.0

5.4 Employment prospects

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

5.4.1 Professional projects

Globally, almost 2 persons out of 3, aged 15 or more (65.5%) want to keep their current situation, 20.0% want to get their first employment, 10.0% want to get a new employment in another

enterprise, meanwhile 4.5% want to get a new employment in the same enterprise. Trends are the same by residence. However, in rural areas, a relatively larger proportion of persons want to keep their current situation (77.5%). Trends observed at the national level remain the same by sex and survey region, with small differences between men and women.

Table 5.9: Distribution (%) of persons aged 15 or more by employment project, according to survey region, sex and residence, EESI3 - Phase 1, Cameroon, 2021

Characteristic	Employment project				Total
	Have a first employment	Have a new employment in the same enterprise	Have a new employment in another enterprise	Keep current situation	
Survey region					
Douala	22.7	6.0	15.7	55.5	100.0
Yaounde	30.8	7.4	19.6	42.2	100.0
Adamawa	19.4	3.6	5.8	71.2	100.0
Centre (excluding Yaounde)	22.3	5.8	10.1	61.8	100.0
East	13.0	4.7	10.0	72.4	100.0
Far-North	12.2	1.6	5.0	81.3	100.0
Littoral (excluding Douala)	22.1	5.4	13.9	58.5	100.0
North	16.6	5.2	8.3	69.9	100.0
North-West	16.8	2.0	4.5	76.7	100.0
West	26.6	3.5	6.7	63.1	100.0
South	21.7	5.4	14.0	58.9	100.0
South-West	15.5	5.4	5.6	73.4	100.0
Sex					
Male	19.7	5.6	11.6	63.1	100.0
Female	20.2	3.5	8.5	67.8	100.0
Residence					
Urban	24.4	5.5	12.8	57.3	100.0
Rural	13.5	3.0	6.0	77.5	100.0
Overall	**20.0**	**4.5**	**10.0**	**65.5**	**100.0**

5.4.2 Perception about current employment and types of employments desired

In total, 7 employed persons out of 10 aged 15 or more want to keep their current employment (Table 5.10). Following the survey region, the Far-North (84.5%), Adamawa (77.9%), West (77.5%) and East (75.1%) record the highest proportions of employed persons aged 15 or more who want to keep their current employment. These results, which seem to reflect a certain satisfaction with the employment currently held, could also be a reflection of how resigned employed persons are, in a context marked by the scarcity of employment opportunities. Women, more than men, want to keep their current employment (76.0% as against 68.2%).

Table 5.10: Proportion (%) of employed persons who want to keep their current employment by region, according to residence and sex, EESI3 - Phase 1, Cameroon, 2021

Survey region	Urban			Rural			Overall		
	Male	Female	Overall	Male	Female	Overall	Male	Female	Overall
Douala	61.5	62.9	62.1	////	////	////	61.5	62.9	62.1
Yaounde	49.6	55.3	51.9	////	////	////	49.6	55.3	51.9
Adamawa	65.0	74.9	68.5	84.1	91.2	87.3	73.9	84.1	77.9
Centre (excluding Yaounde)	65.8	74.8	69.4	66.4	80.0	72.5	66.1	77.8	71.2
East	66.2	66.8	66.4	77.9	85.7	80.8	73.2	78.5	75.1
Far-North	72.0	83.5	76.2	83.5	93.3	88.5	79.1	90.8	84.5
Littoral (excluding Douala)	57.0	61.6	59.1	59.9	69.2	63.8	58.4	64.8	61.2
North	57.5	70.1	61.9	68.4	82.9	75.4	64.0	79.3	70.7
North-West	79.2	81.6	80.3	86.0	91.1	88.6	83.0	87.2	85.1
West	73.7	74.5	74.1	76.7	86.7	81.7	75.0	80.0	77.5
South	45.2	49.6	47.1	65.7	76.7	70.9	55.7	64.6	59.7
South-West	75.3	73.1	74.3	94.6	73.3	86.0	86.1	73.2	80.6
Overall	**62.1**	**67.0**	**64.2**	**77.0**	**86.4**	**81.4**	**68.2**	**76.0**	**71.6**

Analysis of employment rate shows that youths aged 15 to 34 are the ones who faced the most difficulties entering the labour market. Furthermore, this group accounts for the future labour force. Thus, analysis of desired employment here is restricted to this age group.

Structure of desired employments, presented in Table 5.11, shows that globally, one youth out of two aged 15 to 34 prefer to work in a sole proprietorship (49.8%), meanwhile four out of ten (42.0%) were working in a non-agricultural private enterprise in 2020.

Table 5.11: Distribution (%) of youths aged 15-34 by institutional sector, according to residence and type of employment (observed, desired), EESI3 - Phase 1, Cameroon, 2021

Residence	Type of employment	Institutionnal sector							Indifferent	Total
		Public administration/ RLAs	Public/parastatal enterprise/international organisation	Non-agricultural private enterprise	Farm	Sole proprietors	NGO/association/non-profit organisation	Household		
Urban	Employments observed in	7.3	1.5	44.1	5.0	40.6	0.0	1.3	0.0	100.0
	Employments desired	19.3	7.8	17.5	1.9	46.9	1.1	0.4	5.1	100.0
Rural	Employments observed in	3.4	0.0	35.1	33.0	28.5	0.0	0.0	0.0	100.0
	Employments desired	17.7	3.3	10.2	7.9	56.5	1.5	0.0	2.8	100.0
Overall	Employments observed in	6.4	1.1	42.0	11.7	37.8	0.0	1.0	0.0	100.0
	Employments desired	18.8	6.5	15.4	3.7	49.8	1.2	0.3	4.4	100.0

For reasons of stability and security in employment, youths want employments in public administration and Regional and Local Authorities (RLAs) (18.8%). The proportion of youths working in public administration and RLAs in was 6.4% in 2020. Failing to own a sole

proprietorship or getting absorbed into the public administration, youths prefer to turn to a non-agricultural enterprises (formal, informal) to get the desired employment. In 2020, the share of persons working in a non-agricultural private enterprise was relatively large.

Following the socio-professional category, analysis of the structure of employments desired by youths shows that 63.4% of youths prefer self-employment jobs (boss/own-account workers) to salaried employments (Table 5.12). In total, the structure of employments observed in 2020 shows that youths are split between salaried employment (executive/skilled worker/labourer) (49.1%) and self-employment (49.0%).

Moreover, globally and whatever the residence, the share of employment of own-account workers in employment (observed in 2020, desired) is relatively the largest.

Table 5.12: Distribution (%) of youths aged 15-34 by socio-professional category, according to the residence and type of employment (observed, desired), EESI3 - Phase 1, Cameroon, 2021

Residence	Socio-professional category						Total
	Executive	Skilled worker	Labourer	Boss	Own-account worker	Family helper/apprentice /unclassifiable	
Urban							
Employments observed in 2020	3.6	33.3	15.4	0.7	45.2	1.7	100.0
Employments desired by youths	17.1	22.6	1.8	13.9	44.1	0.4	100.0
Rural							
Employments observed in 2020	0.6	24.3	13.6	0.0	59.2	2.3	100.0
Employments desired by youths	7.3	14.8	0.9	13.2	63.8	0.0	100.0
Overall							
Employments observed in 2020	2.9	31.2	15.0	0.5	48.5	1.8	100.0
Employments desired by youths	14.3	20.4	1.6	13.7	49.7	0.3	100.0

CHAPTER 6 : TRENDS IN MAIN LABOUR MARKET INDICATORS BETWEEN 2005 AND 2021

This chapter reports on trends in some labour market indicators between 2010 and 2021. Dynamics in the definition of labour market indicators with the transition from the resolutions of the 13th ICLS to those of the 19th ICLS have led to changes in estimating the level of the indicators. The third edition of EESI being the one that will enable to adequately measure labour market indicators according to the new approach (resolutions of the 19th ICLS), in conformity with the methodology adopted when designing collection tools in order to assess the indicators according to both approaches (resolutions of the 13th and 19th ICLS) during the analysis. This also made it possible to assess the indicators according to both approaches (resolutions of the 13th and 19th ICLS) during the analysis. This choice is justified by the fact that the year 2021 was taken as the breaking year in the measurement of labour market indicators according to the old approach. As a result, it was imperative to have indicators according to both approaches. In other words, these indicators will enable, on the one hand, to ensure monitoring/evaluation over a long period, and on the other hand, to have an idea about their values according to both approaches and, in the long term, to have the baseline values for the new approach.

This chapter thus reports on trends in some labour market indicators following the resolutions of the 13th ICLS (old approach). It thus informs readers about trends in the labour market, if the measurement of the old indicators had remained in force. It should be recalled here that chapters 3, 4 and 5 have addressed aspects relating to the labour market according to the resolutions of the 19th ICLS (new approach). Thus, readers should not compare the indicators analysed in this chapter with those of the previous chapters (3, 4 and 5) but rather with the results of previous editions of EESI.

6.1 Trends in some employment opportunity indicators

The various employment opportunity indicators discussed here are the activity rate, employment rate and unemployment rate.

6.1.1 Trends in activity and employment rates

The activity rate according to ILO was 54.4% in 2021 (Table 6.1). It has decreased by 14.6 percentage points compared to 2010 (69.0%). So, compared to 2010, persons aged 10 or more were relatively less present on the labour market to carry out an economic activity or seek employment in 2021.

Among 10-34 year olds, the most significant drop (26.1 percentage points) was recorded among youths aged 10 to 14 with a rate that dropped from 35.9% in 2010 to 9.8% in 2021. This downward trend in the activity rate was also recorded for 15-24 year olds and also for 15-34 year olds.

In 2021, a general drop was observed in the activity rate following the level of education. This decline was more significant among those with primary level (19.2 percentage points) and among those with secondary 1st cycle (16.3 percentage points). The activity rate sharply dropped by around 14 percentage points for both men and women in 2021.

With regard to the survey region, Adamawa was the only one to record an increase of around 4.1 percentage points in the activity rate. The decline was more significant in the West (-37.4 percentage points), Littoral excluding Douala (-33.5 percentage points) and the Centre excluding Yaounde (-27.5 percentage points).

Although the decline was observed whatever the residence, it was particularly more significant in rural areas (-18.4 percentage points). The activity rate remained higher in rural areas.

Graph 6.1 : Trends in activity rate according to the ILO (%), between 2010 and 2021, according to some characteristics, EESI3 - Phase 1, Cameroon, 2021

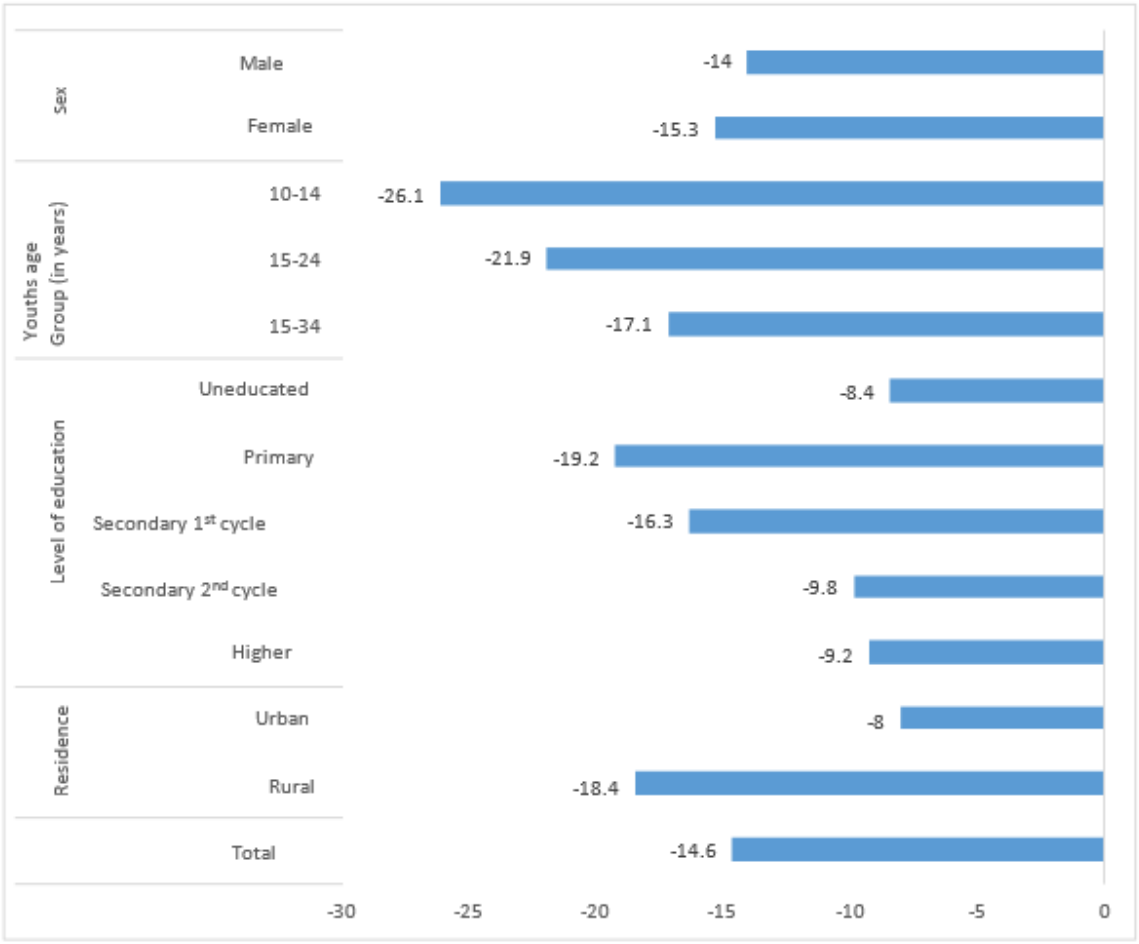


Table 6.1: Activity rate as defined by the ILO (%), among persons aged 10 or more, in 2005, 2010 and 2021 according to some characteristics, EESI3 - Phase 1, Cameroon, 2021

	2005	2010	2021	2021-2010 difference
Sex				
Male	74.8	74.1	60.1	-14.0
Female	68.3	64.2	48.9	-15.3
Youths age group (in years)				
10-14	39.9	35.9	9.8	-26.1
15-24	61.2	56.9	35.0	-21.9
15-34	72.3	69.8	52.7	-17.1
Level of education				
Uneducated	81.7	74.2	65.8	-8.4
Primary	71.6	71.1	51.9	-19.2
Secondary 1st cycle	63.3	65.5	49.2	-16.3
Secondary 2nd cycle	65.2	60.7	50.9	-9.8
Higher	73.0	70.9	61.7	-9.2
Survey region				
Douala	61.2	62.4	55.0	-7.4
Yaounde	55.5	57.3	51.9	-5.4
Adamawa	68.8	49.0	53.1	4.1
Centre (excluding Yaounde)	69.2	82.0	54.5	-27.5
East	69.4	70.2	61.5	-8.7
Far-North	84.3	69.7	59.7	-10.0
Littoral (excluding Douala)	73.6	83.2	49.7	-33.5
North	80.8	74.8	58.6	-16.2
North-West	72.5	68.6	51.1	-17.5
West	71.1	83.6	46.2	-37.4
South	73.8	73.8	59.6	-14.2
South-West	66.1	66.3	45.8	-20.5
Residence				
Urban	58.9	59.5	51.5	-8.0
Rural	78.8	75.7	57.3	-18.4
Overall	**71.4**	**69.0**	**54.4**	**-14.6**

The employment rate is the indicator that measures an economy's ability to generate employment. Globally, it dropped by 15.2 percentage points in 2021 compared to 2010 (Table 6.2). There were more or less significant changes between 2010 and 2021 and according to the residence, survey region, level of education and age.

Compared to 2010, the employment rate has globally decreased in 2021 following the residence. A sharp decline in rural areas (-18.3 percentage points) and a moderate decline in urban areas (-8.6 percentage points).

Following the survey region, only Adamawa recorded an increase in the employment rate of around 5.2 percentage points. The most significant declines and higher than the national level were observed in the West (-38.6 percentage points), Littoral excluding Douala (-35.4 percentage points), Centre excluding Yaounde (-27.8 points percentage) and North (-15.7 percentage points).

This downward trend in the employment rate could be partly justified, on the one hand, by the persisting security crisis in the South-West, North-West and Far-North regions and its repercussions in the surrounding areas (West and Littoral), and on the other hand, by the harmful effects of the COVID-19 pandemic on the economy. Moreover, preferential measures enacted by the Government for the benefit of youths for school enrolment to the detriment of the labour market could also explain the general decline in the employment rate and activity rate.

The employment rate decreased by 26 percentage points among youths aged 10-14 and by 21.9 percentage points among 15-24 year olds.

According to the level of education, there was a significant drop in the employment rate for persons with primary education (-19.0 percentage points) and persons with secondary 1st cycle level (-16.4 percentage points).

Table 6.2: Employment rates (%), among persons aged 10 or more, in 2005, 2010 and 2021 according to some characteristics, EESI3 - Phase 1, Cameroon, 2021

	2005	2010	2021	2021-2010 difference
Sex				
Male	71.7	71.7	57.1	-14.6
Female	65.1	61.4	45.5	-15.9
Youths age group				
10-14	39.6	35.7	9.7	-26.0
15-24	56.6	53.3	31.4	-21.9
15-34	67.2	65.6	47.7	-17.9
Level of education				
Uneducated	81.3	73.5	64.8	-8.7
Primary	69.4	69.6	50.6	-19.0
Secondary 1st cycle	58.5	62.7	46.3	-16.4
Secondary 2nd cycle	58.0	55.7	46.2	-9.5
Higher	63.1	61.8	51.0	-10.8
Survey region				
Douala	53.5	56.7	46.8	-9.9
Yaounde	47.3	51.5	46.2	-5.3
Adamawa	67.7	46.9	52.1	5.2
Centre (excluding Yaounde)	65.8	80.7	52.9	-27.8
East	67.6	68.1	60.6	-7.5
Far-North	84.0	84.0	58.9	-25.1
Littoral (excluding Douala)	70.2	81.6	46.2	-35.4
North	80.0	73.4	57.7	-15.7
North-West	69.9	69.9	48.7	-21.2
West	69.8	82.2	43.6	-38.6
South	69.1	69.7	58.3	-11.4
South-West	61.7	63.4	42.6	-20.8
Residence				
Urban	52.6	54.7	46.1	-8.6
Rural	77.4	74.6	56.3	-18.3
Overall	**68.3**	**66.4**	**51.2**	**-15.2**

6.1.2 Trends in unemployment rate

At the national level, the unemployment rate as defined by the ILO increased by around 2.1 percentage points between 2010 and 2021 (Table 6.3). This increase concerned both women (2.4 percentage points) and men (1.9 percentage points).

Following the survey regions, Douala (5.8 percentage points), Littoral excluding Douala (5.0 percentage points) and West (3.8 percentage points) recorded percentage differences in the unemployment rate according to ILO, above the national level. Conversely, unemployment decreased in the South, Adamawa, East and North regions.

The unemployment rate according to the ILO has increased, regardless of the level of education. The most significant increases were recorded among persons with higher education (4.5 percentage points), and to a lesser extent among those with secondary 1st cycle education (1.6 percentage points).

Table 6.3: Unemployment rate as defined by the ILO (%), among persons aged 10 or more, in 2005, 2010 and 2021 according to some characteristics, EESI3 - Phase 1, Cameroon, 2021

	2005	2010	2021	2021-2010 difference
Sex				
Male	4.2	3.1	5.0	1.9
Female	4.6	4.5	6.9	2.4
Youths age group				
10-14	0.6	0.5	1.6	1.1
15-24	7.6	6.4	10.1	3.7
15-34	7.1	6.0	9.5	3.5
Level of education				
Uneducated	0.5	1.0	1.5	0.5
Primary	3.1	2.1	2.6	0.5
Secondary 1st cycle	7.6	4.2	5.8	1.6
Secondary 2nd cycle	11.0	8.2	9.1	0.9
Higher	13.4	12.9	17.4	4.5
Survey region				
Douala	12.5	9.1	14.9	5.8
Yaounde	14.7	10.0	11.1	1.1
Adamawa	1.6	4.3	1.8	-2.5
Centre (excluding Yaounde)	4.9	1.5	2.9	1.4
East	2.5	3.0	1.5	-1.5
Far-North	0.4	0.4	1.4	1.0
Littoral (excluding Douala)	4.6	2.0	7.0	5.0
North	1.0	1.8	1.6	-0.2
North-West	3.6	3.6	4.6	1.0
West	1.7	1.8	5.6	3.8
South	6.4	5.5	2.3	-3.2
South-West	6.7	4.4	7.1	2.7
Residence				
Urban	10.7	8.1	10.5	2.4
Rural	1.7	1.4	1.7	0.3
Overall	**4.4**	**3.8**	**5.9**	**2.1**

In the broader sense (ILO unemployed persons plus discouraged unemployed), the unemployment rate was 8.7% in 2021, i.e. an increase of 3 percentage points compared to 2010 (5.7%). It increased

in virtually the same order for both women (+3.4 percentage points) and men (+2.9 percentage points) from 2010 to 2021

Although still higher in urban areas (13.9%) than in rural areas (4.1%), the expanded unemployment rate increased more in urban areas (2.5 percentage points) than in rural areas (+1.7 percentage points).

The expanded unemployment rate increased more among persons aged 15-34 (+4.3 percentage points) than among those aged 10-14 (+1.9 percentage points).

Expanded unemployment declined in the South, East and Adamawa regions. In the other survey regions, it increased. The increase was relatively more significant, as with the unemployment rate as defined by the ILO, in Douala, in Littoral excluding Douala, and in the West.

In addition, the expanded unemployment rate increased regardless of the level of education, and even more among persons with higher education (+4.8 percentage points).

Table 6.4: Expanded unemployment rate (%), among persons aged 10 or more, in 2005, 2010 and 2021, by some characteristics, EESI3 - Phase 1, Cameroon, 2021

	2005	2010	2021	2021-2010 difference
Sex				
Male	5.2	3.8	6.7	2.9
Female	7.3	7.6	11.0	3.4
Youths age group				
10-14	0.8	1.3	3.2	1.9
15-24	11.0	10.2	14.9	4.7
15-34	9.9	8.9	13.2	4.3
Level of education				
Uneducated	1.0	2.1	4.4	2.3
Primary	4.4	3.5	5.1	1.6
Secondary 1st cycle	10.6	7.5	9.0	1.5
Secondary 2nd cycle	14.5	10.1	12.1	2.0
Higher	17.0	15.1	19.9	4.8
Survey region				
Douala	16.0	11.5	17.4	5.9
Yaounde	17.9	14.3	14.7	0.4
Adamawa	3.6	9.9	3.6	-6.3
Centre (excluding Yaounde)	7.1	2.3	5.8	3.5
East	3.5	5.7	2.7	-3.0
Far-North	0.9	2.3	3.3	1.0
Littoral (excluding Douala)	5.6	2.5	11.8	9.3
North	1.3	2.9	5.4	2.5
North-West	6.1	2.3	8.2	5.9
West	2.6	2.5	8.3	5.8
South	8.5	5.8	3.7	-2.1
South-West	11.1	7.2	12.1	4.9
Residence				
Urban	14.1	11.4	13.9	2.5
Rural	2.7	2.4	4.1	1.7
Overall	**6.2**	**5.7**	**8.7**	**3.0**

Although it is an important indicator for analysing the labour market, the observation that has been made since EESI1 of 2005 is that the unemployment rate did not allow to better understand the contours of the reality of the labour market in Cameroon. To this effect, the use of indicators on the conditions under which the activity is carried out proved to be necessary.

6.2 Trends in indicators of activity condition

Like the informality and unemployment rates which describe the distortions of the labour market, underemployment constitutes one of the leading indicators for the analysis of the labour market in Cameroon. Reducing underemployment and promoting decent employment is one of the priorities of the National Development Strategy 2020-2030.

6.2.1 Trends in visible underemployment rate

Visible underemployment is a situation that characterises employed workers working lesser hours per week than those provided for by the regulations in force, for involuntary reasons (from the employer or because of poor economic conditions). The indicator is calculated on the basis of 40 working hours per week.

In total, visible underemployment rose from 12.3% in 2010 to 18.7% in 2021, i.e. an increase of 6.4 percentage points. This rate was almost the same both among men and women. Following the age, visible underemployment increased among youths aged 15-24, from 11.6% in 2010 to 20.1% in 2021, i.e. an increase of 8.5 percentage points. Among youths aged 15-34, this rate increased by 8.2 percentage points. Among children aged 10-14, the rate of visible underemployment also increased, even though the rate of increase remained relatively low (+1.3 percentage points).

Compared to 2010, the visible underemployment rate increased in 2021, regardless of the level of education. The rate of increase was relatively high among persons with secondary 2nd cycle education (+6.7 percentage points), uneducated persons (+6.7 percentage points) and among those with primary education (+5.7 percentage points).

Concerning the survey region, visible underemployment increased in all regions. This increase was more significant in the South (+15.0 percentage points), Adamawa (+13.1 percentage points) and North (+10.3 percentage points).

Table 6.5: Visible underemployment rate (%), among persons aged 10 or more, in 2005, 2010 and 2021, according to some characteristics, EESI3 - Phase 1, Cameroon, 2021

	2005	2010	2021	2021-2010 difference
Sex				
Male	11.9	12.2	18.5	6.3
Female	12.4	12.4	18.9	6.5
Youths age group				
10-14	14.8	19.6	20.9	1.3
15-24	13.4	11.6	20.1	8.5
15-34	12.1	11.6	19.8	8.2
Level of education				
Uneducated	9.2	10.9	17.6	6.7
Primary	12.1	10.9	16.6	5.7
Secondary 1st cycle	14.8	12.6	17.4	4.8
Secondary 2nd cycle	14.5	13.1	19.8	6.7
Higher	14.9	23.0	28.0	5.0
Survey region				
Douala	14.4	9.6	15.9	6.3
Yaounde	9.9	16.7	19.6	2.9
Adamawa	24.1	10.0	23.1	13.1
Centre (excluding Yaounde)	12.1	10.3	14.6	4.3
East	10.9	6.6	14.0	7.4
Far-North	9.4	9.4	20.4	11.0
Littoral (excluding Douala)	10.4	12.2	18.9	6.7
North	3.7	7.8	18.1	10.3
North-West	13.0	13.0	23.9	10.9
West	21.8	12.9	17.3	4.4
South	12.6	8.1	23.1	15.0
South-West	11.9	21.6	18.3	-3.3
Residence				
Urban	14.7	13.3	19.5	6.2
Rural	11.1	11.8	18.0	6.2
Overall	**12.1**	**12.3**	**18.7**	**6.4**

6.2.2 Trends in visible underemployment rate

Invisible underemployment is the situation of employed workers whose hourly income from their main employment during the reference month is lower than the standard set by the regulations in force. The value of this standard is equal to the ratio of minimum wage[15] divided by the number of working hours per month calculated on the basis of 40 working hours per week[16].

Invisible underemployment rate decreased significantly from 2010 to 2021, from 63.7% to 47%, i.e. a decrease of 16.7 percentage points (table 6.6). This change reflects an improvement in working conditions in terms of hourly income[17] or productivity relting to income from the main activity.

[15] 23,500 CFA francs in 2005, 28,500 CFA francs in 2010 and 36,270 CFA francs in 2020.
[16] 136.628 CFA francs/hour in 2005, 165.698 CFA francs/hour in 2010 and 210.872 CFA francs/hour.
[17] This is nominal income.

Following the sex, the situation has improved for both men and women. Among youths, invisible underemployment rate decreased by 8.3, 11.4 and 13.5 percentage points respectively for the 10-14, 15-24 and 15-34 age groups.

Concerning the level of education, unlike persons with higher education for whom invisible underemployment rate has remained stable since 2010, the situation has clearly improved among persons with a level of education other than higher education.

Table 6.6: Invisible underemployment rate (%), among persons aged 10 or more, in 2005, 2010 and 2021, according to some characteristics, EESI3 - Phase 1, Cameroon, 2021

	2005	2010	2021	2021-2010 difference
Sex				
Male	60.7	56.3	40.4	-15.9
Female	78.2	71.8	55.0	-16.8
Youths age group				
10-14	97.1	98.4	90.1	-8.3
15-24	83.5	79.7	68.3	-11.4
15-34	71.8	65.6	52.1	-13.5
Level of education				
Uneducated	84.0	79.5	63.2	-16.3
Primary	75.7	70.6	55.9	-14.7
Secondary 1st cycle	59.9	61.2	45.7	-15.5
Secondary 2nd cycle	34.2	40.3	30.1	-10.2
Higher	11.5	15.0	15.6	0.6
Survey region				
Douala	37.1	32.0	27.0	-5.0
Yaounde	38.3	38.5	26.5	-12.0
Adamawa	67.1	55.2	69.0	13.8
Centre (excluding Yaounde)	55.2	69.4	31.2	-38.2
East	79.1	67.8	52.1	-15.7
Far-North	88.1	82.8	64.6	-18.2
Littoral (excluding Douala)	60.2	66.1	41.4	-24.7
North	82.0	79.5	72.1	-7.4
North-West	78.0	74.8	53.6	-21.2
West	75.5	74.0	35.2	-38.8
South	57.2	55.0	44.8	-10.2
South-West	56.4	47.3	31.4	-15.9
Residence				
Urban	45.7	42.9	33.1	-9.8
Rural	78.6	74.4	58.2	-16.2
Overall	**69.3**	**63.7**	**47.0**	**-16.7**

Following the survey region, invisible underemployment rate sharply dropped in the West (-38.8 percentage points), in Centre excluding Yaounde (-38.2 percentage points) and in Littoral excluding Douala (-24.7 percentage points). In Douala (-5.0 percentage points), in the North (-7.4 percentage points) and South (-10.2 percentage points), this rate declined at a relatively less sustained pace. It should be noted that it rather increased in the Adamawa region by 13.8 percentage points, from 55.2% in 2010 to 69% in 2021.

The conditions of activity between 2010 and 2021 improved relatively more regarding pay in rural areas than in urban areas. Actually, invisible underemployment rate declined by 16.2 and 9.8 percentage points respectively in rural and urban areas. However, the level of this rate remained much higher in rural than in urban areas.

6.2.3 Trends in overall underemployment rate

Overall underemployment summarises three forms of distortions observed in the labour market, namely visible underemployment, invisible underemployment and unemployment.

Globally, underemployment rate dropped from 70.6% in 2010 to 61.4% in 2021, i.e. a decrease of 9.2 percentage points over the period, thus reflecting an improvement in working conditions mainly as a result of the increase in income from the main activity. The target set at less than 50% by the NDS in 2030 is therefore gradually getting closer. The decrease in overall underemployment rate was more significant among women (-9.5 percentage points) than among men (-8.2 percentage points).

Table 6.7: Overall underemployment rate as defined by the ILO (%), in 2005, 2010 and 2021, among persons aged 10 or more, according to some characteristics, EESI3 - Phase 1, Cameroon, 2021

	2005	2010	2021	2021-2010 difference
Sex				
Male	68.3	63.7	55.5	-8.2
Female	83.6	78.0	68.5	-9.5
Youths age group				
10-14	98.6	98.9	93.1	-5.8
15-24	88.7	84.8	79.0	-5.8
15-34	78.9	73.1	67.3	-5.8
Level of education				
Uneducated	88.0	82.9	72.5	-10.4
Primary	80.6	75.2	65.7	-9.5
Secondary 1st cycle	69.1	68.0	59.3	-8.7
Secondary 2nd cycle	50.3	53.1	50.8	-2.3
Higher	35.4	44.3	49.9	5.6
Survey region				
Douala	53.7	44.3	49.0	4.7
Yaounde	53.7	56.3	49.6	-6.7
Adamawa	79.4	63.0	79.0	16.0
Centre (excluding Yaounde)	64.6	72.8	44.0	-28.8
East	84.3	71.7	61.8	-9.9
Far-North	91.2	86.3	74.9	-11.4
Littoral (excluding Douala)	67.0	72.9	59.1	-13.8
North	83.7	82.3	79.5	-2.8
North-West	84.0	78.3	70.2	-8.1
West	80.8	79.5	51.1	-28.4
South	64.5	62.9	61.2	-1.7
South-West	66.8	61.8	50.4	-11.4
Residence				
Urban	59.6	55.7	53.6	-2.1
Rural	82.9	78.8	68.3	-10.5
Overall	**75.8**	**70.6**	**61.4**	**-9.2**

An improvement in working conditions was observed for the age groups 10-14 years (-5.8 percentage points), 15-24 years (-5.8 percentage points) and 15-34 years (-5.8 percentage points), reflecting so an improvement in working conditions between 2010 and 2021.

Except for workers with a higher education (+5.6 percentage points) among whom there was an increase in the overall underemployment rate between 2010 and 2021, this rate declined among those with a different level of education. The decline was greater among persons with no education (-10.4 percentage points).

Following the survey region, the overall underemployment rate increased only in Douala (+4.7 percentage points) and Adamawa (+16 percentage points). The most significant decreases were recorded in the Centre excluding Yaounde (-28.8 percentage points) and West (-28.4 percentage points).

6.2.4 Trends in wage rate and low salary rate

The wage rate is the ratio of the number of wage-earners (executives, employees, manual workers and labourers) to the working population. Globally, this rate increased by 14.3 percentage points from 20.3% in 2010 to 34.6% in 2021 (Table 6.8). This increase was more significant among men (+15.9 percentage points) than among women (+11.3 percentage points).

Following the level of education, there was a general increase in the employee rate from 2010 to 2021. The increase was greater for uneducated persons (+14.4 percentage points), for those with secondary 1st cycle education (+12.2 percentage points) and among those with primary level of education (+10.9 percentage points). Among those with higher education, the increase was only 0.5 percentage point.

Concerning the survey region, apart from Adamawa (-2.9 percentage points) where there was a decrease in the wage rate, the latter has increased in the other regions with the highest levels recorded in the North and Centre excluding Yaounde.

With regard to the residence, the increase was much greater in rural areas (+13.4 percentage points) than in urban areas (+7.8 percentage points). Nevertheless, in 2021 the wage rate remained higher in urban areas (49.2%) than in rural areas (22.8%).

The low salary rate [18] is an indicator of decent employment which enables to assess the quality of employment. In total, this rate has changed very little from 2010 to 2021, from 34.6% to 33.9%. Among men, it decreased by 6.5 percentage points meanwhile it increased by 6.3 percentage points among women. This observation reflects an improvement in the salary situation among men and a deterioration among women.

Among youths, the situation deteriorated for 10-14 year olds (-6.0 percentage point) and improved for the other age groups. Following the level of education, the salary situation remained almost stable among persons with higher education and improved among those with a level of education other than higher. According to the survey region, the improvement in the salary situation is greater in the Centre excluding Yaounde (+19.7 percentage points) and in the West (+19.4 percentage points). Conversely, this situation deteriorated only in the North, Far-North and in Adamawa.

[18]The low salary rate represents the proportion of workers whose salary is less than 2/3 of the national median salary. This indicator is calculated for salaried workers (executives, employees, manual workers and labourers).

Following the residence, a deterioration was recorded in rural areas with an increase of 2.2 percentage points as against an improvement in urban areas with a drop of 10.7 percentage points in the low salary rate.

The share of salaried employment in the informal sector is one of the additional indicators to measure decent employment. This indicator is analysed here in the non-agricultural informal sector. In this sector, the share of salaried employment decreased by 8.7 percentage points, from 41.3% in 2010 to 32.6% in 2021. This change bears witness to the relative inability of the actors in this sector to create employments other than self-employment in 2021. In other words, in 2021, compared to 2010, employed workers in the non-agricultural informal sector were relatively more promoters of informal single-person production units (own-account workers) than salary-earners.

The decline in the share of salaried employment in the non-agricultural informal sector concerned all survey regions. Significant decreases were noted in Adamawa (-23.0 percentage points) and South (-16.6 percentage points).

Table 6.8: Wage rate (%), low salary rate and share of salaried employment in the non-agricultural informal sector, in 2010 and 2021, EESI3 - Phase 1, Cameroon, 2021

Characteristic	Wage rate			Low salary rate (hourly income less than 2/3 of the national median hourly income) among salary-earners			Share of salaried employment in the non-agricultural informal sector		
	2010	2021	2021-2010 difference	2010	2021	2021-2010 difference	2010	2021	2021-2010 difference
Sex									
Male	28.6	44.5	15.9	34.5	28.0	-6.5	52.4	44.7	-7.7
Female	11.2	22.5	11.3	34.9	41.2	6.3	26.5	18.2	-8.3
Youths age group									
10-14	1.4	6.2	4.8	77.7	83.7	6.0	8.2	7.7	-0.5
15-24	16.3	28.8	12.5	64.8	55.8	-9.0	32.6	32.9	0.3
15-34	23.2	37.7	14.5	44.6	38.3	-6.3	40.5	37.2	-3.3
Level of education									
Uneducated	4.7	19.1	14.4	71	49.5	-21.5	17.3	16.3	-1.0
Primary	12.4	23.3	10.9	52.6	40.7	-11.9	29.6	26.6	-3.0
Secondary 1st cycle	22.4	34.6	12.2	43.8	31.9	-11.9	37.1	35.4	-1.7
Secondary 2nd cycle	44.7	51.7	7.0	23.5	18.5	-5.0	56.9	42.7	-14.2
Higher	74.1	74.4	0.3	8.5	9.0	0.5	77.3	53.8	-23.5
Survey region									
Douala	42.5	46.5	4.0	25.9	15.7	-10.2	43.2	33.4	-9.8
Yaounde	50.9	61.1	10.2	28.8	13.6	-15.2	52.3	51.6	-0.7
Adamawa	24.9	22.0	-2.9	52.3	53.2	0.9	47.4	24.4	-23.0
Centre (excluding Yaounde)	11.7	34.7	23.0	38.8	19.1	-19.7	47.9	43.9	-4.0
East	16.9	31.3	14.4	43.3	38.0	-5.3	43.5	38.4	-5.1
Far-North	6.1	13.2	7.1	45.9	52.1	6.2	25.4	14.0	-11.4
Littoral (excluding Douala)	17.5	29.2	11.7	35.7	25.5	-10.2	37.4	31.8	-5.6
North	8	40.0	32.0	53.4	60.6	7.2	31.6	32.4	0.8
North-West	14.3	31.9	17.6	47.5	37.1	-10.4	33.9	34.3	0.4
West	13.2	32.3	19.1	40.2	20.8	-19.4	35	32.2	-2.8
South	25.4	26.5	1.1	33.5	27.8	-5.7	40.7	24.1	-16.6
South-West	23.2	49.1	25.9	29.4	19.2	-10.2	40.3	32.1	-8.2
Residence									
Urban	41.4	49.2	7.8	31.1	20.4	-10.7	45.9	38.4	-7.5
Rural	9.4	22.8	13.4	42.6	44.8	2.2	32.7	22.6	-10.1
Overall	**20.3**	**34.6**	**14.3**	**34.6**	**33.9**	**-0.7**	**41.3**	**32.6**	**-8.7**

The share of salaried employment in the non-agricultural informal sector declined regardless of the level of education, and even more so for persons with higher education (-23.5 percentage points) and secondary 2nd cycle education (-14.2 percentage points).

6.2.5 Trends in vulnerable employment rate

The vulnerable employment rate is equal to the share of own-account workers and family helpers in all employed workers. It measures what is considered to be a vulnerable situation in employment, namely the status of own-account workers and family helpers[19].

This indicator provides information on the proportion of workers in precarious employment and therefore often not benefiting from social benefits or social protection programmes. They are therefore more exposed to fluctuations in economic activity.

Table 6.9: Vulnerable employment rate (%), among persons aged 10 or more in 2005, 2010 and 2021, according to some background characteristics, EESI3 - Phase 1, Cameroon, 2021

	2005	2010	2021	2021-2010 difference
Sex				
Male	66.4	63.9	50.7	-13.2
Female	88.6	84.1	74.3	-9.8
Youths age group				
10-14	96.6	97.2	87.6	-9.6
15-24	77.3	75.2	61.1	-14.1
15-34	73.1	69.2	56.3	-12.9
Level of education				
Uneducated	95.1	93.6	78.7	-14.9
Primary	82.3	80.7	72.9	-7.8
Secondary 1st cycle	67.5	70.2	60.3	-9.9
Secondary 2nd cycle	42.3	47.5	43.1	-4.4
Higher	14.6	17.3	21.0	3.7
Survey region				
Douala	44.9	47.9	48.5	0.6
Yaounde	38.9	38.2	34.2	-4.0
Adamawa	79.1	70.5	73.9	3.4
Centre (excluding Yaounde)	76.8	86	62.4	-23.6
East	85.8	78.7	66.0	-12.7
Far-North	94.9	92.2	84.3	-7.9
Littoral (excluding Douala)	76.6	77.3	67.6	-9.7
North	90.7	89.9	57.3	-32.6
North-West	73.7	77.3	58.5	-18.8
West	84.4	83.0	63.5	-19.5
South	73.1	70.0	70.8	0.8
South-West	64.1	59.2	42.7	-16.5
Residence				
Urban	50.9	49.0	45.2	-3.8
Rural	87.7	86.3	74.4	-11.9
Overall	**77.3**	**73.6**	**61.4**	**-12.2**

Globally, there has been a downward trend in the vulnerable employment rate since 2005. In total, it declined by 12.2 percentage points between 2010 and 2021, thus reflecting an improvement in

[19] Guide on the new MDG employment indicators, ILO, 2009.

working conditions over the period or, better still, reduction of the phenomenon of unpaid family helpers.

The decline in the vulnerable employment rate is greater among men (-13.2 percentage points) than among women (-9.8 percentage points). However, this rate remained higher among women than among men in 2021.

Following the youth age group, it clearly decreased among 10-14 year olds (-9.6 percentage points) than among 15-24 year olds (-14.1 percentage points) and 15-34 year olds (-12.9 percentage points).

It should be noted that the vulnerable employment rate rather increased for employed workers with higher education (3.7 percentage points) unlike those with another level of education.

Following the survey region, there are some disparities. The North (-32.6 percentage points), Far-North (-7.9 percentage points), Centre excluding Yaounde (-23.6 percentage points), East (-12.7 percentage points) and West (-19.5 percentage points) survey regions recorded the largest declines in the vulnerable employment rate from 2010 to 2021. On the other hand, this rate increased in the Adamawa region (3.4 percentage points) and to a lesser extent in the city of Douala (0.6 percentage point). Concerning the residence, this rate sharply reduced in rural areas (-11.6 percentage points) than in urban areas (-3.8 percentage points).

CONCLUSION AND RECOMMENDATIONS

1. Conclusion

The third Survey on Employment and the Informal Sector (EESI3), for which data were collected in 2021, aimed to estimate labour market indicators both according to the new approach, resulting from the resolutions of the 19th ICLS on the labour force, and according to the old approach from the resolutions of the 13th ICLS on the active population. The availability of these indicators should enable to have, on the one hand, indicators for monitoring and evaluating the labour market, in particular those relating to employment in the National Development Strategy 2020-2030; and on the other hand, values to assess employment related policies and programmes over the GESP period (2010-2020).

This conclusion is based on the values of indicators obtained according to the new approach (19th ICLS) and presented in chapters 3, 4 and 5. The indicators obtained according to the old approach (13th ICLS) are presented in chapter 6. It is not advisable to compare values of indicators from these two approaches.

Survey results show that 50.8% of the population aged 14 or more is employed. Men are relatively more integrated into the labour market compared to women. Most employed persons work in the informal sector (86.7%), particularly in the agricultural informal sector, thus reflecting difficulties of access to decent employment for all. Following the sector of activity, the economy is characterised by a predominance of employments in the primary sector, especially in rural areas, and employments in the tertiary sector, especially in urban areas. Such a result justifies the Government's willingness to create industrial employments through one of the objectives of NDS30.

The survey also showed that unemployment, which is a factor in labour underutilisation, is globally a marginal phenomenon and strongly symptomatic of urban areas, of persons with high levels of education and of women. This distortion observed in the labour market is not influenced by the migration status of individuals. The average duration in unemployment is a little less than three years and approximately six unemployed persons out of ten have been unemployed for more than one year. This duration of unemployment is higher among first-time seekers.

The unemployed want on average, after revision of salary claims, a minimum wage of 188, 625 CFA francs per month (i.e. 218,380 CFA francs for men and 163,631 CFA francs for women), which accounts for more than five times the minimum wage in force in Cameroon set at 36,270 CFA francs per month.

Employment seekers seem to understand the importance of turning towards formal employment search channels (newspapers, radio, posters, etc.) to access employment, to the detriment of personal relationships that were mostly used in the past.

Labour underutilisation which summarises all forms of distortions in the labour market is a general problem in all survey regions with particular emphasis in the cities of Yaounde and Douala. Moreover, its component relating to time-related underemployment, which contributes to a very large extent to labour underutilisation, is especially widespread in urban areas, among women and

among persons with higher education. This last result simply highlights the problem of labour idleness in the Cameroonian economy, which should be subject to in-depth scrutiny.

Vocational training, which predestines for better integration into the labour market, is low and remains dominated by on-the-job training, as in 2005 and 2010.

2. Recommendations

Based on the results noted in this report, the following recommendations are made to the Government and its development partners:

- Identify unsaturated training courses;
- Continue promoting SMEs or VSEs;
- Continue implementing the industrialisation policy as set out in NDS30;
- Continue implementing reforms to facilitate the migration of persons employed in the informal sector to the formal sector;
- Continue implementing the policy of substitution of imports by exports as set out in NDS30;
- Eliminate social reproduction for persons whose parents were uneducated.

REFERENCES

International Labour Office. (Geneva, January - February 2013). Rapport soumis aux fins de discussion à la réunion d'experts des statistiques du travail sur le développement des statistiques de l'emploi et du chômage. https://www.ilo.org

Ministry of Economy, Planning and Regional Development. (2020). National Development Strategy 2020-2030. www.minepat.gov.cm

Ministry of Employment and Vocational Training. (October 2017). National Employment Policy. www.minefop.gov.cm

Institut National de la Statistique (2010). Rapport Principal de l'Enquête sur l'Emploi et le Secteur Informel au Cameroun, Phase 1. www.ins-cameroun.cm

Ministry of Labour and Social Security. (1992). Law No. 92/007 of 14 August 1992 to lay down the Labour Code. www.mintss.gov.cm

APPENDICES

Appendix 1: Sampling design

A.1.1 Introduction

The main characteristics of the sampling design are described in this section. Characteristics of the sampling plan are in particular the size of the target sample, sample distribution, sampling frame used, establishment of the list of households, choice of areas of study, sampling stages, stratification and calculation of sample weights. The third Survey on Employment and the Informal Sector (EESI3) follows on from the two previous surveys of the same type, conducted in 2005 and 2010 respectively. It targeted a national sample of approximately 10,788 ordinary households. All persons aged 10 or more usually living in the selected households or present the night before the interview were eligible to be interviewed. EESI3 is a national sample survey designed to provide information on employment and the informal sector in Cameroon.

A two-stage stratified cluster sampling approach was used for survey sample selection.

A.1.2 Sampling frame

The sampling frame used for EESI3 is that of all the Enumeration Areas (EAs) resulting from mapping for the fourth General Census of Population and Housing (RGPH4) conducted in 2017 by BUCREP. The sampling frame includes 21,826 non-empty EAs and information on their identifier, residence (urban or rural) and size in households. In Cameroon, there are 10 administrative regions, 58 divisions and 360 sub-divisions. The cities of Yaounde and Douala are part of the Centre region and Littoral region respectively.

Each sub-division is subdivided into urban, semi-urban and rural EAs. An EA may be comprised of one locality or several localities, of a village or quarter or of several villages or quarters, or even of a block or several blocks of the same quarter or village. Each EA has a map defining its boundaries, with identifying information and a measurement of size, which corresponds to the number of residential households listed during the mapping for the fourth General Census of Population and Housing of 2017.

A.1.3 Domains of study

Cameroon has 10 administrative regions, 58 divisions and 360 sub-divisions. Yaounde and Douala are the two largest cities in the country. The sample is stratified so as to provide an adequate representation of urban and rural areas as well as of the twelve survey regions, corresponding to the ten administrative regions and the cities of Yaounde and Douala, for which an estimate is available for all indicators. Given that the cities of Yaounde and Douala constitute two independent domains of study, results concerning the Centre region exclude the city of Yaounde and those of the Littoral region exclude the city of Douala.

Survey results will be presented for Cameroon, for urban and rural areas separately, for the twelve survey regions.

A.1.4 Sample size and distribution

The sampling used a two-stage procedure that first sampled EAs and subsequently households within the selected EAs. In determining the overall sample size, the most important factors were balancing the requirement to estimate the four main indicators to characterise labour underutilisation with nationally acceptable precision and 12 areas of study with the requirement to estimate the main indicators on Informal Production Units (IPUs) at the national level and by branch/sector of activity.

A.1.4.1 Sample size

The overall sample size was determined by the minimum number of persons aged 10 or more needed to achieve the following primary design goals:

- Estimates calculated at the national level should have a 95% confidence interval with a margin of error of 2 percentage points or less for estimates of the unemployment rate, combined rate of time-related underemployment and unemployment, combined rate of unemployment and potential labour force, and composite measurement of labour underutilisation and a relative standard error <= 6%;

- Estimates calculated in domains of study should have a 95% confidence interval with a margin of error of 6 percentage points or less for estimates of the unemployment rate, combined rate of time-related underemployment and unemployment, combined rate of unemployment and potential labour force, and composite measurement of labour underutilisation and a relative standard error <= 33%;

- An average of 12 households selected per EA.

It is also based on the number of IPU cases necessary for estimates of the main indicators relating to IPUs at the national level and by branch/sector of activity with a relative standard error of 20% or less.

Using an overall DEFF (design effect) of 3.25 (coupled with an allocation by stratum and an assumed intra-cluster correlation of 0.05 for the main indicators), we estimate that the 882 sampled EAs with approximately 10,642 households sampled will produce approximately 10,520 responding households with 30,364 persons aged 10 or more agreeing to participate in the individual interview and 5,805 IPUs agreeing to participate in the IPU interview, which will be sufficient to obtain the estimates with the desired precision. The estimated numbers above take into account adjustments to take into account vacant dwellings and non-response, the number of persons aged 10 or more per household, individual non-response, average number of IPUs per household and non-response of IPUs.

The estimates for the proposed sample design were made through an iterative process to determine the overall sample size and its allocation to meet the survey objectives.

A.1.4.2 Sample allocation

The geographical domains of the study for which independent estimates of the main labour force indicators are desired are: Douala, Yaounde, Adamawa, Centre (excluding Yaounde), East, Far-North, Littoral (excluding Douala), North, North-West, West, South and South-West.

The minimum number of EAs for each domain of study was determined by estimating the minimum number of respondents needed (taking into account response rates from previous surveys) to provide sub-national estimates of key indicators of labour underutilisation with a 95% confidence interval of +/- 6% or less and a relative standard error not exceeding 33%.

Sample allocation is also affected by the need to achieve a relative error of 6% or less for national-level estimates of key labour market indicators. The smallest sample that would satisfy this requirement is allocated proportionally to the size of the population in each area of study between urban, semi-urban and rural areas. Final sample allocation is the combined product of the required sample size for the key labour market indicators both at the national and area of study level. To better capture the diversity of employment that are expected to be greater in urban areas, large cities, in particular that of Douala, were oversampled.

The following tables show the distribution of EAs, households and number of IPUs expected by strata and by study area.

Table A.1: Allocation of the sample of EAs and sample of households by domain and by residence stratum

Allocation of the sample of clusters and sample of households by domain and by residence

	Number of households				Number of EAs			
Survey region	Urban	Semi-urban	Rural	Total	Urban	Semi-urban	Rural	Total
Adamawa	**204**	**108**	**312**	**624**	**17**	**9**	**26**	**52**
Centre (excluding Yaounde)	**144**	**156**	**432**	**732**	**12**	**13**	**36**	**61**
Douala	**1.414**	///	///	**1.414**	**101**	///	///	**101**
East	**168**	**98**	**336**	**602**	**14**	**8**	**28**	**50**
Far-North	**276**	**144**	**756**	**1.176**	**23**	**12**	**63**	**98**
Littoral (excluding Douala)	**264**	**180**	**168**	**612**	**22**	**15**	**14**	**51**
North	**288**	**84**	**516**	**888**	**24**	**7**	**43**	**74**
North-West	**324**	**156**	**468**	**948**	**27**	**13**	**39**	**79**
West	**420**	**132**	**492**	**1.044**	**35**	**11**	**41**	**87**
South	**192**	**72**	**312**	**576**	**16**	**6**	**26**	**48**
South-West	**432**	**84**	**432**	**948**	**36**	**7**	**36**	**79**
Yaounde	**1.224**	///	///	**1.224**	**102**	///	///	**102**
Total	**5.350**	**1.214**	**4.224**	**10.788**	**429**	**101**	**352**	**882**

Table A.2: Allocation of the sample of EAs and sample of households by domain and by residence stratum

Allocation of the sample of EAs and sample of households by domain and by residence

Survey region	Number of persons aged 10 or more expected				Number of expected IPUs			
	Urban	Semi-urban	Rural	Total	Urban	Semi-urban	Rural	Total
Adamawa	561	301	928	1.790	129	61	134	324
Centre (excluding Yaounde)	395	433	1.284	2.112	91	88	185	364
Douala	3.876	///	///	3.876	892	///	///	892
East	461	273	996	1.730	106	56	144	306
Far-North	758	400	2.244	3.402	174	81	323	578
Littoral (excluding Douala)	724	501	500	1.725	166	102	72	340
North	790	234	1.532	2.556	182	48	221	451
North-West	890	433	1.388	2.711	205	88	200	493
West	1.153	366	1.460	2.979	265	74	210	549
South	526	200	928	1.654	121	41	134	296
South-West	1.184	234	1.284	2.702	272	48	185	505
Yaounde	3.356	///	///	3.356	772	///	///	772
Total	**14.674**	**3.375**	**12.544**	**30.593**	**3.375**	**687**	**1.808**	**5.870**

A.1.5 Sample drawing procedure

A stratified and 2-stage area random sampling was implemented.

A.1.5.1 First-stage drawing

A stratified sample of 882 was selected from the final EA sampling frame according to the sample allocation shown in Table A.1. The primary sampling unit was the EA as defined for the 4th General Census of Population and Housing. Each study area was separated into urban (large cities, with at least 50,000 inhabitants), semi-urban (small cities, with 10,000 to less than 50,000 inhabitants) and rural (small agglomerations with less than 10,000 inhabitants) to form the sampling strata. Yaounde and Douala as specific areas of study have only urban strata and correspond respectively to the Mfoundi and Wouri divisions. In total, 32 sampling strata were constituted including the two cities of Yaounde and Douala plus the other urban areas, semi-urban and rural areas of the 10 administrative regions of Cameroon. The sample was drawn independently in each stratum with a specific allocation given in Table A.1. In each stratum, sample EAs were selected systematically and with probabilities proportional to their size; the size of an EA or size measurement (SM) is defined by the number of households it contained at the time mapping for the 4th General Census of Population and Housing of 2017.

In each stratum, the sampling frame EAs were sorted by division, sub-division within each division, and finally by the EA code within each sub-division. This sorting of the EAs before the selection of the sample induces an implicit geographical stratification. To select the sample from a particular stratum, the cumulative SM was determined for each EA

in the EA ordered list, and sample EA selections were made using a sampling interval equal to the total EA size measurement of the stratum divided by the number of EAs to be selected and a random starting point. The resulting sample has the property that the probability of selecting an EA in a particular stratum is proportional to the SM of the EA in that stratum.

A.1.5.2 Second-stage drawing

After selection of EAs at first stage, the mapping documents and lists of households of each selected EA were updated during the mapping and household enumeration operation. The updated list of households served as the sampling frame for the selection of second-stage households. A household being defined as a person or a group of persons related or not, living under the same roof (house, compound, etc.) and generally taking their meals together, pooling all or part of their income to meet their needs, and recognising the authority of a person among them called household head. All households in the sampled EA were eligible to participate in the study.

Selection of households for EESI involved the following stages: (1) listing all dwellings/households in the sampled EAs; (2) assigning eligibility codes to listed dwelling/household records; (3) selecting the dwelling/household samples; and (4) selecting a sub-sample of households for GPS module data collection.

To maintain homogeneous workloads in the EAs selected for data collection, a fixed sample size of 14 households per EA in Douala and 12 per EA in the other strata was retained for EESI3. Based on an assumed occupancy rate of 95.5%, the sample sizes selected should generate approximately 13 households per EA in Douala and 12 households per EA in the other strata. Such a design produces self-weighted (equal probability) samples of households in each sampling stratum only if the number of households listed for the EAs in the stratum is proportional to the corresponding size measurements (SMs) used for selection of EAs. However, given that the SM used for selection of EAs was based on a rapid household counting during the 4th General Census of Population and Housing of 2017 prior to the actual census, there were major differences between the SM and the actual number of households found during the mapping and household counting operation for several of the sampled EAs. Therefore, the fixed sample size design by EA originally proposed for EESI3 could have resulted in extremely large design effects due to unequal weighting within strata. To reduce the impact of unequal weighting on sampling precision, the retained sample sizes of 14 (in the EAs of Douala) or 12 (in the EAs of other strata) were doubled, tripled or quadrupled, depending on the magnitude of the difference between the actual number of households found and the SM. To compensate for the increase in sample size, the number of households to be sampled from the remaining EAs was reduced accordingly. EA sample sizes were increased 1.25 times in 19 EAs, 1.5 times in 21 EAs, doubled in 88 EAs, tripled in 16 EAs, quadrupled in 2 EAs, and quintupled in 1 EA, and resulting design effects were less than 1.25 for all strata and or equal to or below 1.10 for 27 strata out of 32.

Selected households were visited and no replacement or change of the selected households was allowed. The number of households expected to be vacant and not responding by refusal or absence was already taken into account in the sampling plan by increasing the number of households surveyed in each stratum. During the mapping and enumeration operation, GPS coordinates of all households were collected and used during the survey to locate selected households.

Within the selected households, all persons aged 10 or more were eligible for the individual labour force survey and all identified informal production units were eligible for the informal sector survey.

A.1.5.3 Individuals drawing for the GPS module

Selection of participants for EESI3 GPS module involved the following stages: (1) establishing a list of all persons recognised as residing in the household or having spent the night in the household the night preceding data collection; data; (2) identifying persons eligible for GPS module data collection (persons aged 18 or more); and (3) selecting with a simple random sampling of a person meeting the study's age and residence criteria.

A.1.6 Weighting

A.1.6.1 Overview

In general, the purpose of weighting survey data from a complex sampling design is to (1) compensate for varying probabilities of selection, (2) account for differential non-response rates within sub-relevant sample sets, and (3) correct for risks of potential undercoverage of certain population groups. Weighting is achieved by assigning an appropriate sampling weight to each responding sampled unit (eg, a household or an individual), and using this weight to calculate weighted estimates from the sample. The critical component of the basic weight is the frame weight, defined as the reverse of the probability of including a household or person in the sample. Basic weights are used to extrapolate the responses of sampled units to the population level and are generally unbiased (or consistent) if there is no non-response or non-coverage in the sample. In the event of non-response or non-coverage in the survey, weighting adjustments are applied to the basic weights to compensate for these two types of sample omissions.

Non-response is inevitable in almost all surveys of human populations. In EESI3, non-response may occur at different stages of data collection, for example, 1) before listing household members, 2) after listing household members and identifying eligible persons, but before the end of the individual interview and (3) after the interview, but before collection of IPU data.

Undercoverage occurs when some members of the survey population have no chance of being selected for the sample. For example, undercoverage may occur if field operations fail to enumerate all households during the enumeration and mapping process, or if some household members are omitted from the household list, or if some EAs are not included in the sampling frame. To compensate for these omissions, post-stratification procedures are used to adjust the weighted survey estimates to match available population projections.

A.1.6.1 Method

The overall weighting method as part of EESI3 comprises several stages. Methods and results of each of the stages below are described in detail in the EESI3 technical report.

Initial checks: Data file checks were conducted as part of the survey and data quality, and selection probabilities of PSUs and households were calculated and checked.

Creating sample replicates with the jackknife method: Variables needed to create the jackknife replicas for variance estimation were established at this point. This stage can be implemented immediately after the selection of the PU sample. All of the following weighting stages described below were applied to the entire sample and to each of the jackknife replicas.

Calculation of PSU basic weights: The weighting process begins with calculation and verification of the frame weights of the primary sampling units (PSUs) as being the reverse of the overall selection probabilities of the PSUs.

Calculation of household weight: The next stage consisted in calculating the household weight. The basic household weights are calculated as follows: PSU weights multiplied by the reverse of the selection probabilities of households within the PSU. The basic household weights were first adjusted to take into account the dwelling units for which it was impossible to determine whether the dwelling unit was actually a household, then the weights of the responding households were adjusted to take into account the non-responding households. This adjustment was made on the basis of the environmental evaluation in which households were located and the resulting weight is the final household weight.

Calculation of the weight of the interviews at the individual level: Once the household weights were determined, they were used to calculate the individual basic weights. The individual basic weights were subsequently adjusted for non-response among eligible individuals, with a final adjustment for the individual weights to compensate for under-enumeration in the sampling process by post-stratifying (i.e. weighting) with 2017 population projections.

GPS module weight calculation: Individual non-response-adjusted weights were in turn the initial weights for the GPS module data sample, with an additional adjustment for GPS module non-response and a final post-stratification adjustment to compensate for under-coverage.

Applying weighting adjustments to jackknife replicas: All adjustment processes were applied to the full sample and replicate samples so that the final set of full sample and replicate weights could be used for variance estimation accounting for the complex sampling design and of each stage of the weighting process.

Selection probabilities were calculated separately for each stage of sampling and for each sampling unit. The following notation was used:

P_{1hi}: first-stage selection probability of cluster *i* in stratum *h*
P_{2hij}: second-stage selection probability of household jth in cluster *i* a_h: number of clusters selected in stratum *h*

M_{hi}: measurement of the size of the i^{th} cluster of stratum *h* (i.e. the number of households in the EA from the sampling frame)

$\sum_i M_{hi}$: total measurement of the size of all clusters in stratum *h*

Probability of selection of cluster *i* in the sample was calculated by:

$$P_{1hi} = \frac{a_h M_{hi}}{\sum M_{hi}} \times b_{hi}$$

Where

b_{hi} is the ratio between the estimated number of households in the selected segment and the estimated total number of households in EA i of residence h if the EA is segmented during the mapping of households in EA and enumeration operation; otherwise $b_{hi} = 1$.

Assuming that P_{hij} is household selection probability j of cluster i of stratum h. The overall selection probability of household j in cluster i of residence h is the product of the selection probabilities at both stages of sampling:

$$P_{hij} = P_{1hi}P_{2hij}$$

Since the household sample is designed to be an equal probability sample in each stratum, $P_{hij} = P_h$, where the value P_h est in each stratum, , where the value is determined to produce the desired sample size in stratum h. Thus, the sampling fraction, *fhi,* to be used to select households in cluster *hi* is given by $fhi = P_h/P_{1hi}$. This fraction is applied to the list of households obtained from the mapping and enumeration operation for a given cluster. Assuming that *Lhi* is the number of households found during the mapping and enumeration operation in cluster i of stratum h. On average, the number of households to be selected in the cluster will be approximately 14 in Douala and 12 in the other domains, but this number may vary from one cluster to another depending on proximity between *Lhi* and *Mhi*, the size measurement used to select the cluster.

Due to the non-proportional allocation of the sample to the different strata, sampling weights will be needed to compensate for any analysis of the sample at the national level. The survey weight, whij, for household j of cluster i in stratum h is the reverse of its selection probability:

$$w_{hij} = 1 / P_{hij}.$$

The household survey weight, whij, is called the "basic weight" of the household because it can be used to obtain unbiased estimates of household characteristics in the population in the absence of non-response and survey under-coverage. In general, the basic household weight is also the basic person-level weight for sampled persons aged 10 and more, because all persons aged 15 and more in the sampled household are included in the study; which means kth person aged 10 or more of the household j in cluster i of stratum h, the basic weight at the level of the person is:

$$w^{10+}_{hijk} = w_{hij} = 1 / P_{hij}.$$

A.1.7 Estimation of population parameters

EESI3 indicator estimates are proportions, ratios (averages) or totals. The estimation process involves multiplying the reported value of a survey item or derived variable yhij for the responding *j*th (household or individual) in cluster *i* of stratum *h* by the corresponding final weight (i.e. the adjusted non-response weight) w^F_{hij} summing all the products. Thus, for population total Y, the weighted estimate is given by:

$$\hat{Y} = \sum_h \sum_i \sum_j w^F_{hij} y_{hij}$$

For a population ratio of the form R = Y/X, the corresponding weighted estimates for Y and X are calculated, and the estimated ratio is subsequently calculated as follows

$$\hat{R} = \hat{Y} / \hat{X}$$

A.1.8 Estimation of sampling errors

Estimates derived from a sampling survey are subject to sampling and non-sampling errors. Sampling errors are generally controlled by the sampling design and can be estimated from the sample, while the latter are not easy to control, as they come from various sources other than sampling and result from problems that arise during data collection and processing, such as the inability to locate and interview the correct household, interviewer or respondent misunderstandings, and data entry errors. Although not directly measurable from the survey results, quality control measures designed to minimise non-sampling errors were implemented and described in standard survey operating procedures.

Estimation of sampling errors will need to take into account complex sampling design characteristics such as stratification, clustering and varying selection probabilities.

Two general methods may be used to estimate the sampling errors of estimates based on EESI3: jackknife replication and Taylor series methods. The jackknife replication variance estimation method is a widely used method for producing variance estimates using complex survey data. This method may correctly account for stratification, clustering, and sample weighting, including non-response and post-stratification weighting adjustments used in the EESI3 complex sampling design. The Taylor series is another widely used method that uses linear approximations to calculate the variance of an estimate derived from a sample.

To implement either method, certain variables necessary for variance estimation must be included in the weighted data files. In the case of a jackknife replication, the required variables are a series of weights corresponding to each of the jackknife replicas. In the case of the Taylor series method, the required variables are variables that indicate the "variance stratum" and "variance unit" to which each sampled respondent belongs.

A.1.8.1 Jackknife replication

To enable the calculation of variance estimates from survey data, a series of weights, called jackknife replication weights, are appended to each observation in the data file, along with the corresponding overall final sample weight. Calculating replicate weights first requires constructing a set of sub-samples of the overall sample called a "jackknife replication". Since these replications only depend on the selected PSUs, they were created immediately after the PSUs were selected.

As described in section A.1.5, IPUs were selected systematically from a list of IPUs that had been classified in each stratum by division, sub-division in the division, and finally by EA code in the sub-division. To account for the advantages of implicit stratification on precision, the sampled IPUs in each region were matched in the systematic order in which they were selected, treating each pair as a variance estimation stratum. When there was an odd number of sampled IPUs in a region, one of the variance estimation strata was defined to contain three sampled PSUs.

To fully reflect the sampling plan, formation of the variance estimation strata was applied to all 882 sampled IPUs , including IPUs that were not the subject of data collection.

For EESI3, 433 variance estimation strata were created. A jackknife replication was subsequently formed by randomly removing a PSU from a particular variance estimation stratum k, for example, and keeping all the PSUs in the remaining variance estimation strata. For a variance estimation stratum composed of a pair of PSUs, the weight of the PSU retained in the variance estimation stratum k was doubled. For a variance estimation stratum comprised of three PSUs, the weight of the two PSUs retained in the variance estimation stratum was multiplied by 1.5. This process was repeated for all strata of variance estimation r = 1, 2, ..., 433, resulting in a total of 433 jackknife replications. Table A.3: summarises the jackknife replicas that were created for variance estimation.

Table A.3: Number of IPUs and variance estimation strata constructed for variance estimation

Stratum code	Stratum name	Number of EAs	Number of variance strata comprised of pairs	Number of variance strata comprised of triplets	Number of jackknife replications
1	ADAMAWA_Rural	26	13	0	13
2	ADAMAWA_Semi-Urban	9	3	1	4
3	ADAMAWA_Urban	17	7	1	8
4	CENTRE_Rural	36	18	0	18
5	CENTRE_Semi-Urban	13	5	1	6
6	CENTRE_Urban	12	6	0	6
7	DOUALA_Urban	101	49	1	50
8	EAST_Rural	28	14	0	14
9	EAST_Semi-Urban	8	4	0	4
10	EAST_Urban	14	7	0	7
11	FAR-NORTH_Rural	63	30	1	31
12	FAR-NORTH_Semi-Urban	12	6	0	6
13	FAR-NORTH_Urban	23	10	1	11
14	LITTORAL_Rural	14	7	0	7
15	LITTORAL_Semi_Urban	15	6	1	7
16	LITTORAL_Urban	22	11	0	11
17	NORTH_Rural	43	20	1	21
18	NORTH_Semi-Urban	7	2	1	3
19	NORTH_Urban	24	12	0	12
20	NORTH-WEST_Rural	39	18	1	19
21	NORTH-WEST_Semi-Urban	13	5	1	6
22	NORTH-WEST_Urban	27	12	1	13
23	WEST_Rural	41	19	1	20
24	WEST_Semi-Urban	11	4	1	5
25	WEST_Urban	35	16	1	17
26	SOUTH_Rural	26	13	0	13
27	SOUTH_Semi-Urban	6	3	0	3
28	SOUTH_Urban	16	8	0	8
29	SOUTH-WEST_rural	36	18	0	18
30	SOUTH-WEST_Semi-Urban	7	2	1	3
31	SOUTH-WEST_Urban	36	18	0	18
32	YAOUNDE_Urban	102	51	0	51
Total		**882**	**417**	**16**	**433**

A.1.8.2 Taylor series linearisation

Although jackknife replication is the recommended method for variance estimation, not all software has a replication option to produce variance estimates. For example, SPSS has built-in options for estimating variance using Taylor Series methods, but the end user must write a programme in SPSS to produce replicated variance estimates. Therefore, the information needed to produce the Taylor series variance estimates is included in EESI3 data files.

The overall sampling weight was used as the weight to calculate the Taylor series variance estimates. The VarStrat variable indicated the 433 variance estimation strata and the VarUnit

variable indicated the primary sampling unit (PSU) or cluster within the variance estimation stratum. This pair of variables enables the analyst to produce variance estimates if their software does not readily accommodate replication methods, but has Taylor series capability. Note that variance estimation strata and sampling strata are not equivalent: as shown in Table A.3, sampling strata are defined by region and urban, semi-urban, and rural areas, while variance estimation strata are based on groupings of PSUs within each sampling stratum.

Formulas for calculating sampling errors using the Taylor linearisation technique combined with the ultimate cluster[20] technique are described below for estimates of totals and ratios.

Variance estimates for totals. Assuming that $\hat{y}$ is the weighted estimate of the total of a population. The variance $\hat{y}$ is estimated using the following formula:

$$\text{var}(\hat{y}) = \sum_h \frac{a_h}{a_h - 1}\left(\sum_i y_{h\alpha} - \frac{y_h^2}{a_h}\right)$$

where a_h is the number of selected clusters in the stratum h,y_hα is the weighted total of the variable of interest for cluster α of stratum h, and yh is the weighted total of stratum h.

Variance estimates for ratios. For a simple proportion or ratio in the form $r = \hat{y} / \hat{x}$, the variance of r may be calculated as follows:

$$\text{var}(r) = (1/\hat{x})2\ [\text{var}(\hat{y}) + r2\ \text{var}(\hat{x}) - 2r\ \text{cov}(\hat{x}, \hat{y})\ ],$$

where ù var($\hat{y}$) and var($\hat{x}$) are the estimated variance of y and x respectively, and cov($\hat{x}$, $\hat{y}$) is the estimated covariance of x and y.

Appendix 2: Définition of concepts and indicators

1. Definition of reference concepts

Four concepts define the new reference framework for labour market analysis.

Labour: It includes all activities carried out by persons of any sex and any age to produce goods or provide services intended for consumption by others, or for their personal consumption. It is subdivided into five forms namely:

Production work for personal consumption: it includes the production of goods and services for own final use. Operationally, it virtually takes into account all persons of working age who, during a short reference period, were engaged in any activity aimed at producing goods or providing services for their own final use.

[20] A relatively simple approach that can be used to estimate standard errors in survey statistics is given by the method of estimating variance by ultimate clusters. Using this technique, weighted survey responses are aggregated at the cluster level, and variability between cluster totals is used to estimate the variance of the sample statistic.

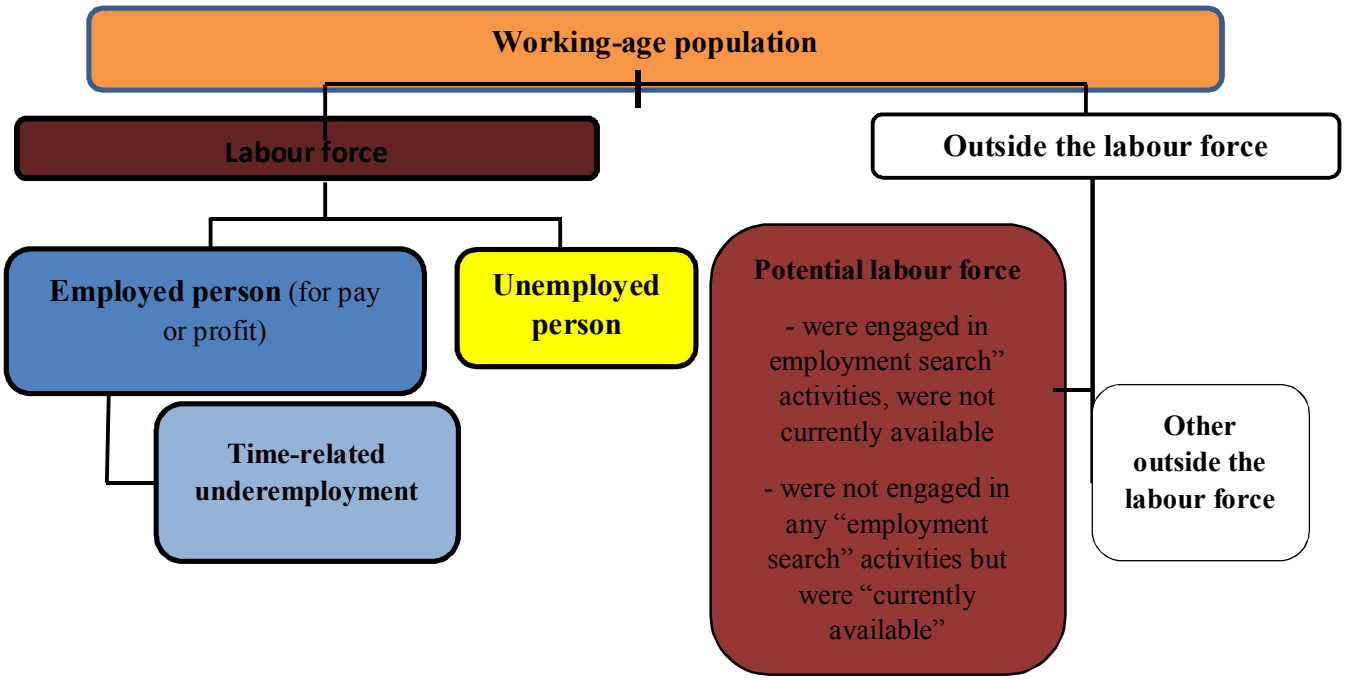
Employment: it is work done for third parties for pay or profit. It virtually takes into account all persons of working age who, during a short reference period, were engaged in any activity aimed at producing goods or providing services for pay or profit.

Unpaid trainee work: this form relates to any work performed for others without pay for the purpose of gaining professional experience or skills in the workplace. Is concerned by unpaid trainee work, all persons of working age who during a short reference period were engaged in any unpaid activity to produce goods or provide services for third parties in order to acquire professional experience or workplace qualifications in a trade or profession.

Volunteer work: it includes non-compulsory and unpaid work performed for others. The non-compulsory nature of labour means that it is performed without any civil, legal or administrative obligation. This form of labour takes into account all persons of working age who, during a short reference period, were engaged in any non-compulsory and unpaid activity aimed at producing goods or providing services for others.

Other productive work activities: this is any activity that cannot be classified in one of the four previous forms. More specifically, this form of labour includes unpaid community service or unpaid work performed by prisoners when imposed by a court or similar authority, and unpaid alternative military or civilian service, may be considered as a separate form of labour for measurement (such as compulsory unpaid labour performed for others).

Labour force is a concept that refers to the current labour supply for the production of goods and services for pay or profit. It provides a classification of persons of working age into employed persons, unemployed persons and persons outside the labour force.



Labour underutilisation
(unmet employment need)

Unemployed persons are all persons of working age who were not employed, were engaged in employment search activities during a specified recent period, and were currently available for employment if there were any possibilities of holding an employment.

Potential labour force is comprised of all persons of working age who, during the short reference period, were neither employed nor unemployed, and who:

a) were engaged in "employment search" activities, were not "currently available" but could become so within a short specified period in the future (*unavailable job seekers*);
b) were not engaged in any "employment search" activities but wished to have an employment and were "currently available" (available potential job seekers).

Labour underutilisation refers to mismatches between labour supply and demand that result in an unmet employment need within the population.

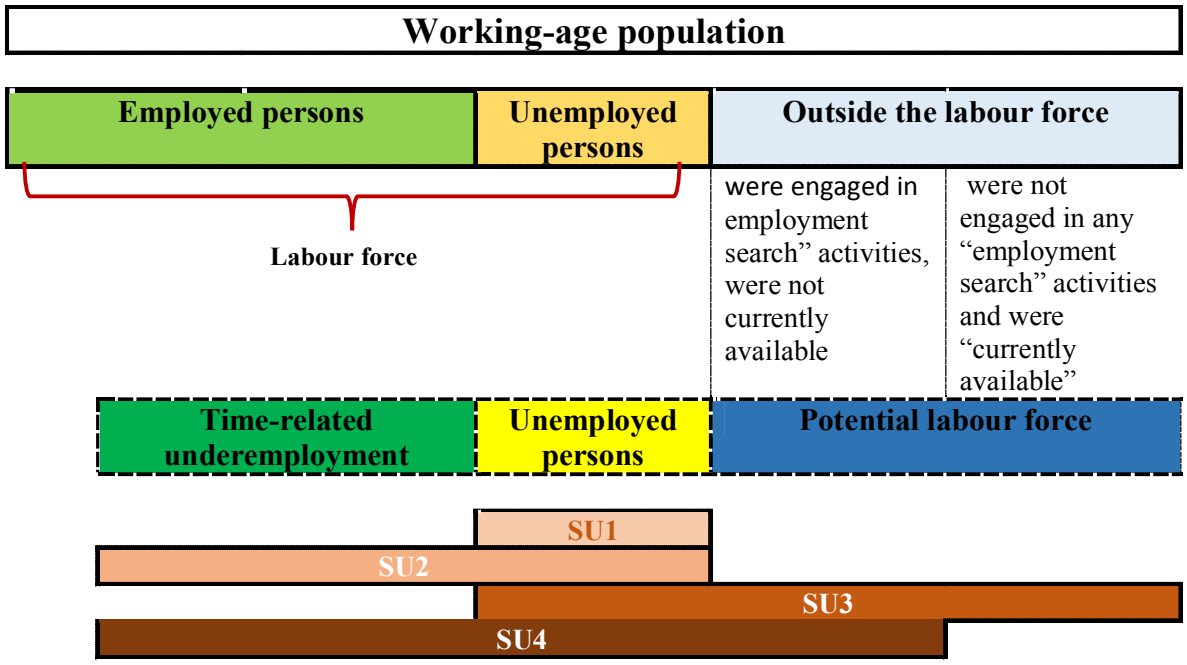
2. Presentation of new indicators

These new indicators mainly include:

- ***Time-related underemployment*** which is a situation where the working time of employed persons is insufficient compared to alternative employment situations which they wish to occupy and are available to do so;

- ***Unemployment***, which reflects the active search for an employment by persons who are not employed but who are available for this form of labour;
- **Potential labour force**, which refers to persons who are not employed, who express an interest in this form of labour but whose current conditions limit their active search and/or their availability.

These indicators may be sketched in **SU1**, **SU2**, **SU3** and **SU4** as follows:



They are calculated as follows:

- **SU1**: Unemployment rate: [Unemployed persons/labour force] x 100
- **SU2**: Combined rate of time-related underemployment and unemployment:
  [(persons in time-related underemployment + unemployed persons) / labour force] x 100
- **SU3**: Combined rate of unemployment and potential labour force:
  [(unemployed persons + potential labour force) / (extended labour force)] x 100

- **SU4**: Composite measurement of labour underutilisation
  [(persons in time-related underemployment + unemployed persons + potential labour force) / (extended labour force)] x 100

Appendix 3: Sampling errors

The estimates obtained in the third edition of the Survey on Employment and the Informal Sector (EESI3) were based on a two-stage sampling plan. When random sampling is implemented during a survey, it is strongly recommended to assess sampling errors. The sample selected for EESI3 is one among many other samples of the same size following the same sampling design. Each of these samples may produce a slightly different result than this sample. To measure the variability of results with these different samples, sampling errors are estimated based on the data collected. For this purpose, the standard error is estimated which will make it possible to obtain the confidence interval of the estimation of the parameter (average, proportion). The confidence interval is the range of values in which the real value of the parameter should lie with a certain level of confidence (usually 95%).

The *standard error (SE)* is a particularly useful index for measuring the sampling error of a parameter (average, proportion, rate). Once its value has been estimated, the real value of the parameter is within a limit of the estimated value of the parameter plus or minus twice its standard error (at the 95% confidence level).

Since the EESI3 sample was stratified and drawn at two stages, the Jackniffe method was used to estimate sampling errors. This method makes it possible to obtain the standard error from each of the sub-samples of the main sample, and calculates the variances of these estimates with simple formulas. Each sub-sample excludes *one* cluster in the calculation of the estimates. Thus, pseudo-independent sub-samples were created. At EESI3, there were 433 unlived clusters. Therefore, 433 sub-samples were created. The variance of a rate m is calculated as follows:

$$ET^2(m) = var(m) = \frac{1}{k(k-1)} \sum_{i=1}^{k} (m_i - m)^2$$

In which

$$m_i = km-(k-1)m_{(i)}$$

where m is the estimate calculated from the main sample of 433 clusters,

$m_{(i)}$ is the estimate calculated from the reduced sample of 433 clusters (th cluster excluded),

k is the total number of clusters.

In addition to the standard error, the square root of the sampling design effect (RDEFT) or cluster effect (ratio) is an index that indicates how close the chosen design is to simple random sampling. Indeed, a value of 1 for RDEFT means that the selected two-stage sampling design is as efficient as simple random sampling, meanwhile a value greater than 1 indicates an increase in the sampling error due to the complex sampling design implemented.

Sampling errors for EESI3 were calculated for some of the most relevant labour market variables. Results for each indicator selected are presented in this appendix by survey region, residence and for the total (national level).

Table SE0 lists the selected indicators. Tables ES1 to ES17 present the value of the statistics (M), standard error (SD), number of unweighted cases (N), number of weighted cases in thousand (N'), sampling design effect (DEFT), square root of the sampling design effect (RDEFT), relative error (SE/M), and the 95% confidence interval (M±2SD) for each indicator selected.

The confidence interval is interpreted as follows: for the indicator *Rate (%) of labour force participation among persons aged 10 or more*, for example (Total line), EESI3 estimated the proportion of employed or unemployed persons aged 10 or more (willing to enter the labour market) at 47.3%, to which corresponds a standard error of 0.54% of persons aged 10 years or more. In 95% of the samples drawn according to the same sampling design as that used in EESI3 and with the same size, the real value of the proportion of employed or unemployed persons aged 10 or more was between 47, 3 – 2x0.54 and 47.3 + 2x0.54, i.e. 47.4 and 51.3.

For the national sample of persons aged 10 or more, the average of the square root of the sampling design effect (RDEFT) calculated for all the estimates was 1.8; which means that, compared to a simple random sample, the sampling error was multiplied on average by a factor of 1.8 because a complex sampling design was used (by clusters with several stages).

Indicators used to calculate sampling errors

Table	Indicator	Population
SE1	Rate (%) of labour force participation	14 years and more
SE2	ILO unemployment rate (%) (SU1)	14 years and more
SE3	Average length of time (in months) in unemployment	14 years and more
SE4	Combined rate of time-related underemployment and unemployment (SU2)	14 years and more
SE5	Combined rate (%) of unemployment and potential labour force (SU3)	14 years and more
SE6	Combined rate (%) of time-related underemployment and unemployment (SU4)	14 years and more
SE7	Employment rate (%)	14 years and more
SE8	Wage rate (%)	14 years and more
SE9	Multiple employment rate (%)	14 years and more
SE10	Share of jobs in the informal sector (%)	14 years and more
SE11	Average length of time in employment	14 years and more
SE12	Average length of time in enterprise	14 years and more
SE13	Share (%) of salaried employment in the non-agricultural informal sector	14 years and more
SE14	Employment rate (%)	15-34 years
SE15	Proportion (%) of youths not in school and with no employment or training	15-24 years
SE16	Rate (%) of overall underemployment	14 years and more
SE17	Rate (%) of overall underemployment	15-64 years

Table ES 1: Rate (%) of labour force participation among persons aged 10 or more

	Number				Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Confidence interval		
	Value (M)	Standard error (SE)	Unweighted (N)	Weighted - in thousand (N')			Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	59.2	1.07	3.568	2.299	1.68	1.30	0.018	57.1	61.4
Yaounde	55.6	1.11	2.574	1.910	1.28	1.13	0.020	53.4	57.8
Adamawa	54.1	2.61	1.593	712	4.38	2.09	0.048	48.8	59.3
Centre (excluding Yaounde)	58.2	1.82	1.429	1.158	1.94	1.39	0.031	54.6	61.8
East	63.8	2.44	1.294	806	3.34	1.83	0.038	58.9	68.7
Far-North	51.6	1.70	2.837	3.083	3.27	1.81	0.033	48.2	55.0
Littoral (excluding Douala)	54.2	1.57	1.486	699	1.47	1.21	0.029	51.0	57.3
North	52.6	2.32	2.662	1.758	5.75	2.40	0.044	47.9	57.2
North-West	44.6	2.68	1.350	1.096	3.92	1.98	0.060	39.2	49.9
West	51.3	0.98	2.392	1.626	0.91	0.96	0.019	49.4	53.3
South	64.9	2.78	1.035	449	3.51	1.87	0.043	59.4	70.5
South-West	46.3	3.02	1.486	748	5.45	2.33	0.065	40.3	52.4
Residence									
Urban	53.6	0.62	16.072	9.692	2.46	1.57	0.012	52.4	54.8
Rural	55.0	1.27	7.634	6.652	4.95	2.23	0.023	52.4	57.5
Overall	**54.2**	**0.62**	**23.706**	**16.300**	**3.69**	**1.92**	**0.011**	**52.9**	**55.4**

Table ES 2: ILO unemployment rate (%) (SU1) among persons aged 10 or more

	Number				Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Confidence interval		
	Value (M)	Standard error (SE)	Unweighted (N)	Weighted - in thousand (N')			Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	15.4	1.12	2.074	1.361	1.98	1.41	0.073	13.2	17.6
Yaounde	11.7	0.80	1.395	1.062	0.87	0.93	0.069	10.1	13.3
Adamawa	1.8	0.27	838	385	0.35	0.59	0.150	1.3	2.4
Centre (excluding Yaounde)	2.9	0.54	831	674	0.86	0.93	0.185	1.8	4.0
East	1.6	0.49	816	514	1.26	1.12	0.311	0.6	2.6
Far-North	1.6	0.38	1.443	1.592	1.32	1.15	0.235	0.9	2.4
Littoral (excluding Douala)	7.3	1.15	771	379	1.50	1.22	0.157	5.0	9.6
North	1.8	0.41	1.402	924	1.36	1.17	0.231	1.0	2.6
North-West	5.1	1.50	596	489	2.80	1.67	0.297	2.1	8.1
West	5.5	0.73	1.201	835	1.24	1.11	0.134	4.0	6.9
South	2.2	0.80	671	291	1.94	1.39	0.356	0.6	3.8
South-West	8.0	1.55	662	346	2.17	1.47	0.194	4.9	11.1
Residence									
Urban	9.4	0.45	8.381	5.196	2.00	1.41	0.048	8.5	10.3
Rural	1.6	0.45	4.319	3.657	5.80	2.41	0.291	0.7	2.5
Overall	**6.1**	**0.32**	**12.700**	**8.853**	**2.25**	**1.50**	**0.052**	**5.5**	**6.8**

Table ES 3: Average length of time (in months) in unemployment among persons aged 10 or more

	Number				Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Confidence interval		
	Value (M)	Standard error (SE)	Un weighted	Weighted - in thousand (N')			Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	32.5	3.58	2.074	1.361	1.59	1.26	0.110	25.4	39.7
Yaounde	38.4	4.47	1.395	1.062	1.38	1.17	0.116	29.5	47.4
Adamawa	28.9	5.17	838	385	0.84	0.92	0.179	18.6	39.2
Centre (excluding Yaounde)	37.8	6.36	831	674	0.23	0.48	0.168	25.1	50.5
East	41.5	12.42	816	514	0.67	0.82	0.299	16.6	66.3
Far-North	20.5	6.73	1.443	1.592	2.08	1.44	0.328	7.1	34.0
Littoral (excluding Douala)	46.5	5.72	771	379	0.83	0.91	0.123	35.0	57.9
North	27.5	4.01	1.402	924	0.30	0.54	0.146	19.5	35.6
North-West	29.4	4.82	596	489	0.83	0.91	0.164	19.8	39.1
West	34.0	4.16	1.201	835	0.96	0.98	0.122	25.7	42.4
South	43.4	20.30	671	291	1.06	1.03	0.468	2.8	84.0
South-West	33.0	5.89	662	346	2.16	1.47	0.178	21.2	44.8
Residence									
Urban	34.3	2.50	8.381	5.196	2.09	1.44	0.073	29.3	39.3
Rural	34.1	5.38	4.319	3.657	1.13	1.06	0.158	23.4	44.9
Overall	**34.3**	**2.30**	**12.700**	**8.853**	**1.97**	**1.40**	**0.067**	**29.7**	**38.9**

Table ES 4: Combined rate (%) of time-related underemployment and unemployment (SU2) among persons aged 10 or more

	Number						Confidence interval		
	Value (M)	Standard error (SE)	Unweighted (N)	Weighted - in thousand (N')	Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	28.4	1.63	2.074	1.361	2.72	1.65	0.057	25.2	31.7
Yaounde	29.5	1.37	1.395	1.062	1.26	1.12	0.046	26.8	32.2
Adamawa	21.7	2.73	838	385	3.68	1.92	0.126	16.2	27.2
Centre (excluding Yaounde)	16.1	1.78	831	674	1.94	1.39	0.110	12.6	19.7
East	15.2	2.40	816	514	3.64	1.91	0.158	10.4	20.0
Far-North	22.0	2.03	1.443	1.592	3.48	1.87	0.093	17.9	26.0
Littoral (excluding Douala)	24.7	1.18	771	379	0.58	0.76	0.048	22.3	27.0
North	17.5	1.21	1.402	924	1.43	1.20	0.069	15.1	19.9
North-West	26.2	2.22	596	489	1.51	1.23	0.085	21.8	30.7
West	21.2	1.04	1.201	835	0.78	0.88	0.049	19.2	23.3
South	24.2	2.42	671	291	2.13	1.46	0.100	19.3	29.0
South-West	24.2	3.26	662	346	3.84	1.96	0.135	17.6	30.7
Residence									
Urban	26.7	0.72	8.381	5.196	2.22	1.49	0.027	25.3	28.2
Rural	17.7	1.05	4.319	3.657	3.28	1.81	0.060	15.6	19.8
Overall	**23.0**	**0.62**	**12.700**	**8.853**	**2.72**	**1.65**	**0.027**	**21.8**	**24.2**

Table ES 5: Combined rate (%) of unemployment and potential labour force (SU3)

	Number				Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Confidence interval		
	Value (M)	Standard error (SE)	Unweighted (N)	Weighted - in thousand (N')			Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	49.9	1.13	3.568	2.299	1.81	1.35	0.023	47.6	52.1
Yaounde	50.9	1.03	2.574	1.910	1.09	1.05	0.020	48.8	52.9
Adamawa	46.9	2.64	1.593	712	4.46	2.11	0.056	41.6	52.2
Centre (excluding Yaounde)	43.5	1.94	1.429	1.158	2.18	1.48	0.045	39.6	47.4
East	37.2	2.28	1.294	806	2.88	1.70	0.061	32.7	41.8
Far-North	49.2	1.77	2.837	3.083	3.55	1.88	0.036	45.7	52.8
Littoral (excluding Douala)	49.8	1.71	1.486	699	1.73	1.32	0.034	46.4	53.2
North	48.4	2.32	2.662	1.758	5.74	2.40	0.048	43.7	53.0
North-West	57.7	2.63	1.350	1.096	3.82	1.95	0.046	52.4	62.9
West	51.5	1.08	2.392	1.626	1.11	1.05	0.021	49.3	53.6
South	36.5	2.68	1.035	449	3.20	1.79	0.073	31.2	41.9
South-West	57.4	3.09	1.486	748	5.80	2.41	0.054	51.2	63.5
Residence									
Urban	51.4	0.59	16.072	9.692	2.22	1.49	0.011	50.2	52.6
Rural	45.9	1.31	7.634	6.652	5.30	2.30	0.029	43.3	48.5
Overall	**49.2**	**0.62**	**23.706**	**16.300**	**3.70**	**1.92**	**0.013**	**47.9**	**50.4**

Table ES 6: Rate (%) of composite measurement of labour underutilisation (SU4)

	Number				Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Confidence interval		
	Value (M)	Standard error (SE)	Unweighted (N)	Weighted - in thousand (N')			Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	57.6	1.09	3.568	2.299	1.75	1.32	0.019	55.4	59.8
Yaounde	60.8	1.06	2.574	1.910	1.22	1.10	0.017	58.7	62.9
Adamawa	57.7	3.31	1.593	712	7.15	2.67	0.057	51.0	64.3
Centre (excluding Yaounde)	51.2	2.27	1.429	1.158	2.94	1.71	0.044	46.6	55.7
East	45.9	2.81	1.294	806	4.12	2.03	0.061	40.3	51.5
Far-North	59.7	1.79	2.837	3.083	3.76	1.94	0.030	56.1	63.3
Littoral (excluding Douala)	59.2	1.41	1.486	699	1.23	1.11	0.024	56.4	62.0
North	56.6	2.22	2.662	1.758	5.35	2.31	0.039	52.2	61.1
North-West	67.1	2.24	1.350	1.096	3.07	1.75	0.033	62.6	71.6
West	59.6	1.02	2.392	1.626	1.03	1.01	0.017	57.6	61.6
South	50.8	1.48	1.035	449	0.91	0.95	0.029	47.8	53.7
South-West	64.9	3.56	1.486	748	8.26	2.87	0.055	57.7	72.0
Residence									
Urban	60.7	0.58	16.072	9.692	2.23	1.49	0.009	59.6	61.9
Rural	54.7	1.30	7.634	6.652	5.21	2.28	0.024	52.1	57.3
Overall	**58.3**	**0.62**	**23.706**	**16.300**	**3.79**	**1.95**	**0.011**	**57.0**	**59.5**

Table ES 7: Employment rate (%) among persons aged 10 or more

	Number				Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Confidence interval		
	Value (M)	Standard error (SE)	Unweighted (N)	Weighted - in thousand (N')			Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	50.1	1.13	3.568	2.299	1.81	1.35	0.023	47.9	52.4
Yaounde	49.1	1.03	2.574	1.910	1.09	1.05	0.021	47.1	51.2
Adamawa	53.1	2.64	1.593	712	4.46	2.11	0.050	47.8	58.4
Centre (excluding Yaounde)	56.5	1.94	1.429	1.158	2.18	1.48	0.034	52.6	60.4
East	62.8	2.28	1.294	806	2.88	1.70	0.036	58.2	67.3
Far-North	50.8	1.77	2.837	3.083	3.55	1.88	0.035	47.2	54.3
Littoral (excluding Douala)	50.2	1.71	1.486	699	1.73	1.32	0.034	46.8	53.6
North	51.6	2.32	2.662	1.758	5.74	2.40	0.045	47.0	56.3
North-West	42.3	2.63	1.350	1.096	3.82	1.95	0.062	37.1	47.6
West	48.5	1.08	2.392	1.626	1.11	1.05	0.022	46.4	50.7
South	63.5	2.68	1.035	449	3.20	1.79	0.042	58.1	68.8
South-West	42.6	3.09	1.486	748	5.80	2.41	0.073	36.5	48.8
Residence									
Urban	48.6	0.59	16.072	9.692	2.22	1.49	0.012	47.4	49.8
Rural	54.1	1.31	7.634	6.652	5.30	2.30	0.024	51.5	56.7
Overall	**50.8**	**0.62**	**23.706**	**16.300**	**3.70**	**1.92**	**0.012**	**49.6**	**52.1**

Table ES 8: Employee rate (%) among persons aged 10 or more

	Number				Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Confidence interval		
	Value (M)	Standard error (SE)	Unweighted (N)	Weighted - in thousand (N')			Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	48.5	1.53	3.568	2.299	1.68	1.29	0.032	45.4	51.6
Yaounde	64.6	1.47	2.574	1.910	1.17	1.08	0.023	61.7	67.6
Adamawa	23.9	2.19	1.593	712	2.16	1.47	0.091	19.6	28.3
Centre (excluding Yaounde)	36.0	3.10	1.429	1.158	3.36	1.83	0.086	29.8	42.2
East	34.6	6.73	1.294	806	16.00	4.00	0.194	21.1	48.0
Far-North	16.7	1.62	2.837	3.083	2.65	1.63	0.097	13.5	19.9
Littoral (excluding Douala)	30.8	2.75	1.486	699	2.54	1.59	0.089	25.3	36.3
North	51.5	1.52	2.662	1.758	1.27	1.13	0.030	48.5	54.5
North-West	40.2	3.57	1.350	1.096	2.95	1.72	0.089	33.1	47.4
West	33.6	2.02	2.392	1.626	2.06	1.44	0.060	29.6	37.7
South	26.6	3.51	1.035	449	4.14	2.03	0.132	19.6	33.6
South-West	55.6	2.77	1.486	748	1.92	1.39	0.050	50.0	61.1
Residence									
Urban	48.3	1.02	16.072	9.692	3.16	1.78	0.021	46.3	50.3
Rural	25.9	1.50	7.634	6.652	5.02	2.24	0.058	22.9	28.9
Overall	**38.6**	**0.85**	**23.706**	**16.300**	**3.62**	**1.90**	**0.022**	**36.9**	**40.3**

Table ES 9: Multiple employment rate (%) among persons aged 10 or more

	Number				Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Confidence interval		
	Value (M)	Standard error (SE)	Unweighted (N)	Weighted - in thousand (N')			Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	4.7	0.74	1.781	1.152	2.18	1.48	0.159	3.2	6.1
Yaounde	4.1	0.58	1.234	938	1.07	1.03	0.142	2.9	5.3
Adamawa	26.1	2.08	824	378	1.84	1.36	0.080	21.9	30.2
Centre (excluding Yaounde)	10.8	1.44	805	654	1.73	1.31	0.133	7.9	13.6
East	18.9	3.66	801	506	6.97	2.64	0.193	11.6	26.3
Far-North	22.0	2.09	1.415	1.566	3.60	1.90	0.095	17.8	26.2
Littoral (excluding Douala)	18.1	3.02	717	351	4.41	2.10	0.167	12.0	24.1
North	12.8	1.07	1.374	908	1.40	1.18	0.083	10.7	15.0
North-West	1.5	0.66	559	464	1.63	1.28	0.438	0.2	2.8
West	10.2	1.23	1.128	789	1.86	1.36	0.121	7.8	12.7
South	28.4	2.75	657	285	2.43	1.56	0.097	22.9	33.9
South-West	11.9	2.75	618	319	4.47	2.11	0.232	6.4	17.4
Residence									
Urban	8.5	0.52	7.652	4.709	2.62	1.62	0.061	7.5	9.6
Rural	19.1	1.08	4.261	3.600	3.19	1.79	0.056	16.9	21.2
Overall	**13.1**	**0.56**	**11.913**	**8.309**	**3.32**	**1.82**	**0.043**	**12.0**	**14.2**

Table ES 10: Share of jobs in the informal sector (%) among persons aged 10 or more

	Number				Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Confidence interval		
	Value (M)	Standard error (SE)	Unweighted (N)	Weighted - in thousand (N')			Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	78.9	1.50	1.781	1.152	2.39	1.55	0.019	75.9	81.9
Yaounde	75.9	1.58	1.234	938	1.68	1.29	0.021	72.8	79.1
Adamawa	91.6	0.79	824	378	0.67	0.82	0.009	90.1	93.2
Centre (excluding Yaounde)	84.9	1.84	805	654	2.13	1.46	0.022	81.2	88.6
East	89.1	2.31	801	506	4.40	2.10	0.026	84.5	93.7
Far-North	94.2	0.78	1.415	1.566	1.59	1.26	0.008	92.7	95.8
Littoral (excluding Douala)	88.0	1.38	717	351	1.30	1.14	0.016	85.3	90.8
North	94.2	0.84	1.374	908	1.78	1.33	0.009	92.6	95.9
North-West	91.2	1.93	559	464	2.59	1.61	0.021	87.3	95.0
West	87.5	1.92	1.128	789	3.79	1.95	0.022	83.6	91.3
South	86.7	2.70	657	285	4.16	2.04	0.031	81.3	92.1
South-West	70.1	6.45	618	319	12.23	3.50	0.092	57.2	83.0
Residence									
Urban	80.3	0.85	7.652	4.709	3.50	1.87	0.011	78.6	82.0
Rural	94.9	1.22	4.261	3.600	13.07	3.61	0.013	92.5	97.3
Overall	**86.6**	**0.72**	**11.913**	**8.309**	**5.29**	**2.30**	**0.008**	**85.2**	**88.0**

Table ES 11: Average length of time (in years) in employment among persons aged 10 or more

	Number				Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Confidence interval		
	Value (M)	Standard error (SE)	Unweighted (N)	Weighted - in thousand (N')			Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	7.0	0.19	1.781	1.152	1.35	1.16	0.028	6.6	7.4
Yaounde	6.4	0.27	1.234	938	1.76	1.33	0.042	5.9	6.9
Adamawa	10.3	0.60	824	378	3.04	1.74	0.058	9.1	11.5
Centre (excluding Yaounde)	11.7	0.83	805	654	4.18	2.04	0.071	10.1	13.4
East	6.9	0.50	801	506	2.85	1.69	0.072	5.9	7.9
Far-North	13.2	0.40	1.415	1.566	1.65	1.29	0.030	12.5	14.0
Littoral (excluding Douala)	10.9	0.57	717	351	2.04	1.43	0.052	9.7	12.0
North	12.5	0.39	1.374	908	1.51	1.23	0.031	11.7	13.3
North-West	12.4	1.00	559	464	4.24	2.06	0.081	10.4	14.4
West	14.3	0.50	1.128	789	1.49	1.22	0.035	13.3	15.3
South	10.1	0.77	657	285	3.15	1.78	0.076	8.6	11.6
South-West	9.9	0.70	618	319	3.97	1.99	0.071	8.5	11.3
Residence									
Urban	8.1	0.19	7.652	4.709	3.44	1.85	0.023	7.8	8.5
Rural	13.8	0.35	4.261	3.600	3.50	1.87	0.025	13.1	14.5
Overall	**10.6**	**0.19**	**11.913**	**8.309**	**3.59**	**1.90**	**0.018**	**10.2**	**11.0**

Table ES 12: Average length of time (in years) in enterprise among persons aged 10 or more

	Number				Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Confidence interval		
	Value (M)	Standard error (SE)	Un weighted	Weighted - in thousand (N')			Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	7.3	0.19	1.781	1.152	1.28	1.13	0.026	6.9	7.7
Yaounde	6.9	0.26	1.234	938	1.48	1.22	0.037	6.4	7.4
Adamawa	10.5	0.61	824	378	3.03	1.74	0.058	9.2	11.7
Centre (excluding Yaounde)	12.1	0.84	805	654	4.30	2.07	0.070	10.4	13.8
East	7.3	0.57	801	506	3.61	1.90	0.078	6.1	8.4
Far-North	13.3	0.40	1.415	1.566	1.69	1.30	0.030	12.5	14.1
Littoral (excluding Douala)	11.2	0.57	717	351	2.01	1.42	0.051	10.0	12.3
North	12.6	0.39	1.374	908	1.49	1.22	0.031	11.9	13.4
North-West	12.5	1.00	559	464	4.15	2.04	0.080	10.5	14.5
West	14.6	0.47	1.128	789	1.28	1.13	0.032	13.7	15.6
South	10.3	0.75	657	285	3.03	1.74	0.073	8.8	11.8
South-West	10.1	0.70	618	319	3.91	1.98	0.070	8.7	11.5
Residence									
Urban	8.5	0.18	7.652	4.709	3.09	1.76	0.021	7.652.0	4.709.181.0
Rural	14.0	0.35	4.261	3.600	3.46	1.86	0.025	4.261.0	3.600.220.0
Overall	**10.9**	**0.18**	**11.913**	**8.309**	**3.37**	**1.84**	**0.017**	**11.913.0**	**8.309.401.0**

Table ES 13: Share (%) of salaried employment in the non-agricultural informal sector among persons aged 10 or more

	Number				Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Confidence interval		
	Value (M)	Standard error (SE)	Unweighted (N)	Weighted - in thousand (N')			Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	48.6	1.55	1.760	1.138	1.69	1.30	0.032	45.5	51.7
Yaounde	66.1	1.52	1.179	901	1.21	1.10	0.023	63.1	69.1
Adamawa	36.1	2.58	466	217	1.34	1.16	0.071	30.9	41.2
Centre (excluding Yaounde)	61.1	2.45	396	348	1.00	1.00	0.040	56.2	66.0
East	51.7	6.52	475	303	8.06	2.84	0.126	38.7	64.7
Far-North	24.8	2.07	863	906	1.98	1.41	0.083	20.7	29.0
Littoral (excluding Douala)	46.4	3.03	415	185	1.53	1.24	0.065	40.4	52.5
North	42.7	2.65	646	365	1.85	1.36	0.062	37.4	48.0
North-West	54.9	5.06	322	214	3.31	1.82	0.092	44.8	65.0
West	50.2	3.12	610	422	2.37	1.54	0.062	43.9	56.4
South	40.0	4.25	360	167	2.70	1.64	0.106	31.5	48.5
South-West	58.6	3.08	470	217	1.83	1.35	0.053	52.5	64.8
Residence									
Urban	52.8	1.05	6.579	4.087	2.93	1.71	0.020	50.7	54.9
Rural	33.1	3.01	1.383	1.295	5.64	2.38	0.091	27.1	39.1
Overall	**48.0**	**0.98**	**7.962**	**5.383**	**3.03**	**1.74**	**0.020**	**46.1**	**50.0**

Table ES 14: Employment rate (%) among persons aged 15-34

	Number				Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Confidence interval		
	Value (M)	Standard error (SE)	Unweighted (N)	Weighted - in thousand (N')			Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	38.3	1.51	1.974	1.309	1.9	1.4	0.04	35.3	41.3
Yaounde	37.4	1.45	1.523	1.170	1.4	1.2	0.04	34.5	40.3
Adamawa	43.2	2.89	904	422	3.1	1.8	0.07	37.4	49.0
Centre (excluding Yaounde)	39.2	3.00	684	599	2.6	1.6	0.08	33.2	45.2
East	56.5	2.93	748	479	2.6	1.6	0.05	50.6	62.3
Far-North	39.6	2.27	1.525	1.704	3.3	1.8	0.06	35.1	44.1
Littoral (excluding Douala)	35.1	1.63	746	370	0.9	0.9	0.05	31.8	38.4
North	45.8	2.29	1.502	1.002	3.2	1.8	0.05	41.3	50.4
North-West	32.1	3.93	667	558	4.7	2.2	0.12	24.2	39.9
West	32.2	1.61	1.207	855	1.4	1.2	0.05	28.9	35.4
South	52.6	3.11	474	220	1.8	1.4	0.06	46.4	58.8
South-West	28.6	2.89	823	424	3.4	1.8	0.10	22.8	34.4
Residence									
Urban	37.1	0.78	9.095	5.672	2.4	1.5	0.02	35.5	38.6
Rural	43.0	1.64	3.682	3.439	4.0	2.0	0.04	39.7	46.3
Overall	**39.3**	**0.77**	**12.777**	**9.111**	**3.1**	**1.8**	**0.02**	**37.8**	**40.8**

Table ES 15: Proportion (%) of youths aged 15-24 not in school and with no employment or training

	Number				Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Confidence interval		
	Value (M)	Standard error (SE)	Unweighted (N)	Weighted - in thousand (N')			Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	4.0	0.78	1.026	663	1.6	1.3	0.19	2.5	5.6
Yaounde	5.5	0.94	811	608	1.4	1.2	0.17	3.6	7.4
Adamawa	2.0	0.88	552	256	2.2	1.5	0.45	0.2	3.7
Centre (excluding Yaounde)	2.8	1.31	435	375	2.7	1.6	0.46	0.2	5.5
East	2.8	0.72	454	285	0.9	0.9	0.26	1.3	4.2
Far-North	0.3	0.15	870	967	0.7	0.8	0.50	0.0	0.6
Littoral (excluding Douala)	4.0	0.78	450	217	0.7	0.8	0.19	2.4	5.6
North	0.6	0.28	884	574	1.1	1.0	0.44	0.1	1.2
North-West	14.1	2.40	382	324	1.8	1.3	0.17	9.3	18.9
West	4.3	0.64	825	585	0.8	0.9	0.15	3.0	5.5
South	2.4	0.96	250	112	1.0	1.0	0.41	0.4	4.3
South-West	8.9	1.93	478	235	2.2	1.5	0.22	5.1	12.8
Residence									
Urban	4.5	0.46	5.208	3.188	2.5	1.6	0.10	3.6	5.4
Rural	2.4	0.72	2.209	2.013	4.9	2.2	0.30	1.0	3.9
Overall	**3.7**	**0.38**	**7.417**	**5.201**	**3.1**	**1.8**	**0.10**	**2.9**	**4.5**

Table ES 16: Overall underemployment rate (%) among persons aged 10 or more

	Number				Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Confidence interval		
	Value (M)	Standard error (SE)	Un weighted	Weighted - in thousand (N')			Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	47.1	1.70	2.074	1.361	2.40	1.55	0.036	43.7	50.5
Yaounde	46.9	1.56	1.395	1.062	1.36	1.17	0.033	43.8	50.0
Adamawa	76.8	2.15	838	385	2.16	1.47	0.028	72.5	81.1
Centre (excluding Yaounde)	39.8	2.59	831	674	2.33	1.53	0.065	34.6	45.0
East	57.3	5.65	816	514	10.63	3.26	0.099	46.0	68.6
Far-North	66.4	2.17	1.443	1.592	3.06	1.75	0.033	62.1	70.8
Littoral (excluding Douala)	56.4	1.61	771	379	0.81	0.90	0.029	53.1	59.6
North	74.4	1.82	1.402	924	2.45	1.56	0.025	70.8	78.0
North-West	62.3	2.20	596	489	1.23	1.11	0.035	57.9	66.7
West	48.0	1.99	1.201	835	1.90	1.38	0.041	44.0	52.0
South	60.1	3.00	671	291	2.52	1.59	0.050	54.1	66.1
South-West	44.3	5.40	662	346	7.80	2.79	0.122	33.5	55.1
Residence									
Urban	51.2	0.89	8.381	5.196	2.67	1.63	0.017	49.4	53.0
Rural	63.7	1.84	4.319	3.657	6.29	2.51	0.029	60.0	67.4
Overall	**56.4**	**0.88**	**12.700**	**8.853**	**4.04**	**2.01**	**0.016**	**54.6**	**58.1**

Table ES 17: Overall underemployment rate (%) among persons aged 15-64

	Number				Sampling design effect (DEFT)	Sampling design effect - square root (RDEFT)	Confidence interval		
	Value (M)	Standard error (SE)	Unweighted (N)	Weighted - in thousand (N')			Coefficient of variation (SE/M)	Lower bound (M - 2*SE)	Upper bound (M + 2*SE)
Survey region									
Douala	46.9	1.69	2.024	1.334	2.3	1.5	0.04	43.6	50.3
Yaounde	47.2	1.57	1.365	1.045	1.3	1.2	0.03	44.1	50.3
Adamawa	76.5	2.32	789	369	2.4	1.5	0.03	71.9	81.2
Centre (excluding Yaounde)	40.0	2.43	765	638	1.9	1.4	0.06	35.1	44.8
East	56.5	5.83	771	491	10.6	3.3	0.10	44.8	68.1
Far-North	65.7	2.18	1.338	1.496	2.8	1.7	0.03	61.4	70.1
Littoral (excluding Douala)	56.9	1.61	725	363	0.8	0.9	0.03	53.7	60.2
North	74.3	1.94	1.313	876	2.6	1.6	0.03	70.4	78.2
North-West	62.4	2.32	568	469	1.3	1.1	0.04	57.8	67.0
West	48.9	2.06	1.079	763	1.8	1.4	0.04	44.7	53.0
South	60.4	2.91	617	272	2.2	1.5	0.05	54.5	66.2
South-West	43.8	5.54	642	339	8.0	2.8	0.13	32.7	54.9
Residence									
Urban	51.2	0.88	8.056	5.036	2.5	1.6	0.02	49.5	53.0
Rural	63.5	1.95	3.940	3.419	6.5	2.5	0.03	59.6	67.4
Overall	56.2	0.91	11.996	8.455	4.0	2.0	0.02	54.4	58.0

Appendix 4: List of staff involved

COORDINATION

TEDOU Joseph	Director General of the National Institute of Statistics
SHE ETOUNDI Joseph G. B	Deputy Director General of the National Institute of Statistics
LIBITE Paul Roger	Head of Department of Demographic and Social Statistics
NIEKOU Rosalie	Head of Division of Social Statistics and Monitoring of Inflation at the NIS/Technical Coordinator
FIONG A BITEGNI Jean Bosco	Research Officer/Assistant Technical Coordinator
TCHAMGOUE NGUEMALEU Honoré Blaise	Research Officer/Assistant Technical Coordinator

TECHNICAL PREPARATION

TEDOU Joseph	TCHAMGOUE NGUEMALEU Honoré Blaise	TCHOUDJA Victorien
SHE ETOUNDI Joseph G. B	KONAI Fidèle	FOMEKONG Félicien
LIBITE Paul Roger	TINGA YEPDO Joël Maturin	HORSE Timothee
NIEKOU Rosalie	VOUFO Ebenesel Patrice	BABA BABA Frédéric (ONEFOP)
NDEFFO GOUOPE Guy Ferdinand	KETCHOUM NGAHANE Geoffroy Casimir	YAMDO DONFACK Lydie (ONEFOP)
FOMO Marie Antoinette	WOUNANG SONFACK Romain	NDASSI Nicolas (MINTSS)
FIONG A BITEGNI Jean Bosco	TAME DJOKAM Thierry	

SAMPLING

WOUNANG SONFACK Romain	TINGA YEPDO Joel Maturin	KETCHOUM NGAHANE Geoffroy Casimir
TCHAMGOUE NGUEMALEU Honoré Blaise	VOUFO Ebenesel Patrice	
TCHOUDJA Victorien	TAME DJOKAM Thierry	

TRANSLATION

NIEKOU Rosalie
DZOUNDA FOMANO Arnaud
DJEMNA KAMGA Elvis
DZOSSAYA Dove

MAPPING AND HOUSEHOLD LISTING

Monitoring staff/trainers/supervisors

LIBITE Paul Roger	TINGA YEPDO Joël Maturin	ABESSOLO Léa
NIEKOU Rosalie	KETCHOUM NGAHANE Geoffroy Casimir	MEKONTCHOU Pascal
FOMO Marie Antoinette	TAME DJOKAM Thierry	NDONG BODOMBO Théodore
NDEFFO GOUOPE Guy Ferdinand	TCHOUDJA Victorien	GUETSOP GUENOU Paul Molière
EVINA MBO'O Fernande	VOUFO Ebenesel Patrice	ZEH MVOMO Carole
FIONG A BITEGNI Jean Bosco	SOHKADJIE SONGO Pierre	EKOBE EYEM Abel
TCHAMGOUE	GUIMFACK MAWAMBA Honorine	MOUDJIKA René

NGUEMALEU Honoré Blaise

NANTCHOUANG Azer	NGO PONDI Rose Benjamine	NJIKI YATCHOUKEU Hyacinthe
WOUNANG SONFACK Romain	ANOUKOHSSA MADI Nicole	YIBAIN Valery ASAHMBOM
FOMEKONG Félicien	HORSE Timothee	DONGMO SOUMELOU Yves Emmanuel

Mapping and household listing agents

ABBO SALY Martin
ABDOULAYE Herbert
ABOUBAKAR ISSA Avidi
ABOUBAKAR Sidiki
ABOUKAR Ibrahim
AFOMATATI Flora
AMBO EZIEH Boris
ANABA OLOMO Muriel Frédérique
ASANJI NDIKUM Roland
ASONGANYI Derick
ASSIK MOUSSA
BABA Anicet Roland
BESSALA Saurel Aristo
BIKOM Marthe Florence
BIRWE GODWE
BISSA Christelle
BISSONG Thomas
BOANE Marcelin Thierry.
BOUBA DJORWE Gabriel
CHOUTVET MBIRE Yves
DAHYANG Bouba
DANMO Jean-Pierre
DIMOUN MGBEBON Gédéon Raim
DJOMALEU Ronsard Roussel
DJON Li NDJOCK Benjamin Igor
DJOTTO MENGAMEGNA Edwige
EBODE Edgard Telesphore
EDJOGO Serge Patrick
EKUE Bless
EMANE EMANE Stéphane Honoré
ENGON NNA Giscard
ENONGUE ETAPA Arnaud
ESSOMBA ESSOMBA Landry Teodore
EYA MVOMO Jean
NDI FONDONG Fedrick
FONDJO Joseph Martial
FOUETION NGUETSOP Ethel Frantz
GOMNA ABDOULAÏ Yves
GUEMO GUIMATIO Lincold
GUIMKE KENGMEZA Dave Wilfried
HAMADOU LAMINOU
HASSANA OUMARA
IBRAHIMA IYAWA
KAKA IGNERA Ursule La Douce
KAMGUEM TUAM William Borel
KHANGA Witness
LANYUY MBEWCHE Mary Magdalene
LIAGA RIKOUANDE
MADI Luc
MAHAMAT BOUBA
MANDO NDOU Bertrand
MANJONG KONGBI Lesly
MEBANA Louis Marie
MEKA ZOUAM Joseph Arsène
MENGUISSA EBODE Eléonore
MFATCHEU KWETO Michèle Sidonie
MIHAMLE NGOCK Alain Désiré
MOG Janvier
MOSSUS NTI Stephane Hugues
MOUBITANG M Jean Pierre II
MOUDIO ONANENA Calvin
MVILONGO COME Eric
NGAH NGOA Germain
NGANZOUM Sidonie
NGO NHANAG Elisabeth Anastasie
NIMPAH Mitterrand
NKE EBOLO Julienne Yvette
NKOA NDONGO Alexis Joseh
NONGNY OMBOLEY Vidal
NTAWASSA Souadatou
ONGPEHSIKILITIK Maryline Audrey Oryina
OYONO OYONO Daryl Donald
POUAMOUN MOUCHILI Chrisvalin
SIMB SIMB
SIMO Simplice
TCHAGUE YOUMBI Annie Berge
TENDJOH NGOH Armstrong
WAIGAI Eveline
ZELDAI ZOURMBA

PRETEST

Supervisory staff/trainers/participants

LIBITE Paul Roger
NIEKOU Rosalie
FOMO Marie Antoinette
NDEFFO GOUOPE Guy Ferdinand
FIONG A BITEGNI Jean Bosco
TCHAMGOUE NGUEMALEU Honoré Blaise
KETCHOUM NGAHANE Geoffroy Casimir
TINGA YEPDO Joël Maturin
VOUFO Ebenesel Patrice
TCHOUDJA Victorien
TAME DJOKAM Thierry

Pretest field staff

CHIMI Julie
LETEDE NDJOMO Donatien
MERO
NDOMBI Marie Jorelle
SONKENG KANA Gaël
ANDELE Narcisse Quentin
BASSIONGOLI André
BIKOI Emmanuel
ELEME Milène
TCHINDA SOCBOU Nadia
BAKARI Rubene
DJOBSIDI LablondeCarelle
FATOUMATA Moussa Dadakoudi
MOUNIRATOU Inna Oumarou
TAPELE BAH Ousmane
AJEM SIMBOM Vanity
FONYUI SHAFE Claude
KPUNSA N Etienne
MIMA Perpetua
NDEH Francis

STAFF OF MAIN TRAINING FOR DATA COLLECTION

Participants

NIEKOU Rosalie	MATENE SOB Angélique	NANA TCHITCHUI épse TCHOUA Christelle
FOMO Marie Antoinette	SOHKADJIE SONGO Pierre	DJOTO MBANTA Irène Danièle
EVINA MBO'O Fernande Irène	FOMEKONG Félicien	MFOMBANG Marie France
DZOSSA Anaclet Désiré	KETCHOUM Casimir	VOUFO Ebenesel Patrice
NDEFFO GOUOPE Guy Ferdinand	TAME DJOKAM Thierry	TCHAMGOUE NGUEMALEU Honoré Blaise
FIONG A BITEGNI Jean Bosco	YOUSSOUF FEYSAL DAWA	NGATCHOU GHISLAIN
FOTUE NJOMOU Sébastien	HORSE Timothee	TCHOUABOU YOUDJE Patricia J
NGUIMFACK MAWAMBA Honorine	EKOBE EYEM Abel	ABESSOLO MENGONG Léa
TCHOUDJA Victorien	MOUDJIKA René	DONGMO KEMKENG David Ghislain
NJIKI YATCHOUKEU Hyacinthe	TINGA YEPDO Joël Maturin	BATJOM EDDY Timothée
YIBAIN ASAHMBOM Valery	NANTCHOUANG DJIOKOUE Azer	MEKONTCHOU Pascal

DATA COLLECTION

Field supervisors

NIEKOU Rosalie	MEKONTCHOU Pascal	EKOBE EYEM Abel
DZOSSA Anaclet Désiré	FOMEKONG Félicien	YIBAIN Valery ASAHMBOM
FOMO Marie Antoinette	HORSE Timothee	NGATCHOU NGUENANG Ghislain Léonce
NDEFFO GOUOPE Guy Ferdinand	MOUDJIKA René	KETCHOUM NGAHANE Geoffroy Casimir
TCHAMGOUE NGUEMALEU Honoré Blaise	DONGMO KEMKENG David Ghislain	SOHKADJIE SONGO Pierre
FIONG A BITEGNI Jean Bosco	VOUFO Patrice Ebenesel	TINGA YEPDO Joël Maturin
TCHOUDJA Victorien	MFOMBANG Marie France	ABESSOLO Léa
TAME DJOKAM Thierry	DJOTO MBANTA épse MESSINA Irène Danièle	NJIKI YATCHOUKEU Hyacinthe
YOUSSOUF FEYSAL DAWA	GUIMFACK MAWAMBA Honorine	BATJOM Eddy

Support for regional supervision

DJITUPURI Emmanuel	KWAYEP DIMOU Léonnel
ETO Guy Sylvain	MATENE SOB Angélique
EVINA MBO'O Fernande Irène	NANA TCHITCHUI Christelle
FOTUE NJOMOU Sébastien	NGO NYEMB Louise
GUEWOU FETCHOUANG Ghislain Gilles	NJOUOM MFOKEU Amadou Achille

FIELD TEAMS

Douala survey region

Supervisors	Interviewers		Drivers
VOUFO Ebenesel Patrice	BANEMB Elisabeth Doriane	NGANGNANG David Anicet	ATSAGUE TSAPZE Gérémie
MFOMBANG Marie France	ELAD MAKEM Eric Théophile	NGO NJAMI Angèle Gisèle	
	GUIMKE KENGMEZA DAVE Wilfried	NGUEMO NGUELA Valdès	
	JIATSA F. PIERRE MARIE	NKOMBA Alexia	
Controllers	KENFACK MBANANG Murielle Carole	NOUBOU Florentine Adèle	
MBATKAM MBANTA Sylvie Falonne	KOTTO NTABAN Henri Thierry	NOUKWUIGNIN Dorceline Declaire	
MOHOGUE FOTIE Prisca	MANEKOU EPOME AFF-Laure	ONGPEHSIKILITIK Audrey Marline	
MOUKOURI EDIMO Jean Max	MBANG NZENDA Romeo	SACK Anne Lauraine	
NOUTCHA RUSHDLE Geodany	MBOLLE DAMIEN	TCHALEU YOUMOU Nadile	
TASSONG SAAH Denis	MBOMGBANG OUMAROU Didier Hermann	TCHOUANBEU NZALI Kevine	
TIENTCHEU Brice-Muriel	MFONGOU A BABAN Jean Jacques	TUETO Romald	
	MONGUE KAMGA Linda Mariane		
	NDJE BALOG Joseph		

Yaounde survey region

Supervisors	Interviewers		Drivers
FOMO Marie Antoinette	ADIEM Carine	MERO	ZOURMA BAMME
FIONG Jean Bosco	AFANA ESSOMBA	NDZANA ATANANA Kisito	
	BONGUE Anaïs Hélène	NGO NGOG Jacqueline	
Controllers	KENDAO Hubert	NKEN De Log Guy Roger	
MAGNE Bibiche	KENGNE LONTCHI	NKOA Edmond Juste	
ALISON JASON Bioumla	MADJI DZEE Rosine	OLY Francine	
LAMARE FAKUE Alnars Fadil	MBEZELE	TSANGA	
MAGUIP à BIDIAS Pascaline	MBOKO Eugene	WOKEKE	
OUSMANOU SIDIKI	DJIMELI LEMOTOD Gaelle		
	DJUIKOUO DJOUELA Julienne		
	ELOUNDOU ELOMO Paul Boris		
	EYONG ABINA Cathy		

Adamawa region

Supervisors	Interviewers		Drivers
TAME DJOKAM Thierry	ALIOUM GARGA	NGANZOUM Sidonie	TEKI FONGANG Antoine
YOUSSOUF FEYSAL DAWA	Arielle NDO MELISSA	NGNENO Marguerite	
	BINGWE GARDOUSSI Thomas	OUMAROU Honore	
Controllers	HADIDJATOU MOHAMAN BABA		
MADINATOU HAMAN	IDRISSOU AHMADOU		
SAWALDA Mathieu	MEGNANG HOUMPANG Vicky		
	NGANSO POUSSEU Nelson		

Survey region of Centre excluding Yaounde

Supervisor	Interviewers		Drivers
MEKONTCHOU Pascal	AKOA NGONO Thomas	NGUENKAM SIEWE Emilie Reine	MABIAMA Pierre Brice
	BOULLA ENTIEU Cathy Rolande	NOGA MBONG Dieudonné Espoir	
Controllers	EKOTO Julien	NYADA Rogatien	
ENDANGA NGA	KABELAT KONDJE Emmanuel Cédric	TAMEZE NGUINEKENG Line Joelle	
FONOU TEPONNO Roland Bosco	KEGNE Eléonore Lily	WACHE NGUEYAP Carelle	
MBOE EBANA Rose	MBARGA ENGOLA Steve Gautier		
	NDOMBI Marie Jorelle		

East region

Supervisor		**Interviewers**	**Drivers**
DONGMO KEMKENG David Ghislain	AKOUMLAZO MPOMO Armand Thierry	MAMBANG SUMESSAROT Peggy Géraldine	MOHAMADOU MAMOUDOU
	BAYI ANGELE Nadège	MENKOUAND WAFFO Maxime R.	
Controllers	BODAMETONG John Boris	MENZOH SINALINOH Benoit Vivien	
ANDELE Narcisse Quentin	GAMNAGA Joseph	NDINGAT ENGAMBA Etienne Desire	
LONTSI ZAMBOU Rosalie	IKENG KENTSA Christelle Yolande		
	KONLACK DEGOU Cédric		

Far-North region

Supervisors	**Interviewers**		**Drivers**
FOMEKONG Félicien	DJORYANG Patrice	ISMAILA MANA	NOUMOGNING Albert
HORSE Timothee	ABOUBAKAR NDAM	MAHAMAT MAHAMAT ISSA	TATSINKOU Bertrand
MOUDJIKA René	AISSA GANA BELLO	MIZAWI BOUBA Dorcace	
	AISSATOU BOUBA	MOHAMADOU AMINOU BOUBA SIDDI	
Controllers			
ABDOULAYE YAYA	BAHANE Juliette	NDEKO TIGE Ford	
DJOBSIDI LA Blonde Carelle	BARAI ABBA Annette	NGAPGUE NGUEPI Ulrich Lambert	
HADJA DJAMILATOU	DJAOYANG DAKSALA	NYANDA YAMO Emile	
KALSINBE DJIBRILLA Marien	GAOU AGALGABA Alex	OUMAROU MOUMINI	
TAPELE OUSMANOU BAH	GUIDASSIYE TEURAI	YOUSSOUPHA	
	HADJA KAMBE MADAM ARDO		
	IBRAHIMA HALILOULLAHI		

Survey region of Littoral excluding Douala

Supervisors		**Interviewers**	**Drivers**
DJOTO MBANTA épse MESSINA Irène Danièle	BELAME Françoise	EPOY EBOA Patrick Laurent	BENGA Basile
	DIPITA NDANDO EBELLE Ebenezer	ETOA Marie Ghislaine	DJOKO Joseph Désiré
Controllers	NGAH BIBA Lucien	MAKON HIAG MBOG	
DIMALLA NDENGA Donald	NGO MBOG Marie Grace	MANGA Bertrand	
MOUBITANG MOUBITANG Jean Pierre	ENONGUE ETAPA Arnaud	NGO PENDA Jacqueline Pierrette	

North region

Supervisors		**Interviewers**	**Drivers**
SOHKADJIE SONGO Pierre	ABDOURAMAN HAMADOU	KAOUDJAOU GAMBE David	FEDJE TCHOFFO Rodrigue
EKOBE EYEM Abel	ADJOUMI VAIHOU	MBENNO DENTA Elodie	MEBOUOMB Guy Ronel
	DJIBRILLA SALI DJAMAA	NGABA Martin	
Controllers	FATOUMATA MOUSSA DADAKOUDI	NGAPOUT Gaspard Magloire	
AHMADOU MOUSTAPHA	HADJARA Abdoulaye	TCHAPTCHET NKAMY Marina Laura	
TCHOUZABE DOUBNE Hilaire	AISSATOU YOUGOUDA	YEDJIE DJELANG Fidèle	
YALACKE GODJE Jeannette	AMADOU ZOUA HAMADOU		
	BOUBA Jacques		

North-West region			
Supervisors		**Interviewers**	**Drivers**
GUIMFACK MAWAMBA Honorine	AWASUM KENEDY MANEH	NGUM Emmanuel CHE	ABIENDAH Jérôme AKO
YIBAIN Valery ASAHMBOM	BIH ETELINE LONGKU	NIMBONG Brenda KUM	MEBOUOMB Guy Ronel
	CHI SONITA PENN	NYAMBILA Brain TAFRY	
Controllers	DIANGHA Carine	PRIZO Teckla EMBOLA	
AGWENJANG MARILYN AZOCK	EKEH Cedrick A	SHEY Antoinette	
GANSEY BOBGA Valery NDZENWUM	FOMBO BERNARD ASOH	TATA Sheila VISI	
NFOR Ernest GAMNGONG	FONDZENYUY Estella		
NGENO Collins	GUMUH ASHUEMBOM Marvin		
	KERMO Basil WIRBA		
	KUM Vera MMBI		
West region			
Supervisor		**Interviewers**	**Drivers**
KETCHOUM NGAHANE Geoffroy Casimir	ABONDO MEMANG Ivan Leny	KANA MOMO	MBOUDOU DJOMKAM Félicien
	AZAMBOU CHOUNGMELE Pascal	MISSE II Thibaut Gilles	
Controllers	DJOMALEU Ronsard Honore	MOMO NGOUANE Vicky Nyne	
NGUENANG NUEPEYOU Michael Beaudum	DONGMO NGUEMEZI	NKEH Vanessa	
WAKAM KOM Patricia	FEUGAIN NOUBISSI Fabrice	NKONGNI Lynda	
WASSOU Yannick	FOLEFACK Rostand	NONGNI Juvenal	
YMELE DOUNHAGNI Samuel	FOTA NANA Fanelle	NYA Audrey	
	GAPAYA DONCHI Wilfried	SUOWO FOUOPA Gertrude	
	GUEMO Linkol	NKEMBE Thierry	
South region			
Supervisor		**Interviewers**	**Drivers**
TINGA YEPDO Joël Maturin	ASSEMBE Inès	AKOA Hermine Taty	DONGMO Alexis
	EKO BESSALA Benjamin	ELLE Christelle Stella	
Controllers	EKOKISSE Yannick Claude	NKOULOU Stève Kévin	
OWONA BIDI Thaddée Xavier	MBALLA MVONDO Patrick	NNA NKOMO Rémy	
BILO'O MVONDO Belle Shelly Christa	MOUAFO MELI Gael		
	ZANGA Stève Ginola		
South-West region			
Supervisor		**Interviewers**	**Drivers**
NJIKI YATCHOUKEU Hyacinthe	EWANG SYMPHOROSA NTUBEH	ARREY Philippa OKU	NYANZO Emmanuel FON
	NGWABEKOH Kisila NGUM	EBAI Gilbert	DJOKO Joseph Désiré
Controllers	Vivian CHOFFI	Killian DORADE	
TEBOH Rose	DIONGUE Jude	KWABU Cyril BENGE	
MANJONG Lesley	ANOH Martina	AGBOR Valery EBAI	
BELLE SIONGUE	NGIDE Fidel	NDO Roland ASANJI	
OSONG Lucas	ENANGA Josephine	EPOSI NGOMBA	
	ELEM ELEM Nimrod	AWA Blaise PENN	

DATA PROCESSING

NDEFFO GOUOPE Guy Ferdinand
TCHOUDJA Victorien
TAME DJOKAM Thierry

EDITORIAL AND PROOFREADING TEAM

Editorial team

TEDOU Joseph	FIONG A BITEGNI Jean Bosco	WOUNANG SONFACK Romain
NIEKOU Rosalie	TINGA YEPDO Joël Maturin	VOUFO Ebénésel Patrice
NDEFFO GOUOPE Guy	KETCHOUM NGAHANE Geoffroy Casimir	HORSE Timothee
FOMO Marie Antoinette	TAME DJOKAM Thierry	NDEBI NTAMACK Donatien
NANA TCHITCHUI Christelle	TCHOUDJA Victorien	KONAI Fidèle
TCHAMGOUE NGUEMALEU Honoré Blaise	DJOTO MBANTA épse MESSINA Danielle	CHOPKENG AWOUNANG Arthur
NANTCHOUANG DJIOKOUE Azer	MFOMBANG Marie France	YOUSSOUF FEYSAL DAWA

Report finalisation team

TEDOU Joseph	FIONG A BITEGNI Jean Bosco	VOUFO Ebénésel Patrice
NIEKOU Rosalie	TINGA YEPDO Joël Maturin	HORSE Timothee
NDEFFO GOUOPE Guy	KETCHOUM NGAHANE Geoffroy Casimir	KONLACK LONLACK Giscard
FOMO Marie Antoinette	TAME DJOKAM Thierry	KENNE WADO Alice
TCHAMGOUE NGUEMALEU Honoré Blaise	TCHOUDJA Victorien	MFOMBANG Marie France
	DJEMNA Kamga Elvis	YOUSSOUF FEYSAL DAWA

Report proofreading team

TEDOU Joseph	NGHOGUE VOUFO Eric	VOUFO Ebénésel Patrice
SHE ETOUNDI Joseph Guy Benjamin	KANA KENFACK Christophe	KETCHOUM NGAHANE Geoffroy Casimir
FOWANG Ignatius TIBONG	FOKOU FOPI Serges	TAME DJOKAM Thierry
AMOUGOU René Aymar Bertrand	TALOM KAMGA Alain	TCHOUDJA Victorien
OKOUDA Barnabé	TCHAMGOUE NGUEMALEU Honoré Blaise	TINGA YEPDO Joël Maturin
NIEKOU Rosalie	FIONG A BITEGNI Jean Bosco	SABEKOP BEHALAL Marie Flore
NDEFFO GOUOPE Guy	NKAM DIFFO Maurice	

OTHER STAFF

Administrative and legal follow-up

FOWANG Ignatius TIBONG
FOBASSO Jean
BUGHA Alain
ABONO Joseph Robion
ANOUKOHSSA MADI Nicole
NGO PONDI Rose Benjamine épse DJAPOM PAGNA
NGOO DJOB Désiré
BOUCHEU Sorelle
BIKOK Aimé Thomas
NNOMO MVONDO Marie Noel
SIMO FOSSO Emmanuel
ETCHOUKEM Barnabé Armel
BWAME TIKY Fortuna

Communication officer

SABEKOP BEHALAL Marie Flore

Management/accounting officers

FOBASSO Jean
SOBGUI TCHIDJO Eric
NGOUN Etienne
NKEME Welly Joelle

Secretaries

NGO ILOUGA Nathalie
FOUEDJIO Juliette Aimée
MATOUDOM Léontine
BELLA NKOA Odile
NGONO Antoinette Rachelle

MAZEKUI TAKUETE Judith
Laure

Support staff, mail and liaison

TABUE Félix
TSAKEM Patrice Hilaire
AYISSI MBEZELE Ange Rite
IKOUMA MINDANG