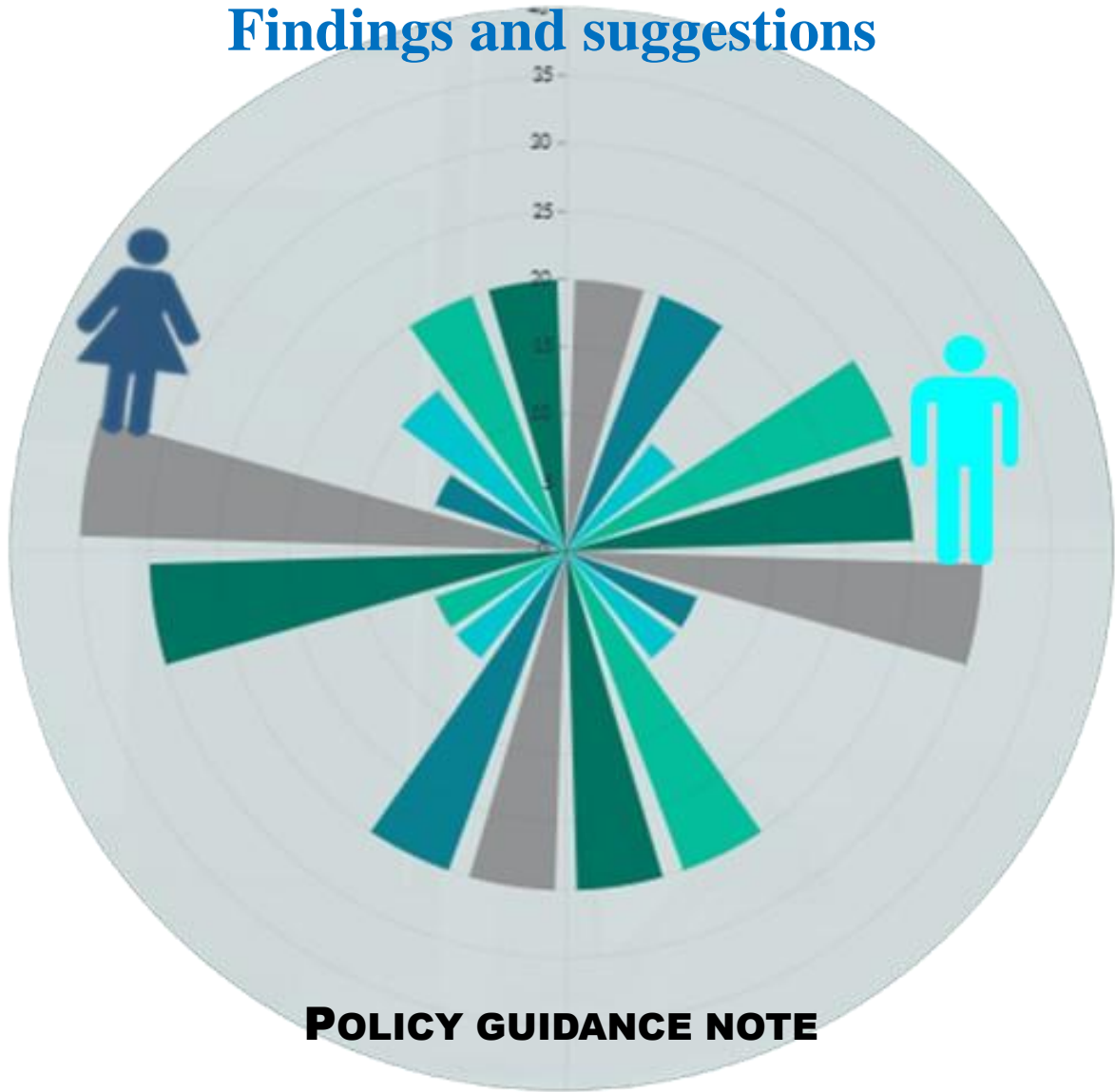




Gender and labour market in Cameroon: Findings and suggestions



POLICY GUIDANCE NOTE

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Summary: *The policy guidance note on gender and the labour market in Cameroon aims to assess the differentiated access of men and women to employment opportunities, as well as the conditions of exercise in light of the policies for the promotion of employment and gender equality implemented by the Government.*

The data used are those from the third Employment and Informal Sector Survey (EESI3) conducted by the NIS in 2021. Results make it possible to note the following main findings:

- *Regarding labour share, with 61.4%, men are more present than women whose rate is 47.3%. However, these women have an entrepreneurial spirit in the informal sector where they operate mainly. By socio-professional category, nearly seven women out of ten (68.3%) work as self-employed as against 48.2% of men. However, they work in sectors requiring few qualifications, especially due to the mismatch between the training acquired and the jobs offered by the labour market.*

- *As for remuneration, 55.4% of women and 40.9% of men had an hourly income from their main job lower than the standard set by current regulations.*

- *Regarding the rate of labour underutilization, 28.7% of women are affected as against 24.1% of men.*

- *Regarding underemployment, 18.7% of women and 18.4% of men worked fewer hours per week compared to the current regulation of 40 hours. 55.4% of women and 40.9% of men had an hourly income from their main job lower than the standard set by the current regulation. This level of underemployment remains higher than the Government's employment objectives set out in the NDS30, which aims to reduce the overall underemployment rate to 50.1% by 2030.*

The above findings suggest accelerating the implementation of the guidelines for the promotion of gender and employment contained in the National Development Strategy (NDS30), National Gender Policy (NGP), Sector Strategy for Education and Training (SSET), National Employment Policy (NEP) and Gender-Sensitive Budget Document (GSB).

I. INTRODUCTION

The issue of decent work is at the heart of the concerns of the United Nations Agenda 2030 and the African Union Agenda 2063. In Cameroon, the Government has integrated these concerns into two of the four pillars of the National Development Strategy 2020-2030 (NDS30), namely: 1) promotion of employment and economic integration and 2) development of human capital and welfare. Particular emphasis is laid on gender equality. This strategic commitment was reflected in the adoption in 2014 of the National Gender Policy (NGP), updated in 2018, which aims to reduce inequalities between men and women, particularly in terms of employment.

The labour market in Cameroon presents complex and varied dynamics, influenced by economic, social and cultural factors. Among these dynamics, the issue of gender takes centre stage. Gender inequalities persist, despite efforts to reduce them. Women continue to face specific challenges, including salary gaps, job insecurity and domestic responsibilities.

This public policy guidance note briefly provides an overview of the situation of women compared to men in the labour market in 2021. Based on these analyses, it identifies findings and makes suggestions for greater gender equality in the professional world.

II. METHODOLOGY

The statistical data and indicators used come from the third Employment and Informal Sector Survey (EESI3) conducted in 2021, which provides essential data on the labour market and the informal sector in Cameroon, following the new approach recommended by the

International Labour Office (ILO), briefly described in the box below.

Analyses focus on two aspects: (i) gender and labour force status, and (ii) gender and employment conditions.

Box: New approach to labour market analysis

The basic concepts of the new framework for analysing the labour market of the 19th International Conference of Labour Statisticians (ICLS) in 2013 are those relating to the notion of labour and labour force.

Labour is defined as any activity performed by persons of any sex and age to produce goods or provide services for consumption by others or for their own consumption. It has five forms namely:

- 1. Production labour for personal consumption:** it includes the production of goods and services for own final use.
- 2. Employment:** it is labour performed for third parties for pay or profit.
- 3. Unpaid trainee labour:** this form relates to any labour performed for others without pay for the purpose of gaining professional experience or skills in the workplace.
- 4. Volunteer labour:** it includes non-compulsory and unpaid labour performed for others.
- 5. Other productive labour activities:** this is any activity that cannot be classified in one of the four previous forms.

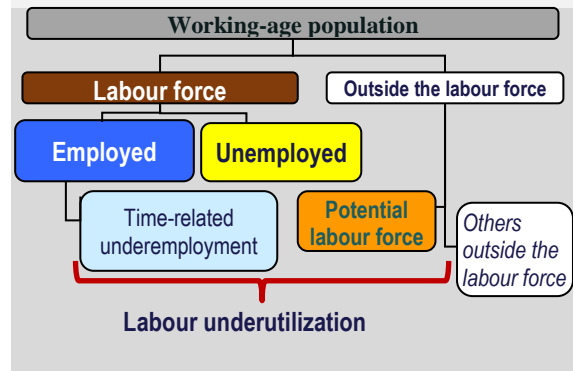
Labour force refers to the current labour supply for the production of goods and services for pay or profit. It provides a classification of persons of working age into: employed persons,

unemployed persons and persons outside the labour force.

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 need for employment in the population.



Source: ILO, 2013

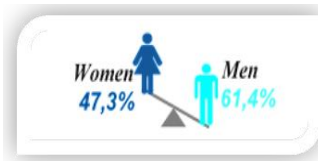
III. RESULTS

In Cameroon, in 2021, 50.8% of persons aged 14 years or more were employed. By sex, 43.7% of women as against 58.3% of men were employed, i.e. a gap of 14.6 percentage points in favour of men. The overall labour underutilization (LU4) rate was 26.3%. By sex, the labour underutilization rate among women was 19% higher than that of men. The

proportion of women aged 14 years or more who are neither employed nor unemployed and who are not part of the potential labour force (others outside the labour force) was 49.8% as against 43.5% among men.

1. Gender and labour force status

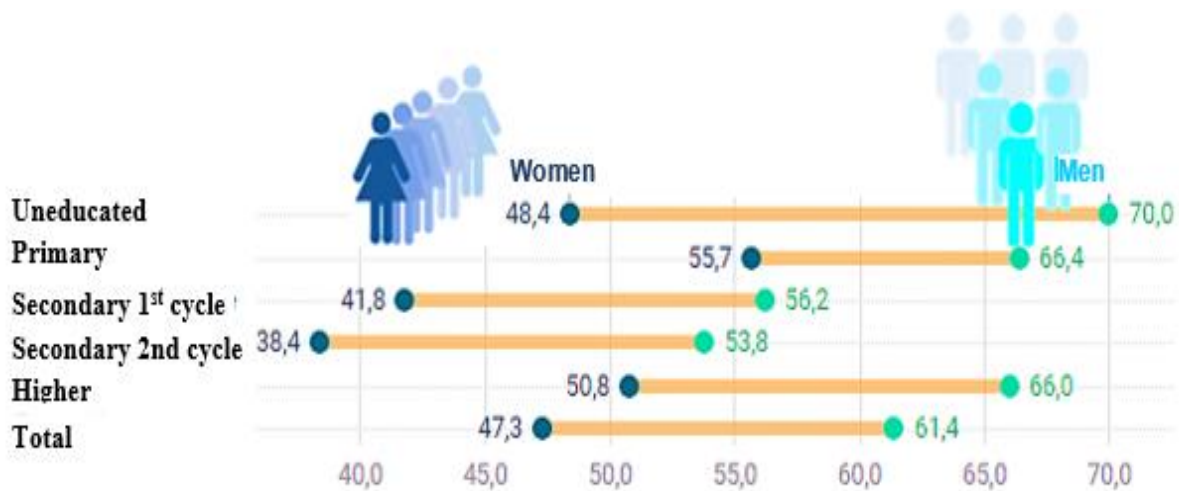
Unequal participation of 15 points between men and women in the labour market



There are significant differences in women and men participation in the labour market. Inequalities can be seen in the level of education and the occurrence of certain family events, particularly births.

In 2021, at the national level, the share of the labour force, also called the labour force participation rate, was higher among men (61.4%) than among women (47.3%). Regardless of the level considered, women are less present in the labour market than men. This trend is particularly marked among uneducated persons and those with secondary educational level (figure 1).

Figure 1: Labour force participation rate (as a %) by level of education



Source: NIS, EESI3, 2021, Phase 1

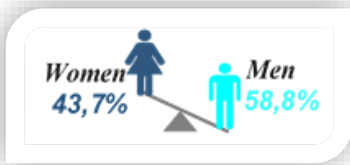
Moreover, depending on the number of dependent children (Figure 2), the participation rate of men remains significantly higher than that of men regardless of the number of

children. Furthermore, women without children or with only one child have a higher participation rate compared to those with two or more children.

Figure 2: Labour force participation rate (as a %) by number of children



Source: NIS, EESI3, 2021, Phase 1



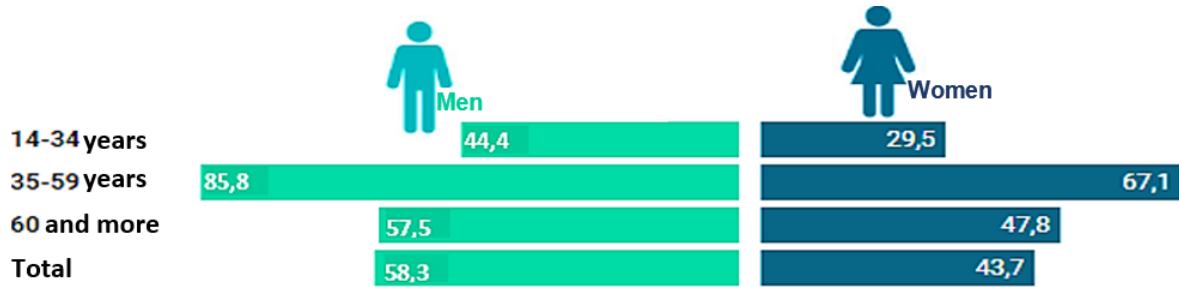
Employment rate of the working-age population almost 15 points higher among men than among women

In 2021, the proportion of employed men (58.3%)

women aged 35 to 59 years had the highest employment rates (67.1%), although this rate was 21.8% lower than that of men in the same age group (85.8%).

was higher than that of women (43.7%). By age,

Figure 3: Employment rate (as a %) of persons aged 14 years and more by sex and age group



Source: NIS, EESI3, 2021, Phase 1

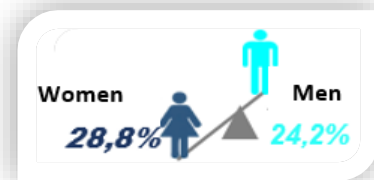
By level of education, disparities were observed with large gaps between men and women with the same level of education. However, gender

equality in education and employment is essential to ensure fair opportunities and promote a fairer and more inclusive society.

Figure 4: Employment rate (as a %) of persons aged 14 years and more by sex and by level of education



Source: NIS, EESI3, 2021, Phase 1



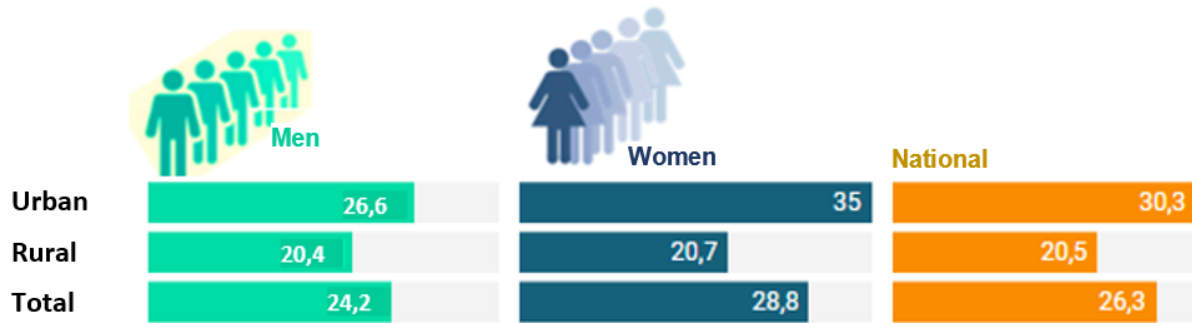
With a labour underutilization rate of 28.7%, women are more affected than men with 24.1%

The composite measure of labour

underutilization (LU4) rate accounts for the proportion of the extended labour force of persons in time-related underemployment, unemployed persons and potential labour force. It makes it possible to measure the effort required to eliminate the imperfections observed in the labour market, namely non-absorption of persons willing to work and underutilization of employed persons in connection with working time.

underutilization (LU4) rate accounts for the proportion of the extended labour force of persons in time-related underemployment,

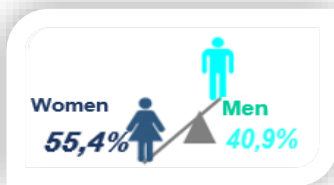
Figure 5: Composite rate of labour underutilization (LU4)



Source: NIS, EESI3, 2021, Phase 1

2021, the composite rate of labour underutilisation was 26.3% at the national level. By sex, this distortion affected 28.7% of women as against 24.1% of men. This inequality,

although less noticeable in rural areas, was significant in urban areas where 35% of women as against 26.6% of men were subject to labour underutilization.



Invisible underemployment affects women more than men, i.e. 55.4% versus 40.9%

Underemployment reflects a distortion in the labour market that is characterized by structural imbalances and missed opportunities for both workers and the economy as a whole. According to the International Labour Organization (ILO),

- **Visible underemployment**

Visible underemployment is a situation that characterizes employed persons working fewer hours per week than those provided for by current regulations (40 hours of work per week),

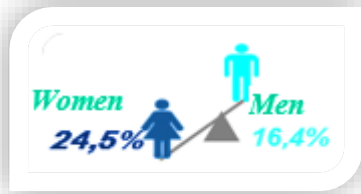
- **Invisible underemployment**

Invisible underemployment is the situation of employed persons 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 to the

underemployment is a phenomenon that occurs when employed persons are forced to work fewer hours than they would like. This phenomenon is often associated with lower productivity and under-qualification, where persons with high skills end up in jobs that do not match their level of education to avoid unemployment.

for involuntary reasons, whether related to the employer or to a poor economic situation. In 2021, visible underemployment affected women (18.7%) and men (18.4%) equally.

number of working hours per month calculated on the basis of 40 hours worked per week. In 2021, the invisible underemployment rate, which was 47.0% overall, was higher by sex among women (55.4%) compared to men (40.9%).



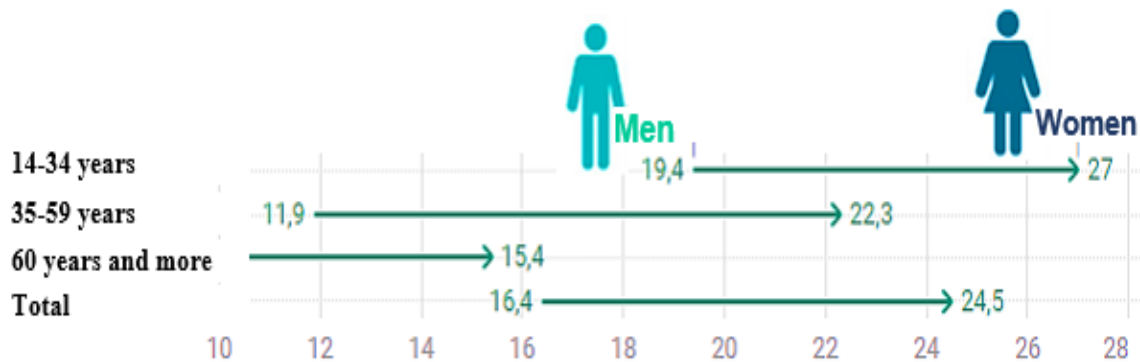
Women spend an average of 24.5 hours per week on domestic activities, almost double the time spent by men, who spend only 16.4 hours.

Domestic activities are part of the

activities in the field of production for the household's own final use. They include free care activities for household or family members. Beyond this form of labour that they define, domestic activities can be a hurdle to participation or performance of persons in the labour market.

Overall, women spend an average of 24.5 hours per week on domestic activities, i.e. 49.4% more than men (16.4 hours). By level of education (Table 1), the time spent on domestic activities by uneducated women was 75.8% higher than that of men with the same level. By age group, the largest gaps were also observed among persons aged 35-59 years (11.9 hours for men and 22.3 hours for women) and among those with a job (12.2 hours for men and 22.7 hours for women).

Figure 6: Average time (in hours) spent per week on domestic activities



Source: NIS, EESI3, 2021, Phase 1

Table 1: Average time (in hours) spent per week on domestic activities by level of education

	Men (M)	Women (W)	Relative deviation 100*(W-M)/M
Uneducated	12.4	21.8	75.8
Primary	14.7	24.5	66.7
Secondary 1 st cycle	17.2	25.3	47.1
Secondary 2 nd cycle	19.7	27.5	39.6
Higher	17.0	24.5	44.1
Has a job			
Yes	12.2	22.7	86.1
No	22.3	25.9	16.1
Total	16.4	24.5	49.4

Source: NIS, EESI3, 2021, Phase 1

As a consequence of finding 4, women participate less in the labour market

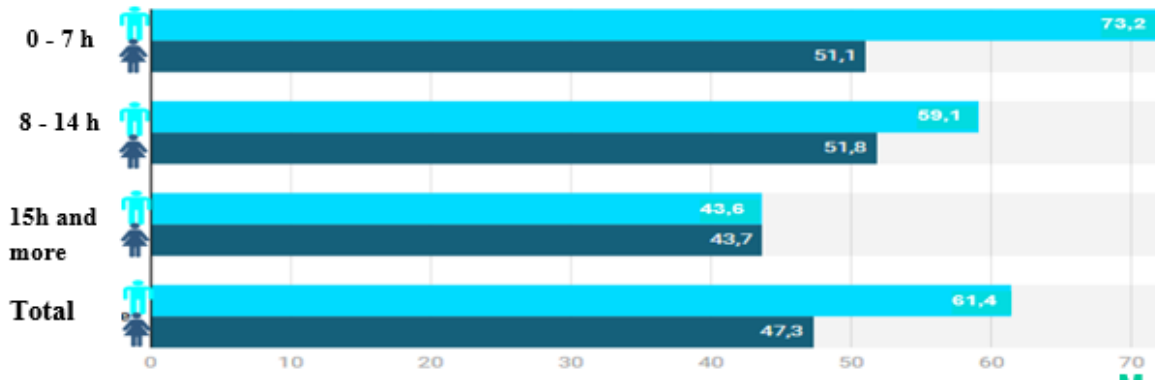


this seems to reflect that labour force participation reduces participation in domestic

The labour force participation rate declines as the time spent on domestic activities increases;

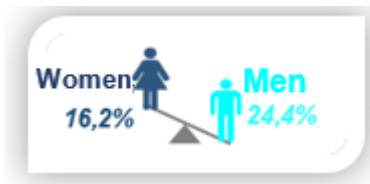
activities and vice versa. By sex, it is observed that regardless of the time spent on domestic activities, the level of women participation in the labour market is lower than that of men. However, this gap narrows and tends towards equality when moving from the 0-7h to 15h or more bracket.

Figure 7: Labour force participation rate (as a %) by sex, by number of hours spent on domestic activities per week



Source: NIS, EESI3, 2021, Phase 1

Mismatch between training acquired by women and the jobs offered is a hurdle



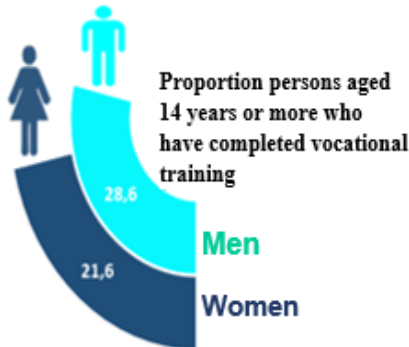
Aligning training with employment and

NDS30 on the “Promotion of employment and economic integration”.

improving the professional integration system constitutes the fifth axis of the third pillar of the

Furthermore, vocational training increases employability by providing individuals with the skills, knowledge and opportunities needed to be successful in the job market.

Figure 8: Proportion persons aged 14 years or more who have completed vocational training

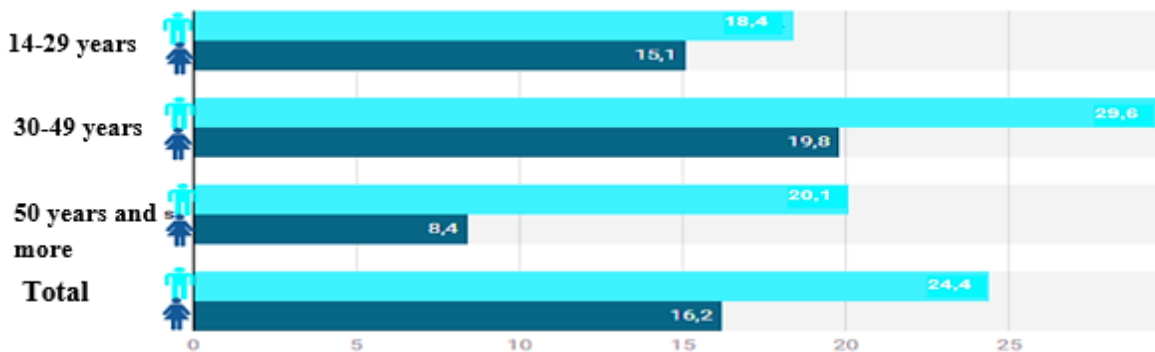


There are significant disparities between men and women in terms of vocational training. Fewer women (21.6%) than men (28.6%) have completed vocational training.

As for jobs corresponding to the training completed, one in five persons (20.8%) have a job corresponding to their last training completed or to a previous training. This percentage is generally lower among women (16.2%) than among men (24.4%). These are mainly jobs obtained through competitive examinations.

Source: NIS, EESI3, 2021, Phase 1

Figure 9: Percentage of employed persons whose job corresponds to the last training completed

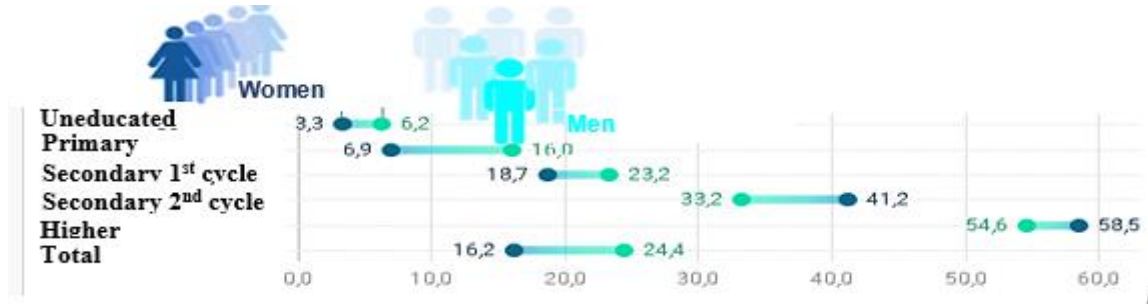


Source: NIS, EESI3, 2021, Phase 1

By level of education, it is observed from primary school onwards that a greater proportion of men, compared to women, have a job corresponding to their last training or to

previous training. Furthermore, regardless of sex, the proportion of persons whose job corresponds to their last training increases as the level of education increases.

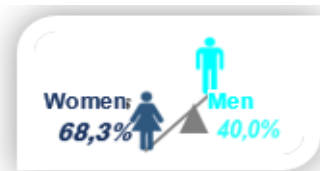
Figure 10: Percentage of employed persons whose job corresponds to the last training completed or to previous training



Source: NIS, EESI3, 2021, Phase 1

2. Gender and employment conditions

This section describes jobs from a gender perspective. It addresses issues relating to the nature of jobs, security and comfort in employment.

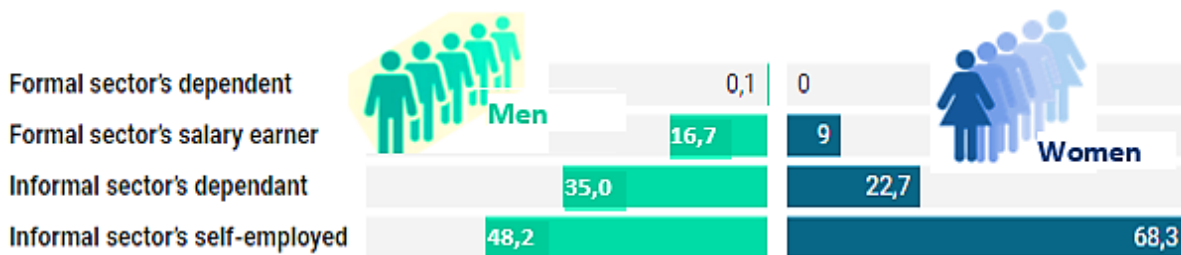


By employment status, women are more numerous in self-employment than men, especially in the informal sector.

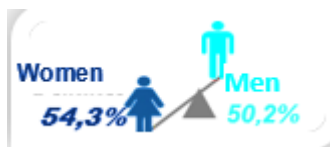
Regarding employment status, approximately three persons out of five (57%) are self-employed in the informal sector and 29.6% are employed as dependents. Salary

earners in the formal sector account for 13.3% of employed persons. By sex, women are more present in the informal sector. The proportion of self-employed women in the informal sector (68.3%) is 40% higher than that of men.

Figure 11: Distribution (as a %) of employed persons aged 14 years or more, by employment status and by sex



Source: NIS, EESI3, 2021, Phase 1

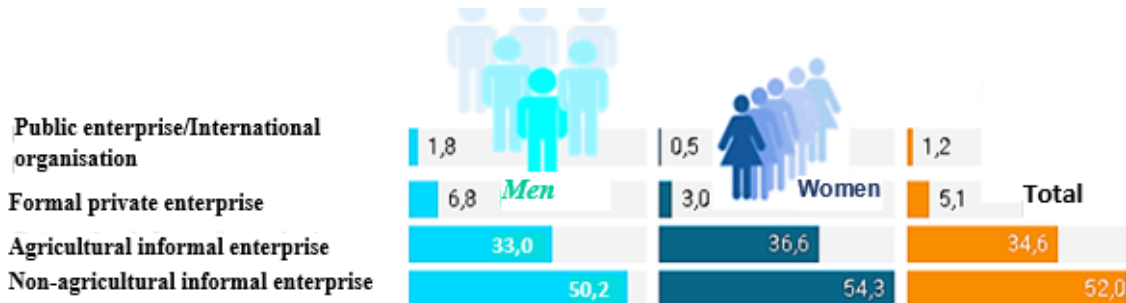


By institutional sector, employed women are in the majority in the non-agricultural informal sector compared to men

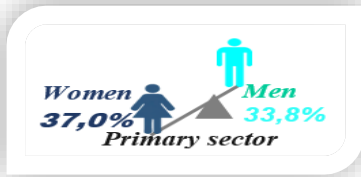
By institutional sector, women are in the majority in non-agricultural informal

enterprises (54.3% as against 50.2% for men), as well as in agricultural informal enterprises (36.6% as against 33.0% for men).

Figure 12: Distribution (as a %) of employed persons aged 14 years or more, by institutional sector and by sex



Source: NIS, EESI3, 2021, Phase 1



By sector and branch of activity, women, compared to men, are in the majority in activities requiring few qualifications.

The gender inequalities observed by sector of activity show

that women are more numerous than men in the primary sectors and trade. By branch of activity, they are in the majority compared to men in those requiring few qualifications, in particular agriculture, agri-food, retail trade and food.

Figure 13: Distribution (as a %) of employed persons aged 14 years or more, by sector of activity and by sex



Source: NIS, EESI3, 2021, Phase 1

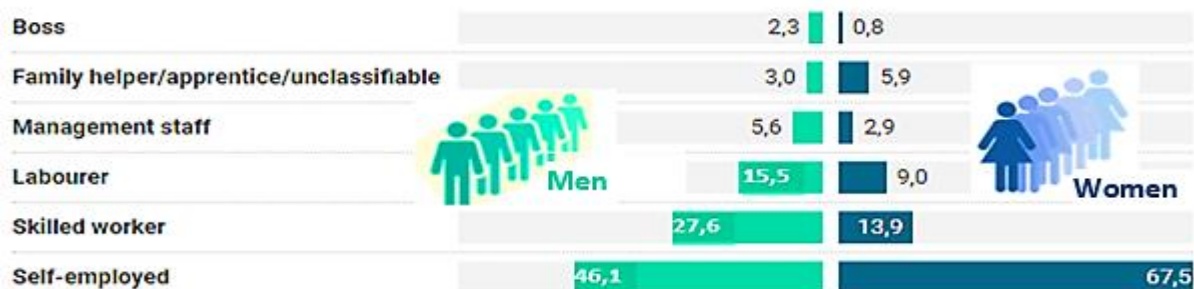
Under-representation of women compared to men among management staff, i.e. 2.9% as against 5.6%. The same is true for specialized employee positions, i.e. 13.9% as against 27.6%.

Women are more involved in self-employment than men. In 2021, 67.5% of women were self-employed, as against 46.1% of men. Similarly, in the “Family helper/apprentice/unclassifiable” category, there were relatively twice as many women as men. In contrast, men were more represented among management staff (5.6% as



against 2.9% of women), skilled employees (27.6% as against 13.9% of women), labourers and bosses.

Figure 14: Distribution (as a %) of employed persons aged 14 years or more by socio-professional category, area of residence and sex



Source: NIS, EESI3, 2021, Phase 1

11.3% of women as against 20.2% of men have a pay slip. In addition, 27.2% of women as against 46.8% of men have a contract; a very uncomfortable situation for women.

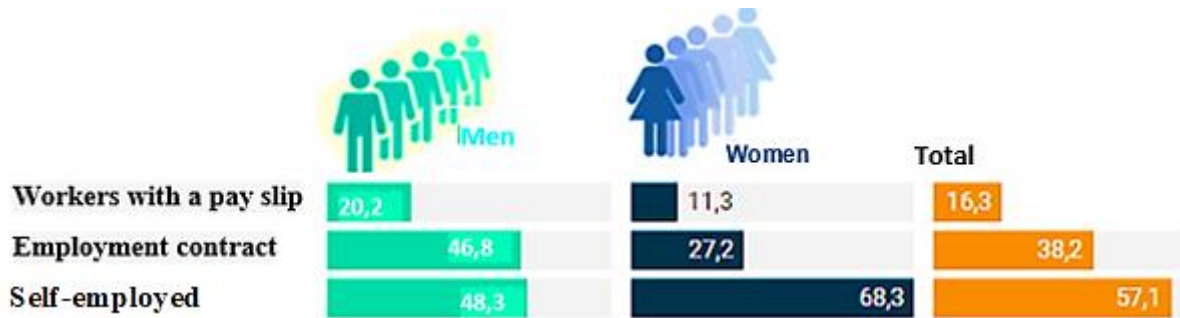
Job security is characterized in particular by job stability, employment contract, benefits package, career prospects and sectors of activity.

In 2021, among employed persons aged 14 years or more, there were significant gaps between men and women by selected employment-related characteristics. Indeed,

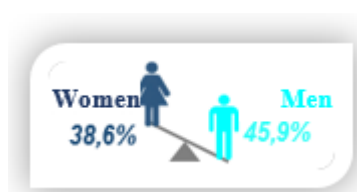
11.3% of women as against 20.2% of men had a pay slip. For workers with a contract, the gap was 19.6 percentage points in favour of men. In

contrast, self-employed workers were relatively more common among women (68.3%) than among men (48.3%).

Figure 15: Distribution (as a %) of employed persons aged 14 years or more, by selected employment-related characteristics



Source: NIS, EESI3, 2021, Phase 1



Men average 45.9 hours, which is over 7 hours more than women.

In accordance with the provisions relating to working hours in Cameroon, Section 87 of Law No. 74/14 of 27 November 1974 to institute the Labour Code provides that:

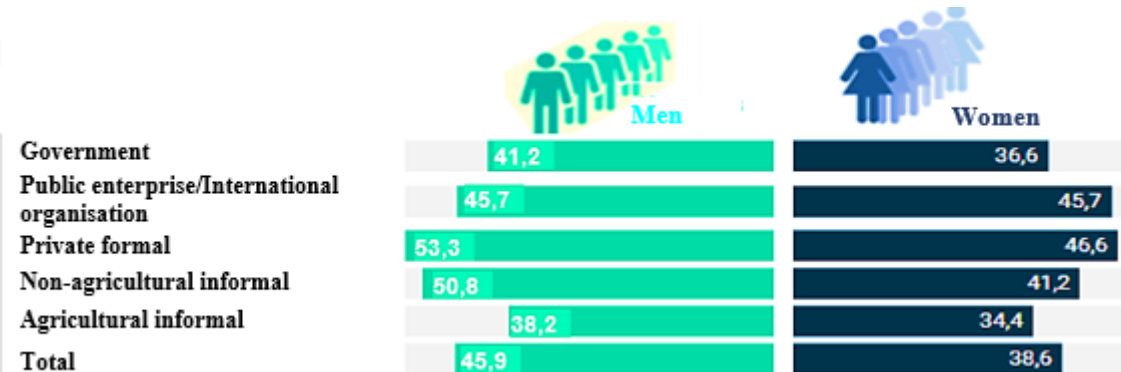
- (1) in all non-agricultural public or private establishments, working hours may not exceed forty hours per week.
- (2) in all agricultural or similar enterprises, working hours shall be based on 2,400 hours per

year, with a maximum limit of eight hours per day and forty-eight hours per week.

(3) the above requirements shall apply to all workers regardless of their age and sex and to all modes of remuneration.

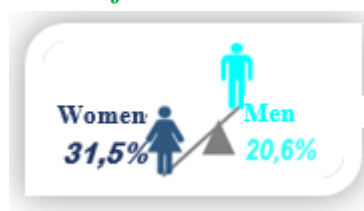
Overall in 2021, the weekly working hours of employed persons aged 14 years or more were higher among men (45.9 hours) than among women (38.6 hours). However, this trend was also observed by institutional sector, with the exception of enterprises and international organizations where the weekly time devoted to employment does not vary by sex.

Figure 16: Weekly hourly volume of employed persons aged 14 years or more by sex and by institutional sector



Source: NIS, EESI3, 2021, Phase 1

In terms of low-salary inequality, 31.5% of women suffer from this situation as against 20.6% of men.



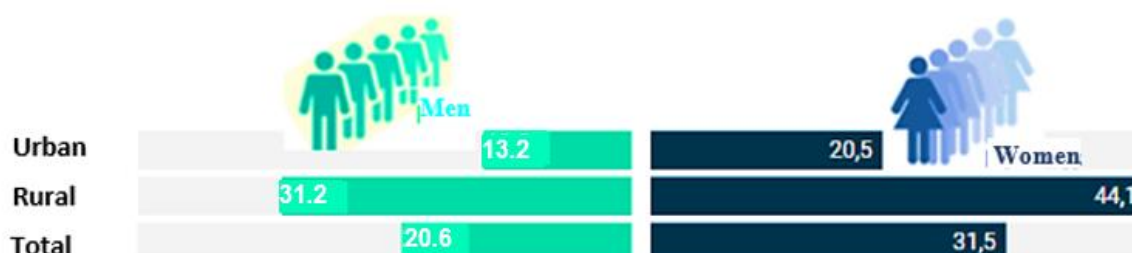
Low-salary rate

The low salary rate is an indicator of decent employment which makes it possible to assess the quality of employment. Hourly salaries for employment are considered low

salary if they are below two-thirds of the national median hourly income.

In 2021, the low-salary rate was generally higher among women (31.5%) than among men (20.6%). This trend was observed regardless of the area of residence and survey region.

Figure 17: Rate (as a %) of low salaries by area of residence and sex



Source: NIS, EESI3, 2021, Phase 1

As for the average monthly income from the main job, women earn 54,528 CFA francs, or 40.9% less than men.

Overall in 2021, the average monthly income from the main job of women aged 14 years or more amounted to 54,528 CFA francs, i.e. a level 40.9% lower than that of men (92,202 CFA francs). This trend was observed regardless of the level of education and the

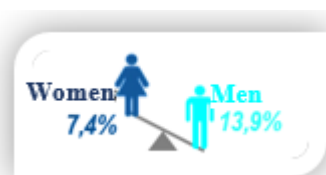
institutional sector. However, it should be noted that the largest gaps were recorded among uneducated persons, those with primary education, as well as those working in the agricultural informal sector or in the non-agricultural informal sector.

Table 2: Average monthly income from main job, among those aged 14 years and more, by sex and area of residence

Individual's level of education	Male	Female
Uneducated	70,770	32,748
Primary	74,366	43,184
Secondary 1 st cycle	79,948	56,972
Secondary 2 nd cycle	102,591	90,779
Total	92,202	54,528

Institutional sector	Male	Female
Government	168,377	135,429
Public enterprise/International organisation	146,560	142,213
Formal private enterprise	124,957	98,246
Non-agricultural informal	94,472	56,652
Agricultural informal	60,277	34,299
Total	92,202	54,528

Source: NIS, EESI3, 2021, Phase 1



While 13.9% of men have insurance coverage, only 7.4% of women do.

The proportion of employed persons with insurance coverage in their main job is low in Cameroon. By gender, the proportion of men (13.9%) with insurance coverage in their main job is almost twice that

of women (7.4%). In government services and formal private enterprises, insurance coverage is equivalent for men and women. In addition, the proportion of women with insurance coverage in their main job is higher in public enterprises and international organizations.

IV. CONCLUSION: FINDINGS AND SUGGESTIONS

IV.1. FINDINGS

At the end of the analysis, several findings emerged, the main ones of which are presented below.

Finding No. 1: Low participation of women in the labour market and their over-representation in sectors requiring few qualifications.

- Labour share is greater among men (61.4%) than among women (47.3%). This inequality is exacerbated by the level of education. Women are less present in the labour market at all educational levels, particularly among the uneducated (48.4% as against 70% for men). This situation reflects a significant gap in the labour market to achieve the 50% balance between men and women promoted through the National Gender Policy (NGP) and the United Nations 2030 Agenda through SDG 5.

- The informal sector (86.6%) remains the largest provider of jobs, with a large gender gap.

Finding No. 2: Apparent equity and hidden disparities. They display a low level of unemployment with a high level of labour underutilization.

Cameroonian economy, although having a low unemployment rate (men (5.1%) and women (7.5%)) is characterized by a high level of labour underutilization and underemployment. Underemployment is a phenomenon that occurs when employed persons are forced to work fewer hours (visible underemployment) than they would like or receive an hourly income from their main job during the reference month that is lower than the standard set by the regulations in force (invisible underemployment). Labour underutilization is characterized by the non-absorption of persons wishing to work and the underutilization of employed persons in relation to working time.

Finding No. 3: Inequitable distribution of time spent on domestic tasks.

- Women invest an average of 24.5 hours of their time per week in domestic work as against 16.4 hours for men. Unpaid time spent on

Finding No. 4: Predominant training-employment mismatch and gender disparity.

- The proportion of women (16.2%) in employment corresponding to the last training completed or to previous training remains low, as does that of men (24.4%). These figures are below

Finding No. 5: Salary and contractual inequalities.

- Low salary rate is a reality and is higher among women (31.5%) than among men (20.6%).

Women (68.3%) are particularly overrepresented as self-employed in this sector compared to men (48.2%). These are sectors requiring few qualifications, such as agriculture (37% as against 33.8% for men), agri-food (10.7% as against 1.8% for men), retail and food (26.4% as against 11.4% for men). In view of their entrepreneurial spirit in these sectors, the Government should continue to implement its policy of strengthening agricultural productivity, creation of more decent and better paid jobs in rural areas following the trajectory outlined by the NDS30.

- Women (28.7%) have the highest rates of labour underutilization (LU4) compared to men (24.1%).

- Women (18.7%) and men (18.4%) work fewer hours per week compared to the current regulation of 40 hours. Underemployed workers earn less, which can result in lower consumer spending and negatively affect the economy.

- Over one in two women (55.4%) and 40.9% of men had an hourly income from their main job below the standard set by the regulations in force. The level recorded remains higher than the Government's employment objectives in the NDS30, which aims to reduce the overall underemployment rate to 50.1% by 2030.

domestic work can limit women's employment opportunities and incomes and increase economic inequalities compared to men.

the ambition of the NDS30 pillar relating to the development of human capital and set out in the sectoral strategy for education and training 2023-2030.

Compared to men, employed women are about half as likely to have an employment contract. In

addition, women (11.3%) are less likely to have a pay slip compared to men (20.2%). Also, efforts should be continued to achieve full and productive employment and guarantee all women and men,

Finding No. 6: Low insurance coverage with strong gender disparities.

- The proportion of employed women (7.4%) with insurance coverage is low compared to men (13.9%). Efforts should be continued for

including young persons and persons with disabilities, decent work and equal pay for work of equal value as desired by the Government through the NDS30.

workers' social protection, especially the intensification of awareness-raising on voluntary insurance to achieve the objective of 50% of insured workers as desired by the Government.

IV.2. SUGGESTION OF PUBLIC POLICY MEASURES

To reverse the observed trend and achieve gender equality, the Government and its partners involved should fast-track the implementation of its policies aimed at promoting gender supported by the National Development Strategy (NDS30), the National Gender Policy 2018-2030 (NGP),

Suggestion No. 1: Continue the policy of equitable access for girls and boys, men and women to education and vocational training.

This suggestion is a call for more subsidies for education and human capital training, including the provision of scholarships and grants specifically for girls and women to encourage their participation in all levels of education and training. Also, the public-private partnership could also set up a financing mechanism in the form of a loan, to be granted to the best female students, who at the end of their studies could work within these enterprises to repay. In addition, the State should continue to provide

Suggestion No. 2: Intensify consultations with the banking system to facilitate access to loans for enterprising women.

Actions aimed at facilitating women's access to the financing needed to develop their entrepreneurial activities may focus on: (i) continuing to strengthen the strategic partnership set up by the State with banks and financial institutions to create specific financing programmes for women entrepreneurs and (ii) continuing to organize training for women on

Suggestion No. 3: Intensify the implementation of the financial inclusion programme.

Results of the 5th Cameroon Household Survey (ECAM5) showed that nearly 40.2% of women and 52.2% of men aged 15 years or more have a bank account. These figures call for continued awareness-raising to inform the population, especially women, about the importance of financial inclusion and offer financial education programmes to help them better manage their finances for the prosperity of their activities. In this context, the public-private partnership will

Gender-Sensitive Budgeting (GSG) and the National Employment Policy (NEP).

This will involve implementing the following suggestions in particular:

more incentives to private enterprises that invest in women training and to those that offer them internships or apprenticeships to improve their employability and female entrepreneurship.

To support this action, all actors involved in gender promotion should continue and strengthen awareness-raising aimed at changing societal perceptions and encouraging families to value the education of girls as much as that of boys.

financial management and preparation of loan applications. Also, public action to support these initiatives may consist in:

- creating a guarantee fund to encourage female entrepreneurship;
- adopting incentives such as tax cuts or subsidies to banks to reduce risks and encourage them to grant loans to women.

also have to (i) develop banking and digital infrastructure in rural and disadvantaged areas to ensure that more people have access to financial services; (ii) further facilitate access to micro-loans and other financial products tailored to the needs of vulnerable populations, particularly women; and (iii) encourage the use of financial technologies to make financial services more accessible and affordable.

Suggestion No. 4: Strengthen and continue the implementation of specific policies to support female entrepreneurs in the informal sector so that they can migrate to the formal sector.

The informal sector is the largest provider of jobs in Cameroon. By their nature, these jobs are essentially precarious. Transition from the informal sector to more formal statuses calls on the State to intensify awareness-raising among actors in this sector through unions, particularly women, to register their businesses since the formalities have been simplified, to register with the NSIF in view of the benefits and to keep accounts for the daily monitoring of their activities. The success of this transition could be supported by the organization of informal sector

actors into associations or cooperatives to facilitate the targeting of support provided. Support for migration to the formal sector will include, *inter alia*, (i) providing specific training in entrepreneurial skills, business management and marketing techniques for women in the informal sector; (ii) strengthening the operational social security system which includes the informal economy and (iii) raising awareness among stakeholders, especially women, in the informal economy to contribute to their retirement and other claims at the NSIF.

Suggestion No. 5: For responses tailored to the needs of the labour market, continue to align programmes to match education, training and employment.

This suggestion simply calls for fast-tracking the implementation of the National Education and Training Strategy (NETS2023-2030).

This will involve intensifying collaboration with enterprises to develop work-study programmes and internships that allow learners to gain hands-on experience and better understand the

requirements of the labour market before leaving school. It will also be useful to regularly update studies to identify the skills and qualifications sought by employers in multiple sectors. Offering scholarships especially to women/girls for innovation and entrepreneurship in schools, should enable them to better prepare themselves to create their own work opportunities.

IV.3. TECHNICAL SUGGESTION

On the technical level, and with a view to improving data quality and providing solid foundations for policies and programmes aimed at reducing gender inequalities in the labour market, the National Statistical Information System should set up an operational system for collecting data on the labour market in Cameroon. This system should make it possible to:

- ✓ use data from administrative sources for infra-annual or annual monitoring of the employment market and labour force;
- ✓ conduct the Employment and Informal Sector Survey every five years to assess the impact of the multiple policies on employment and the fight against poverty. In this sense, introduce a module in the Employment and Informal Sector Survey questionnaires to capture decent work.

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NEW LABOUR CONCEPTUAL FRAMEWORK

Resolution I of the 19th ICLS sets a new reference framework for labour market analysis and has many advantages for the coherence of labour statistics and national accounts. Its mission is to define standards for labour statistics to ultimately help countries update their existing statistical programmes.

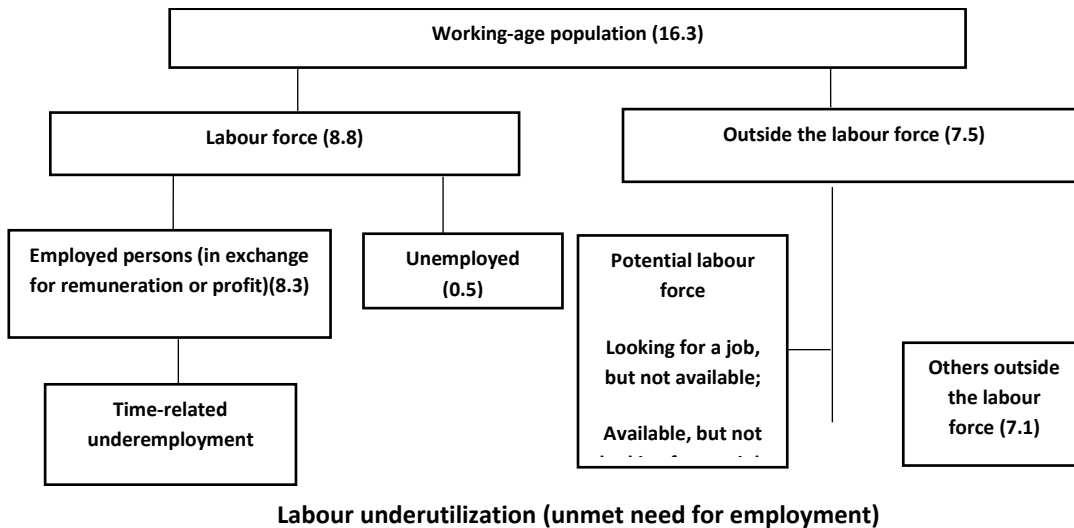
The forms of labour make it possible to establish connection with the System of National Accounts adopted in 2008 (SNA 2008) as indicated in the following diagram:

Diagram 1: Conceptual framework for labour statistics, ILO Geneva, 2013

Intended population destination	For own final use		For use by third parties				
Labour form	Production labour for personal consumption		Employment (labour performed in exchange for remuneration or profit)	Unpaid training work	Other productive labour activities	Volunteer work in:	
	Services	Goods				Market and non-market units	Households to produce
						Goods	Services
Relationship with the with SNA 2008	Activities within the SNA production domain						
	Activities that fall within the general SNA production domain						

Source: ILO Regional Office for Africa

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



Source: ILO Regional Office for Africa

In addition, Resolution I of the 19th ICLS states that labour underutilization refers to mismatches between labour supply and demand that result in an

Time-related underemployment

Is a situation where the working time of employed persons is insufficient compared to alternative

unmet need for employment in the population. Measures of labour underutilization include *inter alia*:

employment situations which they wish to occupy and are available to do so;

Unemployment

Is the active search for an employment by persons who are not employed but who are available for this form of labour;

Potential labour force

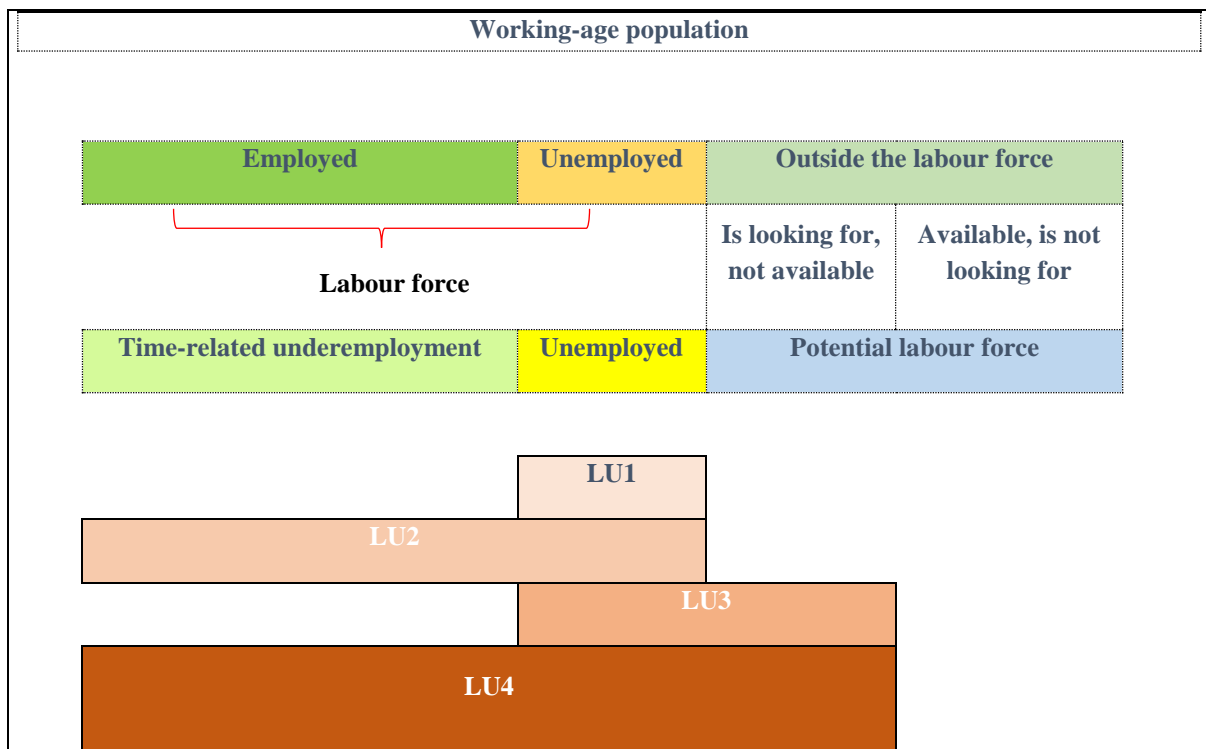
Refers to persons who are unemployed, who express an interest in this form of labour but whose current

conditions limit their active search and/or their availability.

These measures of labour underutilization are presented as a basis for producing key indicators for monitoring the labour market. The key indicators for

measuring labour underutilisation can be sketched in LU1, LU2, LU3 and LU4 as follows:

Diagram 3: Illustration of new indicators calculation



Source: ILO Regional Office for Africa

They are calculated as follows:

LU1: Unemployment rate: $[\text{Unemployed persons} / \text{labour force}] \times 100$;

LU2: Combined rate of time-related underemployment and unemployment: $[(\text{persons in time-related underemployment} + \text{unemployed persons}) / \text{labour force}] \times 100$;

LU3: Combined rate of unemployment and potential labour force: $[(\text{unemployed persons} +$

$\text{potential labour force}) / (\text{extended labour force}^1)] \times 100$;

LU4: Composite measure of labour underutilization $[(\text{persons in time-related underemployment} + \text{unemployed persons} + \text{potential labour force}) / \text{extended labour force}] \times 100$

¹ The extended labour force is obtained by adding to the labour force, the potential labour force.

DEFINITION OF CONCEPTS AND INDICATORS USED

Time-related underemployment: 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: situation which reflects the active search for an employment by persons who are unemployed but who are available for this form of labour.

Potential labour force: refers to persons who are unemployed, who express an interest in this form of labour but whose current conditions limit their active search and/or their availability.

Labour underutilization: refers to mismatches between labour supply and demand that result in an unmet need for employment in the population.

Working-age population (target population): Population aged 14 years or more.

Unemployed (as defined by the ILO): person with no employment, that has not worked even one hour during the week preceding the interviewer's visit, that has looked for employment during the month preceding the interviewer's visit and that declares himself/herself available to take up employment within the next fifteen days.

Informal sector: set of production units with no taxpayer number and/or that do not keep formal accounts (according to the OHADA Accounting Plan).

Unemployment rate (LU1): ratio of the number of unemployed persons to the labour force.

Combined rate of time-related underemployment and unemployment (LU2): ratio of the number of persons in time-related underemployment and unemployed persons to the labour force.

Combined rate of unemployment and potential labour force (LU3): ratio of the number of unemployed persons and potential labour force to the extended labour force.

Composite measure of labour underutilization (LU4): ratio of the number of persons in time-related underemployment and unemployed persons to the extended labour force.

Dependency ratio: ratio of the number of unemployed persons or outside the labour force to the number of employed persons.

Employee rate: ratio of the number of salary earners to the number of employed persons.

Multiple job holding rate: ratio of the number of unemployed persons or outside the labour force to the number of employed persons.

Visible underemployment rate: ratio of the number of employed persons working involuntarily less than 40 hours per week to the employed persons.

Invisible underemployment rate: ratio of the number of employed persons earning less than the minimum wage (36,270 CFA francs/month) for the hourly volume provided for by legislation (40 hours per week) to the employed persons.

Overall underemployment rate: ratio of the number of unemployed persons and employed persons in a situation of underemployment (visible or invisible) to the employed persons.

Employment rate: ratio of the number of employed persons to the working-age population.

Employment share in the informal sector: ratio between the number of employed persons working in the informal sector to the total number of employed persons.

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