Africa's Labour Force, 1960-80

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As PART OF ITS RESEARCH WORK for the World Employment Programme, the International Labour Office has made estimates and projections of the economically active population, by sex and by age group, for the majority of countries and territories for the period 1950-85; the results are due to be published shortly.² The purpose of this article is to provide a brief analysis of the main data relating to Africa for the period 1960-80.

The first part examines the characteristics of the demographic and manpower situation in Africa in 1960, while the second deals with possible changes between 1960 and 1980. The classification of countries by region (see the Appendix tables) follows United Nations practice³, and the estimates and projections of total population are also those of the United Nations.

Only countries and territories which had a population of at least 250,000 in 1960 have been featured. The remainder have been the subject of an over-all estimate and a projection for each region, which have been incorporated in the corresponding regional total shown in the tables.

I. Total population and economically active population of Africa in 1960

Total population

The United Nations estimates quoted here relating to the population of Africa, by sex and by age 4, are based on censuses or similar population surveys carried out towards the end of the 1950s or the beginning of the 1960s. For some countries, where information on the population and its distribution by sex and age was inadequate quantitatively and qualitatively, the estimates have been derived by using models based on assumed fertility and mortality rates.

¹ International Labour Office.

² ILO: Labour force projections (1971 edition), Part II: Africa (Geneva, 1971).

³ See United Nations: Demographic yearbook, 1969 (New York, 1970), p. 17.

⁴ Idem, Population Division: *Population estimates by regions and countries*, 1950-1960 (Working Paper No. 31, May 1970).

In mid-1960 Africa had about 270 million inhabitants, or some 9 per cent of the world's population; a little over four-fifths of the African population were concentrated in the Western (30 per cent), Eastern (29 per cent) and Northern (24 per cent) regions.

The figures in table A in the Appendix show that, in Africa as a whole, the female population predominates slightly (50.2 per cent). Women are proportionately more numerous in Middle Africa (51.4 per cent) and the Eastern region (50.7 per cent) whereas the male population is rather higher in Northern Africa (50.4 per cent) and Western Africa (50.2 per cent). In Southern Africa the two sexes are about balanced. In about two-thirds of the individual countries women are more numerous. Men are more numerous throughout Northern Africa, in four countries of Western Africa (Nigeria, Ghana, Ivory Coast and Gambia), in two of Eastern Africa (Southern Rhodesia and Mauritius) and also in Angola, Equatorial Guinea, the Republic of South Africa and Namibia. With a few exceptions, these are countries of immigration.

Analysis of the distribution by age group shows that the population is young, since 43 per cent of Africans are under the age of 15; 54 per cent are between 15 and 64 and a bare 3 per cent are over that age. Thus, from the point of view of present manpower potential, Africa's age pattern is unfavourable.

Economically active population

The economically active population has been calculated on the basis of ILO estimates of activity rates by sex and age group, which have been used conjointly with the United Nations estimates of total population in 1960.

The main statistical sources used to determine these activity rates have been population censuses and demographic or similar sample surveys. In addition, the ILO has worked out models from which estimates can be made, chiefly on the basis of data from the same sources.

Figures for a date close to 1960 (between 1956 and 1966) have been obtained from censuses undertaken in Northern and Southern African countries and in Ghana, Nigeria, Sierra Leone, Liberia, Mauritius, Mozambique and Angola. For the great majority of French-speaking countries in Western and Middle Africa, the results of population surveys were available. As the criteria used by African countries to define the labour force varied considerably ¹, the original statistics of the economically active population had first to be adjusted in some cases in order to

¹ For example, the minimum age limit ranges from 6 to 15; sometimes certain categories of economically active persons are included in the inactive population, e.g. unemployed persons seeking a job for the first time, and family workers. The labour force (or economically active population) is defined to comprise all employed and unemployed persons, including those seeking work for the first time. This definition covers employers, persons working on their own account, salaried employees, wage earners, unpaid family workers, members of producer co-operatives and those serving in the armed forces.

bring them into conformity with standard concepts. These adjustments have been made using empirical estimates based on observations.

The data relating to age distribution also posed a number of problems. For some countries estimates have had to be made to fit the data into the standard age groups adopted.

In addition, the activity rates derived from population censuses or surveys carried out before or after 1960 have been adjusted to obtain estimates for the middle of 1960. This has been done by linear interpolation in all cases where at least two series of comparable activity rates derived from population censuses or surveys held before or after 1960 were available. In other cases, the adjustment has been made empirically in accordance with the "models" specially constructed by the ILO and described below.

For those countries lacking labour force statistics, as in Eastern Africa, empirical estimates have been made using these models. The models, which have been worked out separately for each sex, are based mainly on the functional relationship between the pattern and level of activity rates by age and by sex in a given country and the structure and level of economic and social development. In other words, they reflect the influence of different social and cultural structures on activity rates, especially on those of women, in countries and regions with fairly similar types of economic structure.

Within each model, the relationship between activity rates by sex and by age and the economic structure (the latter being indicated by the proportion of the male labour force in agriculture)¹ has been calculated by means of a regression function which has been worked out graphically. These functions have been derived from the statistics of countries or territories at different stages of economic development, which makes it possible to calculate typical activity rates for each age group and sex at different degrees of development.

On the basis of the available data (in point of fact, a number of African countries and territories had good statistics on the labour force and its composition by economic sector), three models were constructed for each sex—

(1) According to the statistics for Ghana, Upper Volta, Chad, Sierra Leone (women only), Togo and Guinea. These models have been used for Western and Middle Africa (*excluding* the territories under Portuguese and Spanish administration) and for Madagascar, Rwanda and Burundi. Women in Niger and Mauritania constituted an exceptional case in that the model used was based on the activity rates observed in 1964 in the parts of Chad with a predominant Arab population.

¹ The economic structure and more particularly the proportion of the labour force in agriculture is taken as an indicator of the degree of economic development. The close relationship between this proportion and certain indicators of economic and social progress (infant mortality reproduction, literacy, urbanisation, school attendance rates, etc.) is well known.

(2) According to the statistics taken from the 1960 Angola census. These particular models were used to make estimates for the territories in Western, Eastern and Middle Africa under Portuguese or Spanish administration.

(3) According to the statistical data on the Bantu populations of the Republic of South Africa and Namibia taken from the population censuses held between 1946 and 1960. For women, however, the model employed is a compromise between the Bantu model and model (1). It has, in fact, the same profile as the latter and only differs from it in its lower activity rates for all ages. Models of this third type have also been used for the English-speaking countries and for Ethiopia and Somalia.

CRUDE AND SPECIFIC ACTIVITY RATES

The 1960 economically active population of Africa was estimated at 108,826,000, which in proportion to the total population gives a crude activity rate 1 of 40.4 per cent.

Estimates for each country are given in table B in the Appendix. In the Western, Eastern and Middle regions crude activity rates are of the order of 44-45 per cent, i.e. markedly above the continental average. In Northern Africa the crude rate is particularly low (29 per cent), but this is accounted for by the very limited economic activity of women in Moslem countries. In Southern Africa the rate does not differ greatly from the continental average.

	Tot	al populat	tion	Economically	active	population
Region	Both sexes	Men	Women	Both sexes	Men	Women
Africa	100.0	100.0	100.0	100.0	100.0	100.0
Western	29.5	29.7	29.3	32.9	29.1	41.0
Eastern	28.6	28.3	28.9	31.5	29.7	35.3
Middle	10.9	10.7	11.1	12.0	10.8	14.8
Northern	24.3 24.5 24.0		24.0	17.3	23.6	3.7
Southern	6.7	6.8	6.7	6.3	6.8	5.2

TABLE I. REGIONAL DISTRIBUTION OF TOTAL POPULATION AND ECONOMICALLY ACTIVE POPULATION, 1960

Table I shows the regional distribution, in percentage terms, of the total population and the economically active population. The contribu-

¹ By "crude participation rate" or "crude activity rate" is meant the proportion of economically active persons to the total population.

tion of each region to the total labour force of the continent depends on three factors, viz. the proportion of the total population, the sex and age 1 structure of the population, and the sex and age structure of activity rates.

The crude activity rates for African countries and territories range from 26.7 per cent in Algeria to 57.8 per cent in Mali. Broadly speaking, the highest rates are encountered in the less developed non-Moslem French-speaking States, while the lowest are in the Moslem countries, which have a tendency to underestimate the participation of women in economic activity, as do the African territories under Spanish or Portuguese administration.

MALE ACTIVITY RATES

For the whole of Africa, the crude activity rate for men is estimated at 55.5 per cent. The figures for the five regions do not depart very much from this average, but nevertheless reflect differences in degrees of development.

Table II shows the crude and adjusted ² activity rates for the five regions, which have been classified in increasing order of economic development. The negative correlation between the degree of economic

Region	Degree of development ¹	Crude activity rate	Adjusted activity rate ²
Eastern Africa	15.9	58.2	58.5
Middle "	24.1	56.0	55.2
Western ',,	24.1	54.3	54.8
Northern "	32.7	53.5	53.9
Southern "	57.5	55.5	52.2

TABLE II. CRUDE ACTIVITY RATES OF MALES BY REGION AND ADJUSTED RATES, ACCORDING TO DEGREE OF DEVELOPMENT, 1960

¹ Proportion of total male labour force in non-agricultural activities in 1960. ² Calculated on the basis of the male activity rates for the relevant age groups in the region and the standard age distribution (that of the male population in Africa).

development and the crude male activity rate is clear, especially if the adjusted regional rates are taken into consideration.

The crude activity rates for individual countries vary fairly substantially—from 68 per cent in Equatorial Guinea to 44.4 per cent for Réunion.

¹ Regional age structures do not differ substantially (see table A in the Appendix).

 $^{^{2}}$ Rates that have been refined to allow for differences in the age structure of the population.

These variations have two causes: differences in the degree of economic development and differences in the age pattern. Nevertheless, variations in crude activity rates are less considerable in the case of men than in that of women.

The common profile of male activity rates by age shows a peak between the ages of 25 and 44, when virtually all men (98 per cent) belong to the active population. Before and after these ages, the rates tend to fall off progressively (see table III).

Age	A Fries			Region				
group	Alfica	Western	Eastern	Middle	Northern	Southern		
10-14 years	32.8	33.4	42.2	32.1	26.9	12.0		
15-19 "	74.9	69.3	85.2	72.7	72.4	68.4		
20-24 ,,	92.7	89.8	96.6	93.6	90.9	94.6		
25-44 "	97.8	97.5	98.6	97.5	97.4	98.1		
45-54	97.2	97.5	98.2	95.4	96.4	97.6		
55-64 "	92.8	93.0	95.1	92.2	90.8	91.7		
65+ "	71.1	75.2	77.0	75.7	64.3	56.2		

TABLE III. REGIONAL MALE ACTIVITY RATES BY AGE GROUP, 1960 (%)

Taking Africa as a whole, therefore, the rates are approximately 33, 75 and 93 per cent for the 10-14, 15-19 and 20-24 age groups respectively. After the age of 45, they decline very slowly at first (97 per cent for the 45-54 age group) and then more sharply (93 and 71 per cent for the 55-64 and 65-and-over age groups respectively). Nevertheless, table III also shows that there are major differences in the regional rates, especially for the 10-14, 15-19 and 65-and-over age groups.

The comparatively advanced regions usually have lower rates, especially for the first and last age groups. This is due to the fact that they normally have longer schooling and sometimes operate social security schemes providing old-age pensions.

FEMALE ACTIVITY RATES

A quarter of the women in Africa are economically active. Activity rates vary considerably between regions and also between individual countries and territories (see table B in the Appendix) because of social and cultural factors, the degree of economic development and the use of different criteria to define and calculate the female labour force. Since the curves of female activity rates by age group vary substantially from one country and region to another, the curve for the continent as a whole is without significance.



FIGURE 1. FEMALE ACTIVITY RATES BY AGE GROUP

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An analysis of the curves for each country and region reveals three typical profiles. The *first*, which is represented in figure 1 by the curves for the Western, Eastern and Middle regions, shows steadily increasing rates between the ages of 10 and 54; subsequently, the curve declines moderately between the ages of 55 and 64 and sharply after 65. This profile is encountered in most of the countries, although sometimes the peak is reached a little earlier, as in the Ivory Coast and Mali.

Differences in activity rates between the countries in this first group are largely due to economic factors, since in each age group the less advanced countries have higher rates than the relatively developed countries.

The *second* profile—which in figure 1 represents Northern Africa is characterised by very low activity rates for all age groups. These curves are typical of the Moslem countries and of the African territories under Spanish or Portuguese administration. It goes without saying that, in these cases, differences between activity rates are also very slight.

The *third* profile represents the Republic of South Africa and applies to only one other African country—Namibia. It is characterised by a peak at the 20-24 age group and (with or without a variant in the shape of a second peak between 45 and 54) is much the same as in the majority of European countries, the two Americas, certain Asian countries (Ceylon, Republic of China, etc.), and Australia and New Zealand.¹

DISTRIBUTION OF THE ECONOMICALLY ACTIVE POPULATION BY ECONOMIC SECTOR

In an earlier study 2 the ILO gave an initial series of estimates of the sectoral and regional distribution of the African labour force based on the statistics available up to 1967. The revised estimates given here are derived from fuller, more detailed information which makes it possible to improve the degree of accuracy of the regional figures and to make tentative estimates by sex and by country.

For some countries the available statistics are still very inadequate, and in certain cases only approximations have been given; these are no more than general indications because there are virtually no data on the labour force and therefore on its distribution by sector. In addition, estimates are often less reliable in the case of women than of men. Furthermore, the distribution of the non-agricultural labour force between industry and services has sometimes been estimated empirically—figure 2 shows the proportionate distribution of the African labour force in

¹ This type of curve is also characteristic of urban areas of the countries under consideration. See Ettore Denti: "Sex-age patterns of labour force participation by urban and rural populations", in *International Labour Review*, Vol. 98, No. 6, Dec. 1968, pp. 525-550.

² See Samuel Baum: "The world's labour force and its industrial distribution, 1950 and 1960", in ibid., Vol. 95, Nos. 1-2, Jan-Feb. 1967, pp. 96-112.

FIGURE 2. DISTRIBUTION OF ECONOMICALLY ACTIVE POPULATION BY ECONOMIC SECTOR, 1960



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agriculture, industry and services.¹ In 1960 a little over three-quarters of these workers were in agriculture, which accounted for some 84 million. Industry accounted for a little under 10 million persons (8.8 per cent of the total labour force) while services absorbed 16 million (14.5 per cent).

Economic patterns vary considerably from one region to another (see figure 2). The proportion of the labour force in agriculture is highest in Eastern Africa (a little over 85 per cent) and is lowest in Southern Africa (41.3 per cent), which is the most highly industrialised region and also the one with the highest proportion of the labour force in services. The differences in the economic structure of the labour force are illustrated by the figures in table IV. The regional distribution of the African labour force by sector is uneven and demonstrates the differences in degrees of development in 1960.

		Μ	len			Wo	men	
Region	Total	Agri- culture	Industry	Services	Total	Agri- culture	Industry	Services
Africa	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Western	29.1	29.6	28.2	26.1	41.0	38.7	56.6	51.8
Eastern	29.7	33.9	16.2	19.5	35.3	39.0	18.3	14.2
Middle	10.8	11.0	11.1	9.0	14.8	17.5	3.3	3.5
Northern	23.6	21.6	24.3	34.0	3.7	2.4	13.4	10.1
Southern	6.8	3.9	20.2	11.4	5.2	2.4	8.4	20.4

TABLE IV. DISTRIBUTION OF ECONOMICALLY ACTIVE POPULATIONBY REGION AND SECTOR, 1960

The distribution of the economically active population by main sector ranges from Niger at one extreme (95, 1.5 and 13.5 per cent in agriculture, industry and services respectively) to the Republic of South Africa at the other (32, 30 and 38 per cent).

Taking the continent as a whole, the proportion of the labour force in agriculture is higher in the case of women than in that of men. This applies to all the countries of the Western region (except Ghana, Upper Volta and Togo), of the Eastern region (except Réunion) and to those of Middle Africa (except Angola and Equatorial Guinea) as well as to three countries in Southern Africa (Botswana, Lesotho and Swaziland).

¹ Under the United Nations International Standard Industrial Classification of All Economic Activities (Statistical Papers, Series M, No. 2, Rev. 2 (New York, 1968)), the different activities are divided into ten major divisions that may be grouped under three main sectors: (i) " agriculture ", comprising agriculture, hunting, forestry, and fishing; (ii) " industry ", comprising mining and quarrying, manufacturing, construction and utilities, i.e. electricity, gas and water; and (iii) " services ", comprising commerce, banking, insurance, real estate, transport, storage and communication, as well as public and private services.

In Northern Africa the low proportion of women working in agriculture is due to underestimation of the number of women occupied as family workers in agriculture. This distorts the distribution of female labour by sector, i.e. the proportion of women employed in industry and services is overestimated.

In services women are proportionately more numerous than men in all the countries of Northern Africa and in the territories under Spanish or Portuguese administration (except Mozambique), as well as in the following States or territories: Nigeria, Ghana, Dahomey, Togo, Southern Rhodesia, Réunion, Mauritius, Congo (Brazzaville), Republic of South Africa and Namibia.

For the majority of the regions, and for the continent as a whole, the proportion of women employed in industry is fairly low (with the noteworthy exception of Western Africa). On the other hand it is on the high side for the other two sectors in most regions (see table V).

Economic				Region		
sector	Africa	Western	Eastern	Middle	Northern	Southern
All sectors	32	39	35	39	7	26
Agriculture	34	40	37	44	5	24
Industry	15	25	ʻ 16	5	9	7
Services	30	46	24	14	11	44

TABLE V. PROPORTION OF WOMEN IN THE TOTAL LABOUR FORCE BY ECONOMIC SECTOR AND BY REGION, 1960

II. Possible evolution of the total population and the economically active population of Africa between 1960 and 1980

Total population

The projections of the total population given here have, as was stated at the outset, been made by the responsible division of the United Nations.¹ The variant employed is the average based on a fairly marked fall in mortality rates at all ages, combined with a rise in gross reproduction rates in Middle Africa, stability of these rates in Eastern and Southern Africa, a moderate fall in Western Africa and a sharp fall in Northern Africa. These projections do not take account of migratory movements.

¹ For further details of the projection methods used see United Nations, Population Division: *Population prospects 1965-1985 as assessed in 1968* (Working Paper No. 30, Dec. 1969).

On this basis the United Nations has estimated the population of Africa to be 344,484,000 in 1970 and to rise to 456,721,000 in 1980 (see table C in the Appendix). Between 1960 and 1980, it is estimated that there will be an increase of 187 million—a figure not much lower than the total population of Africa in 1950. The annual rate of increase, estimated at 2.18 per cent for the decade 1950-60, should rise during the next twenty years to 2.48 per cent between 1960 and 1970 and to 2.86 per cent between 1970 and 1980.¹ This phenomenon, which is characteristic of virtually all the African countries, would appear to be mainly due to the general decline in mortality. The rates of increase of the five regions are estimated to range from 2 to 2.9 per cent between 1960 and 1970 and 1970 and 1970 and to mortality. The rates of increase of the five regions are estimated to range from 2 to 2.9 per cent between 1960 and 1970 and 1980. The gaps between individual countries and territories are even wider.

The slight predominance of women will probably extend to two new regions (Western and Southern Africa) and to four new countries (Uganda, Nigeria, Angola and Namibia). Some countries have in the past suffered from a marked imbalance between the sexes caused by migratory movements. The migration factor, however, has not been taken into account in these projections, which would explain to some extent the lessening of the imbalance shown in the figures for these countries between 1960 and 1980.

The evolution in the age structure of the population of the African Continent, regions and countries does not point to any major changes, although with only a few exceptions it is expected that the population will become slightly younger. It should not have any major effect on total manpower supply and crude activity rates.

Economically active population

As stated earlier, the ILO arrived at its assessment of the probable evolution of the economically active population by applying its estimate of activity rates by sex and age group to the United Nations population projections. The method of projecting activity rates by sex and age group devised by the Office is based mainly on the close relationship between the level and trend of these rates on the one hand and the degree and trend of economic development on the other. The sixth part of the study that the ILO is about to publish on labour force projections will in fact describe this method.²

The percentage of the total male labour force in agriculture has been used as a measure of the degree of economic development, and thus the difference between the percentages of the agricultural male labour force

¹ With an annual rate of increase of 2.2 per cent, the population would double in thirty-two years; with a rate of 2.9 per cent, this result would be achieved after only twenty-four years.

² Labour force projections, op. cit., Part VI: Methodological supplement.

in 1950 and 1960 measures the progress of economic development. In addition, the trend of activity rates by sex and age has been estimated on the basis of an index (base 1950) of the variation in these rates between 1950 and 1960.

It should be explained that the ILO estimates for 1950 and 1960 were derived from series for 143 countries and territories throughout the world for which data are available on activity rates by sex and age and on the distribution of labour force by sex and economic sector. Using these basic data, a series of very detailed comparative analyses was made with the help of a computer (calculation of various ratios, standard deviations, moving averages, etc.).

For the purpose of projections, these data were used to establish an average scale of variations in activity rates by sex and age group that took into account the average change that normally occurs in the economically active population of a country as it develops. The model used in this case was an eleven-term moving average of the 143 series utilised, which were classified in decreasing order of the proportion of the total male labour force in agriculture in 1960.

In the case of women, it was necessary—in order to allow for the social and cultural factor—to work out two models according to whether their participation in economic activity was slight or considerable.

PROJECTION OF MALE ACTIVITY RATES

The projection models established presuppose a general decline of male activity rates in all age groups during the two decades 1960-70 and 1970-80. This decline should be slight between the ages of 25 and 44, becoming progressively sharper for younger and older males. In general, the higher the country's degree of economic development, the more marked the decline.

The relatively marked fall anticipated in the case of young and old males should reflect a roughly corresponding increase in school attendance and in the proportion of older workers receiving retirement pensions.

PROJECTION OF FEMALE ACTIVITY RATES

The first model was used for all the countries of Northern Africa as well as Niger, Mauritania, Namibia and the territories under Spanish or Portuguese administration. It assumes that in the less developed countries and territories in this group there will be a general rise in activity rates at all ages, and in the more advanced countries an increase between the ages of 20 and 44 (or 54), but a fall before and after these two ages.

The second model has been used for all the other African countries with the exception of the Republic of South Africa. It presupposes a continued decline in activity rates at all ages as development progresses.

This type of evolution reflects the fall in the proportion of women employed in agriculture, the growth of urbanisation and the expansion of non-agricultural activities.

SOME RESULTS OF THE PROJECTIONS

The ILO projections show a total economically active population of 132 million in 1970 and 165 million in 1980. This assumes an increase of some 24 million (22 per cent) between 1960 and 1970 and 33 million (25 per cent) between 1970 and 1980. Estimates by country are given in table D of the Appendix.

For Africa as a whole, the projections show that crude activity rates will fall from 40.4 per cent in 1960 to 38.5 per cent in 1970 and 36.2 per cent in 1980, i.e. more than a tenth in twenty years. In other words, the active population will increase more slowly than the total population.

The fall in crude activity rates appears to be due, firstly, to changes in activity rates by sex and age and, secondly, to changes in the age structure of the population. Using the appropriate statistical technique (standardisation of the population) it is possible to separate the effect of various factors on the increase in the labour force between 1960 and 1980. The results are given in table VI.

If activity rates by sex and age group on the one hand and the population structure by sex and age on the other were the same in 1980 as in 1960, the active population in 1980 would be an estimated 19 million greater, of which 16 million would be accounted for by the continuance of activity rates at 1960 levels and 3 million by the maintenance of the same

		(Million	persons)				
Eastern of change	A C			Region			D
Factors of change	Alfica	Western	Eastern	Middle	Northern	Southern	Kesidue -
Changes due to demo-							
graphic factors (net)	72.1	23.2	21.7	6.8	14.5	3.9	2.0
Total population	75.5	24.2	22.9	7.3	15.6	4.2	1.3
Age structure	-3.4	-1.0	-1.2	-0.5	-1.1	-0.3	0.7
Changes due to ESCO							
factors 1 (net)	-15.5	-5.4	-3.3	-1.8	-2.4	-0.6	-2.0
Increase 1960-80 (net)	56.6	17.8	18.4	5.0	12.1	3.3	

TABLE VI. INFLUENCE OF DEMOGRAPHIC FACTORS AND ECONOMIC, SOCIAL AND CULTURAL FACTORS ON GROWTH OF ECONOMICALLY ACTIVE POPULATION, 1960-80

¹ Economic, social, cultural and other non-demographic factors. ² Regional interaction of demographic and ESCO factors.

age structure of the population. In other words, if the economic, social and cultural situation of the African countries and territories were to remain the same as in 1960, the African labour force would expand between 1960 and 1980 by 72 million instead of the 57 million suggested by the ILO's projections.

Similarly, the active male population of Africa is expected to rise over these two decades at a lower rate than that of the total male population. Between 1960 and 1970 the estimated annual rates are 2.05 and 2.48 per cent respectively and for the period 1970-80, 2.31 and 2.86 per cent. Mauritius is the only country to show the opposite trend. The gap between the rates of increase of the economically active population and of the total population is likely to be even wider in the case of women, the corresponding rates being 1.85 and 2.48 per cent per year between 1960 and 1970, and 2.10 and 2.86 between 1970 and 1980. Nevertheless, some countries—especially Niger, Mauritania, Mozambique, Sudan and Réunion—should have a higher rate of growth of their economically active populations between 1970 and 1980 than in the 1960s.

The results of these projections are of course governed by the initial hypotheses. Especially in the case of activity rates by sex and by age, future changes will depend considerably on the progress—economic, social and cultural—that has been or is made by these countries or territories during the decades 1960 to 1970 and 1970 to 1980, having regard to their general level of development.

Conclusions

A distinctive feature of the African countries is the youthfulness of their population. In 1960 the proportion of inhabitants under the age of 15 was far higher than in economically advanced countries while in nearly all cases the proportion of people of working age (between 15 and 64) was relatively lower. In other words, from the point of view of present potential labour supply, the age structure of the population is unfavourable. The same is true of its evolution between 1960 and 1980 which is most likely to result in a further increase in the proportion of young people and a corresponding decline in the fraction of the population of working age.

Activity rates vary considerably from one country to another. Differences are particularly great in the case of women, partly because of cultural and social patterns and partly because standards of economic development are not uniform. In the case of men, on the other hand, the differences are predominantly due to variations in economic development. Differences in the age structure of the population have less effect.

The probable evolution of the economic, social and cultural situation in Africa and of the population's age structure should lead to a general decline between 1960 and 1980 in male activity rates and in over-all

activity rates in virtually all countries. In the case of women, crude activity rates are likely to increase slightly in these less developed countries where activity rates are now low while elsewhere the trend should be the same as for men.

It is anticipated that the rate of increase of the total population and of the active population will vary considerably from one country to another and that these variations will tend to accentuate between 1970 and 1980.

The main purpose of the projections discussed above is to give some idea of the structure of African manpower in 1960 and its probable evolution up to 1980. Every effort has been made to assemble basic statistical data on the manpower and activity rates of all African countries. However, in some instances where information on the economic and social situation was lacking, estimates have had to be made empirically using models and these are of course, only approximations. The projections, too, are subject to qualification. Those concerning the labour force are dependent firstly on population trends and secondly on economic, social and cultural progress. Of these two sources of possible error, the latter may not have been gauged sufficiently well to avoid introducing some error in the estimates even in the short term. This makes it essential to carry out periodical reviews of the projections to take account of any new trends suggested by the latest information. When the results of the censuses taken in the 1970s become available the ILO will have an opportunity of checking and where necessary improving the estimates and projections of labour force patterns in general and of activity rates in particular.

APPENDIX

Statistics of population and economically active population

The figures for each country given in the four following tables have been derived or calculated from the statistics published by the ILO in *Labour force projections*, Part II: *Africa*, tables 2, 3 and 5.

The regional totals also cover countries or territories which are not mentioned separately, viz. the Cape Verde Islands and St. Helena and dependencies in Western Africa; the Comoro and Seychelles Islands, the French Territory of the Afars and the Issas, and the British Indian Ocean Territory in Eastern Africa; São Tomé and Prince Island in Middle Africa; Spanish North Africa, Ifni and Spanish Sahara in Northern Africa; and the French Southern and Antarctic Territories in Southern Africa.

The figures have been rounded off for each age group, sex and country, so that the sum of the components may sometimes differ from the corresponding totals given in the tables.

Region and country	Total	Distrib	ution by a (%)	ge group	Annual rate of growth	% of
	('000)	0-14 years	15-64 years	65+ years	1950-60 (%)	females
Africa	269 577	43.2	53.9	2.9	2,18	50.2
Western	79 530	44.2	53.4	2.4	2.16	49.8
Nigeria	42 947	44.8	53.0	2.2	2.26	49.5
Ghana	6 777	46.9	51.2	1.9	3.04	49.5
Upper Volta	4 400	42.4	54.8	2.8	1.56	50.1
Mali	4 089	43.6	53.7	2.7	1.78	50.2
Ivory Coast	3 433	41.9	55.3	2.8	1.98	49.3
Senegal	3 110	42.4	54.7	2.9	1.81	50.4
Guinea	3 183	42.0	55.1	2.9	1.71	50.2
Niger Sierre Leone	2 913	40.2	51.5	2.3	2.43	50.5
Dahomey	2 1 3 0	42.4	53.1	5.2 7.6	2.01	50.4
Togo	1 465	44.5	52.7	2.0	2.01	51.5
Liberia	995	38.2	57.7	4.1	1.26	50.5
Mauritania	950	41.7	55.1	3.2	1.78	50.4
Portuguese Guinea	506	35.8	60.2	4.0	0.63	50.0
Gambia	301	39.9	56.8	3.3	1.63	49.2
Eastern	77 089	43.3	53.8	2.9	2.12	50.7
Ethiopia	20 700	41.1	55.7	3.2	1.59	51.0
Lanzania Kapua	10 328	44.4	52.8	2.8	2.19	50.6
Uganda	6 6 8 4	40.7	54.2	2.5	2.05	<i>J</i> 0.7
Mozambique	6 392	39.4	57.1	35	1 40	52.2
Madagascar	5 370	44.6	52.8	2.6	2.18	50.8
Southern Rhodesia	3 640	45.5	52.3	2.2	3.34	48.5
Malawi	3 447	45.1	52.5	2.4	2.41	50.5
Zambia	3 219	47.1	50.5	2.4	2.67	50.3
Rwanda	2 740	45.1	52.4	2.5	2.27	50.7
Burundi	2 908	42.5	54.6	2.9	1.79	50.6
Somalia	2 226	43.8	53.5	2.7	2.00	50.5
Mauritius Réunion	662 338	44.1 44 4	52.9	3.0	3.29	49.0 51.2
Middle	338	44.4	55.2	3.5	1.70	51.2
Congo (Kinshasa)	29 402	41.7	55 7	2.1	1.70	51.6
Angola	4 139	41.7	54.8	2.6	1.70	49.4
Cameroon	4 786	40.2	56.1	3.7	1.56	51.6
Chad	2 975	44.7	52.6	2.7	1.91	52.6
Central African Republic	1 252	41.9	55.0	3.1	1.57	52.1
Congo (Brazzaville)	764	41.6	54.9	3.5	1.68	52.1
Gabon	452	33.6	60.9	5.5	0.41	53.3
Equatorial Guinea	251	32.7	63.3	4.0	1.01	46.6
Northern	65 392	43.4	53.5	3.1	2.44	49.6
UAR (Egypt)	25 832	42.2	54.7	3.1	2.36	49.7
Sudan	11 7/0	44.3	53.0	2.7	2.64	49.4
Morocco	11 640	44.8	52.6	2.0	2.00	20.0 40.7
Tunisia	3 778	45.0	52.5	3.9	2.12	49.7
Libya	1 349	43.3	52.7	4.0	2.74	48.7
Southern	18 164	39.8	56.2	4.0	2.38	50.0
South Africa (Rep. of)	15 925	39.7	56.2	4.1	2.49	49.8
Lesotho	885	38.3	57.3	4.4	1.45	52.0
Namibia	528	38.6	58.4	3.0	1.48	49.6
Botswana	506	41.7	55.5	2.8	1.86	51.4
Swaziland	320	46.9	50.3	2.8	2.38	52.2

TABLE A. POPULATION IN 1960

		Distribut	ion by age g	roup (%)	Crud	e activity ra	te (%)	
Region and country	Total ('000)	10-14 years	15-64 years	65+ years	Both sexes	Males	Females	% of females
Africa	108 826	7.5	89.3	3.2	40.4	55.5	25.4	31.5
Western	35 790	7.5	89.6	2.9	45.0	54.3	35.6	39.4
Nigeria	18 523	6.5	90.6	2.9	43.1	51.9	34.2	39.3
Ghana	2 732	4.4	93.0	2.6	40.3	49.5	31.0	38.0
Upper Volta	2 537	10.1	87.0	2.9	57.7	60.9	54.5	47.3
Mali	2 364	10.5	87.0	2.5	57.8	60.3	55.3	48.0
Ivory Coast	1 904	9.2	88.2	2.6	55.5	61.1	49.7	44.2
Senegal	1 451	8.0	89.3	2.7	46.6	56.7	36.8	39.7
Guinea	1 580	9.2	88.0	2.8	49.6	59.5	39.9	40.4
Niger	937	11.8	85.4	2.8	32.2	58.9	5.9	9.2
Sierra Leone	899	7.9	. 88.7	3.4	42.1	54.6	29.8	35.7
Dahomey	1 082	8.9	87.9	3.2	51.2	57.1	45.5	45.1
Togo	654	11.3	85.4	3.3	44.6	56.0	33.9	39.1
Liberia	432	6.7	89.2	4.1	43.4	58.1	29.0	33.6
Mauritania	303	10.1	86.3	3.6	31.9	61.8	2.5	4.0
Portuguese Guinea	168 •	5.6	89.9	4.5	33.2	64.1	2.3	3.6
Gambia	164	6.9	89.7	3.4	54.5	60.0	48.9	43.9
Eastern	34 246	8.9	. 87.8	3.3	44.4	58.2	31.0	35.4
Ethiopia	9 659	8.8	87.6	3.6	46.7	61.3	32.6	35.6
Tanzania	4 679	9.5	87.3	3.2	45.3	57.7	33.2	37.1
Kenya	3 340	9.2	87.8	3.0	41.2	54.5	28.2	34.8
Uganda	3 045	9.0	87.3	3.7	45.6	60.0	31.1	34.1
Mozambique	1 930	4.2	92.0	3.8	30.2	57.6	5.1	8.8
Madagascar	2 883	10.7	86.1	3.2	53.7	58.7	48.9	46.2

TABLE B. ECONOMICALLY ACTIVE POPULATION IN 1960

.

outhern Rhodesia	1 419	7.5	89.9	2.6	39.0	54.9	22.1	27.5
lalawi	1 603	10.4	86.7	2.9	46.5	58.1	35.1	38.1
ambia	1 281	8.3	88.8	2.9	39.8	53.3	26.5	335
twanda	1 547	11.0	86.6	2.4	56.5	58.6	544	48.8
Burundi	1 533	9.2	88.0	2.8	52.7	58.5	47.0	45.1
somalia	925	9.2	87.7	3.1	41.5	58.7	24.7	30.0
Mauritius	200	1.3	96.9	1.8	30.2	49.5	10.6	17.5
Réunion	92	0.8	97.3	1.9	27.1	44.4	10.7	19.6
Middle	13 085	7.4	89.4	3.2	44.5	56.0	33.6	38.7
Congo (Kinshasa)	6 839	7.3	89.6	3.1	48.4	55.2	41.9	44.7
Angola	1 414	4.0	92.7	3.3	29.9	54.5	47	7.8
Cameroon	2 423	7.9	88.5	3.6	50.6	59.0	42.8	43.6
Chad	1 060	11.4	85.4	3.2	35.6	56.3	17.0	252
Central African Rep.	723	9.4	87.8	2.8	57.7	59.6	56.0	505
Congo (Brazzaville)	286	3.5	93.1	3.4	37.5	48.5	27.3	38.1
Gabon	228	5.9	89.4	4.7	50.5	61.4	41.0	43.4
Equatorial Guinea	94	3.9	91.8	4.3	37.5	68.0	2.6	3.2
Northern	18 882	6.5	90.1	3.4	28.9	53.5	3.9	6.7
UAR (Egypt)	7 379	5.4	91.4	3.2	28.6	1531	3.7	59
Sudan	3 888	10.4	86.3	3.3	33.0	59.1	6.4	96
Morocco	3 278	6.3	90.6	3.1	28.2	52.1	4.2	2.5
Algeria	2881	4.7	91.4	3.9	26.7	51.3	1.7	3.2
Tunisia	1 026	4.7	90.8	4.5	27.1	49.7	3.4	60
Libya	370	6.0	88.9	5.1	27.5	51.0	2.7	4.9
Southern	. 6822	2.5	1.40	3.4	37.6	55.5	19.6	26.1
South Africa (Rep. of)	5 692	1.7	95.2	3.1	35.7	55.0	16.3	22.8
Lesotho	500	5.8	87.9	6.3	56.5	62.4	50.9	46,8
Namibia	208	7.4	89.2	3.4	39.5	61.3	17.4	22.1
Botswana	268	7.6	88.1	4.3	53.0	57.3	49.0	47.4
Swaziland	153	7.9	87.4	4.7	47.8	51.0	44.9	49.0

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TABLE C. POPULATION IN 1970 AND 1980

		197	70			1980)		
Region and country	Total ('000)	Population aged 15-64 (%)	Annual rate of growth 1960-70 (%)	% of females	Total ('000)	Population aged 15-64 (%)	Annual rate of growth 1970-80 (%)	% of females	
Africa	344 484	53.4	2.48	50.2	456 721	52.4	2.86	50.2	
Western	101 271	53.2	2.45	49.9	133 406	52.3	2.79	50.1	
Nigeria	55 073	52.9	2.52	49.7	72 784	52.0	2.83	50.0	
Ghana	9 026	52.0	2.91	49.5	12 577	52.6	3.37	49.7	
Upper Volta	5 376	54.4	2.02	50.1	6 770	53.2	2.33	50.2	
Mali	5 088	53.4	2.21	50.1	6 580	52.2	2.60	50.2	
Ivory Coast	4 310	54.8	2.30	49.5	5 578	53.1	2.61	49.8	
Senegal	3 925	54.3	2.35	50.5	5 083	53.0	2.62	50.5	
Guinea	3 921	54.6	2.11	50.4	5 016	53.2	2.49	50.5	
Niger	3 848	51.1	2.82	50.5	5 266	49.9	3.19	50.5	
Sierra Leone	2 644	54.5	2.16	50.5	3 389	53.8	2.51	50.5	
Dahomey	2 686	52.6	2.43	50.8	3 550	51.3	2.83	50.7	
Togo	1 861	52.4	2.42	51.4	2 457	51.4	2.82	51.0	
Liberia	1 171	57.3	1.64	50.6	1 446	55.2	2.13	50.6	
Mauritania	1 170	55.0	2.10	50.5	1 507	53.4	2.56	50.5	
Portuguese Guinea	557	59.6	0.96	50.3	646	57.0	1.49	50.5	
Gambia	364	56.0	1.92	49.5	454	54.2	2.23	50.0	
Eastern	<i>97 882</i>	53.4	2.42	50.6	128 757	52.5	2.78	50.6	
Ethiopia	25 046	55.3	1.92	51.0	31 516	54.1	2.32 .	50.8	
Tanzania	13 235	53.0	2.51	50.6	17 475	52.4	2.82	50.6	
Kenva	10 898	51.0	2.99	50.6	15 110	50.7	3.32	50.4	
Uganda	8 584	54.1	2.53	50.0	11 336	53.1	2.82	50.1	
Mozambique	7 704	56.0	1.88	51.9	9 721	53.9	2.35	51.4	
Madagascar	6 933	52.4	2.59	50.8	9 276	51.1	2.95	50.8	

4 49.7 3.59 49.4 4 52.2 2.76 50.5	1 50.5 3.25 50.4	9 50.1 3.10 50.5	4 52.7 2.56 50.6	3 54.0 2.74 50.6	7 57.8 2.53 49.8	4 52.2 3.17 50.8	5 53.6 2.46 51.0	9 53.4 2.56 51.1	8 53.6 2.29 50.1	3 54.0 2.41 51.1	5 53.1 2.59 51.6	8 53.2 2.50 51.3	1 53.4 2.54 51.3	5 60.4 1.07 52.3	5 59.4 1.63 48.1	5 51.6 3.26 49.5	1 53.4 2.98 49.5	6 51.0 3.35 49.5	2 50.3 3.51 49.7	9 49.9 3.55 49.7	1 51.3 3.33 49.2	2 51.5 3.30 48.9	6 54.3 2.56 50.1	2 54.3 2.58 50.0	3 55.9 2.09 51.4		5 54.5 2.18 50.1
50.5 5 834	50.4 5 911	50.6 4 869	50.7 4 634	50.6 3 653	49.8 1 107	51.1 634	51.3 45 785	51.4 22 439	49.7 7 138	51.4 7 343	52.3 4 785	51.8 1 948	51.8 1 201	53.0 535	47.0 335	49.6 119 385	49.6 45 431	49.5 21 946	49.9 22 202	49.8 19 869	49.1 7 041	48.5 2 602	50.0 29 386	49.9 25 952	51.8 1 283	49.8 785	
3.33	· 2.93	2.73	2.16	2.28	2.68	3.22	2.01	2.11	1.89	1.92	2.22	1.97	2.04	0.62	1.28	2.85	2.75	2.97	3.05	2.64	3.00	3.38	2.31	2.36	1.66	1.83	
5 049 51.4 4 443 52.6	4 295 50.8	3 587 51.6	3 600 54.1	2 789 51.5	862 54.5	464 52.2	35 892 55.1	17 424 54.9	5 693 55.5	5 786 55.9	3 706 53.1	1 522 54.8	935 54.9	481 61.1	285 61.1	86 606 52.3	33 872 54.1	15 779 52.2	15 722 51.4	14 012 49.8	5 075 51.2	1 881 52.4	22 832 54.7	20 112 56.1	1 043 57.1	633 56.9	
Southern Rhodesia Malawi	Zambia	Ruanda	Burundi	Somalia	Mauritius	Réunion	Middle	Congo (Kinshasa)	Angola	Cameroon	Chad	Central African Rep.	Congo (Brazzaville)	Gabon	Equatorial Guinea	Northern	UAR (Egypt)	Sudan	Morocco	Algeria	Tunisia	Libya	Southern	South Africa (Rep. of)	Lesotho	Namibia	

Africa's Labour Force, 1960-80

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TABLE D. H	

		197	0			198(•	
Region and country	Total ('000)	Crude activity rate (%)	Annual rate of growth 1960-70 (%)	% of females	Total ('000)	Crude activity rate (%)	Annual rate of growth 1970-80 (%)	% of females
Africa	132 479	38.5	1.99	31.1	165 379	36.2	2.24	30.7
Western	43 450	42.9	1.96	38.9	53 613	40.2	2.12	38.7
Nigeria	22 534	40.9	1.98	38.8	27 607	37.9	2 05	38.8
Ghana	3 492	38.7	2.48	37.7	4 695	37.3	3.00	38.0
Upper Volta	2 997	55.7	1.68	46.7	3 600	53.2	1.85	46.1
Mali	2 848	56.0	1.88	47.4	3 517	53.4	2.13	46.7
Ivory Coast	2 302	53.4	1.92	43.8	2 813	50.4	2.02	44.1
Senegal	1 739	44.3	1.83	39.1	2 097	41.3	1.89	38.1
Guinea	1 870	47.7	1.70	40.3	2 260	45.1	1.91	40.0
Niger	1 217	31.6	2.65	9.8	1 620	30.8	2.90	10.6
Sierra Leone	1 054	39.9	1.60	35.0	1 258	37.1	1.78	34.0
Dahomey	1 318	49.1	1.99	44.9	1 638	46.2	2.20	44.4
Togo	800	43.0	2.04	38.6	1 005	40.9	2.31	37.7
Liberia	478	40.8	1.02	32.4	546	37.8	1.34	31.7
Mauritania	366	31:3	1.91	4.1	452	30.0	2.13	4.4
Portuguese Guinea	178	32.0	0.58	3.9	200	30.9	1.17	4.0
Gambia	190	52.2	1.48	44.2	219	48.1	1.43	43.8
Eastern	41 975	42.9	2.06	35.1	52 688	40.9	2.30	34.8
Ethiopia	11 307	45.1	1.59	35.1	13 575	43.1	1.84	34.7
Tanzania	5 841	44.1	2.24	36.7	7 391	42.3	2.38	36.4
Kenya	4 354	39.9	2.69	34.3	5 783	38.3	2.88	33.7
Uganda	3 796	44.2	2.23	33.7	4 788	42.2	2.35	33.6
Mozambique	2 248	29.2	1.54	9.1	2 692	27.7	1.82	9.4
Madagascar	3 583	51.7	2.20	45.7	4 565	49.2	2:45	45.1

Southern Rhodesia	1 830	36.2	2.58	27.8	2 379	33.1	2.66	28.5
Malawi	2014	45.3	2.31	37.6	2 554	43.8	2.40	37.0
Zambia	1 649	38.4	2.56	32.8	2 153	36.4	2.70	31.6
Rwanda	1 943	54.2	2.31	48.3	2 510	51.5	2.59	47.7
Burundi	1828	50.8	1.78	44.8	2 229	48.1	2.00	44.6
Somalia	1 084	38.9	1.60	29.7	1415	38.7	2.70	2.02
Mauritius	250	, 29.0	2.26	17.6	336	30.4	3.00	17.9
Réunion	118	25.5	2.52	20.3	162	25.6	3.22	21.6
Middle	15 257	42.5	1.55	37.9	18 114	39.6	1.73	36.9
Congo (Kinshasa)	7 934	45.5	1.50	43.6	9 384	41.8	1.69	42.5
Angola	1660	29.2	1.62	8.0	1 939	27.2	1.57	8.7
Cameroon	2816	48.7	1.51	43.2	3 320	45.2	1.66	42.1
Chad	1 310	35.3	2.14	24.6	1666	34.8	2.43	23.5
Central African Republic	850	55.8	1.63	49.5	1 031	52.9	1.95	48.2
Congo (Brazzaville)	336	36.0	1.62	36.9	404	33.6	1.86	35.6
Gabon	235	48.8	0.30	42.1	246	46.0	0.46	39.4
Equatorial Guinea	103	36.2	0.92	3.9	112	33.3	0.84	3.6
Northern	23 601	27.3	2.26	1.7	30 969	25.9	2.75	7.4
UAR (Egypt)	9 174	27.1	2.20	6.6	11 741	25.8	2.50	6.6
Sudan	5 065	32.1	2.68	10.3	6 760	30.8	2.93	11.1
Morocco	4 161	26.5	2.41	7.8	5 543	25.0	2.91	8.2
Algeria	3 369	24.0	1.58	3.4	4 545	22.9	3.04	3.5
Tunisia	1 273	25.1	2.18	6.4	1 685	23.9	2.84	6.4
Libya	488	25.9	2.81	4.7	625	24.0	2.51	4.6
Southern	8 197	35.9	1.85	26.5	9 994	34.0	2.00	27.4
South Africa (Rep. of)	6 877	34.2	1.91	23.5	8 411	32.4	2.03	24.7
Lesotho	571	54.7	1.34	46.1	671	52.3	1.63	45.2
Namibia	234	37.0	1.18	22.2	266	33.9	1.29	22.9
Botswana	322	51.8	1.85	46.9	391	49.4	1.96	46.3
Swaziland	193	45.9	2.35	48.2	254	44.3	2.78	46.9

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Africa's Labour Force, 1960-80