



The Gambia Labour Force Survey (GLFS 2022-23) Analytical Report

The Gambia Bureau of Statistics (GBoS)

Contents

LIST OF TABLES	v
LIST OF FIGURES	vii
FOREWORD	viii
ACRONYMS AND ABBREVIATIONS	x
EXECUTIVE SUMMARY	xii
SUSTAINABLE DEVELOPMENT GOAL INDICATORS.	xvi
CHAPTER 1: BACKGROUND INFORMATION	1
1.1 Introduction	1
1.2 Objective	1
1.3 Labour market concepts and definitions	2
1.3.1 Household.....	2
1.3.2 Working age population	2
1.3.3 Employed.....	2
1.3.4 Employees	2
1.3.5 Employers.....	3
1.3.6 Branch of economic activity	3
1.3.7 Employment-to-population ratio	3
1.3.8 Informal employment	3
1.3.9 Informality of the employment.....	3
1.3.10 Institutional sector of employment.....	4
1.3.11 Child Labour.....	4
1.3.12 Contributing family workers	4
1.3.13 Disability status	4
1.3.14 International migrants.....	4
1.3.15 International migrant workers	4
1.3.16 Labour force	5
1.3.17 Labour force participation rate	5
1.3.18 Potential labour force.....	5
1.3.19 Time related underemployment.....	5

1.3.20 Labour underutilization: unemployed, time-related underemployed (TRU), potential labour force (PLF)	5
1.3.21 Nature of the economic unit	6
1.3.22 Occupation	7
1.3.23 Occupational gender segregation.....	7
1.3.24 Outside labour force	7
1.3.25 Own-account workers.....	7
1.3.26 Producers of goods or services for own final use.....	7
1.3.27 Status in employment	7
1.3.28 Youth not in employment nor in education, employment or training (NEET)	7
1.3.29 Main job.....	8
1.3.30 Decent work.....	8
CHAPTER 2: SURVEY METHODOLOGY	9
2.1 Survey instruments	9
2.2 Pre-test.....	9
2.3 Recruitment of field staff	9
2.4 Training of field staff	10
2.5 Fieldwork	10
2.6 Monitoring.....	11
2.7 Data processing	11
2.8 Sample Design and Estimation Procedures for The Gambia Labour Force Survey (GLFS 2022-23)	11
2.8.1 Introduction	11
2.8.2 Sample frame	11
2.8.3 Sample Size and Sample Allocation.....	12
2.8.4 Sample Selection	13
2.8.5 Sample probabilities and sampling weights	14
2.8.6 Calculation of Sampling Errors	14
2.8.7 Response rates	14
CHAPTER 3: MAIN LABOUR FORCE INDICATORS	16
CHAPTER 4: WORKING AGE POPULATION CHARACTERISTICS AND LABOUR FORCE PARTICIPATION	21

CHAPTER 5: EMPLOYMENT AT MAIN JOB	25
5.1. Status in employment	25
5.2. Branches of economic activity and occupations	27
5.2.1. Branches of economic activity	27
5.2.2. Occupation	28
5.3 Informal sector and informal employment	30
5.3.1: Employment in Informal sector	30
5.3.2. Informal employment	31
5.4 Working time in employment	32
5.4.1 Working time	32
CHAPTER 6: UNEMPLOYMENT AND LABOUR UNDERUTILIZATION	35
6.1 Unemployment rate	35
6.2 Duration for seeking employment	38
6.3 Labour underutilization	39
CHAPTER 7: PERSONS OUTSIDE THE LABOUR FORCE	42
7.1 Discouraged jobseekers	43
CHAPTER 8: WOMEN AND EQUAL OPPORTUNITIES	45
CHAPTER 9: YOUTH POPULATION	48
9.1 Youth and education	48
9.2 Youth neither in employment, nor in education (NEET)	50
CHAPTER 10: WORK IN AGRICULTURE	53
10.1 Market oriented agriculture	53
10.2 Non-market oriented (subsistence agriculture)	53
CHAPTER 11: OWN-USE PRODUCTION WORKS OUT OF AGRICULTURE	54
CHAPTER 12: CHILD LABOUR	56
12.1 Child labour	57
12.2 Profile of children in child labour	57
12.3 Characteristics of child labour	58
12.5 Child labour and education	59
CHAPTER 13: MIGRANT WORKERS	60
13.1 International migration	61

13.4 Reasons for international migration	64
CHAPTER 14: WORKERS WITH DISABILITIES.....	65
14.1 Disability and Employment.....	65
14.2 Youth (15-35) disability	67
ANNEX A: STATISTICAL TABLES	71

LIST OF TABLES

Table 2. 1: Sample allocation of EAs and households by LGA and type of residence	12
Table 2. 2: Results of the household and individual interviews	15
Table 3. 1: Main labour force and labour underutilization (LU) indicators (%), GLFS 2022-2023 – Main job.....	18
Table 5. 1: Status in employment at main job (ICSE-1993) by sex and residence area.....	26
Table 5. 2: Employed persons by branch of economic activity in main job.....	28
Table 5. 3: Employed persons by occupation and sex in main job.....	29
Table 5. 4: Distribution of employed population by occupation according to the level of education.....	30
Table 5. 5: Employed persons in the informal sector by status in employment and sex in main job	31
Table 5. 6: Classification of Production units and informal or formal job	32
Table 5. 7: Usual and actual hours of work at main and secondary jobs.....	33
Table 6. 1: Duration of unemployment: Elapsed duration of job search	39
Table 7. 1: Demographic characteristics of population outside labour force	43
Table 7. 2: Discouraged jobseekers by sex, residence, LGA, disability and age	44
Table 8. 1: Women and men in managerial positions.....	46
Table 8. 2: Occupations with high gender segregation.....	47
Table 9. 1: Youth population (15-35 yrs.) with respect to employment and education, 2022-23	50
Table 10. 1: Market-oriented agriculture	53
Table 10. 2: Works status in agriculture	53
Table 11. 1 : Engagement in own-use production of goods	55
Table 12. 1: Percentage distribution of children in child labour, by age group, sex, residence and LGA.....	58
Table 13. 1: Distribution of working age and employed populations by nationality and sex	61
Table 13. 2: Distribution of the unemployed and economic activity by place of birth and sex ...	62
Table 13. 3: Distribution of employment status and labour force participation rate by place of birth and sex.....	62
Table 13. 4: Distribution of working age and employed/unemployed population by citizenship status and sex	63
Table 13. 5: Distribution of economic activity and status in employment by citizenship status..	64
Table 13. 6: Main reasons for migrating to the Gambia.....	64
Table 14. 1: Functional difficulties for persons 15 years and older by sex and residence	66
Table 14. 2: Persons with disability by age group (15 years and older).....	66
Table 14. 3: Persons with disability by LGA (15 years and older).....	66
Table 14. 4: Persons with disability by labour force status (15+)	67
Table 14. 6: Youth (15-35yrs) with disability by sex and residence	67
Table 14. 7: Youth with disability by labour force status.....	68
Table 14. 8: Youth with disability by sex and labour force status (count)	68

Table 14. 9: Youth with disability by gender and labour force status	69
Table 14. 10: Youth with disability by LGA	69

LIST OF FIGURES

Figure 3. 1: Regional variations of Labour force participation rate, Employment-to-population ratio and Unemployment rate	20
Figure 4. 1: Working age population status (15 years and older).....	21
Figure 4. 2: Labour force participation rate by educational attainment.....	22
Figure 4. 3: Labour force participation rate by educational attainment among young and adult population	23
Figure 4. 4: Labour force participation rate by sex and age group	24
Figure 5. 1: Status in employment at main job	25
Figure 5. 2: Employed population by sector of employment.....	26
Figure 5. 3: Share of employment by broad branch of economic activity.....	27
Figure 5. 4: Usual and actual hours of work of employed persons at all jobs	34
Figure 6. 1: Unemployment rate by sex, age group	37
Figure 6. 2: Unemployment rate by educational attainment.....	38
Figure 6. 3: Composition of labour underutilization	40
Figure 6. 4: Composite measure of labour underutilization by sex, urban/rural area, age group and educational attainment	41
Figure 7. 1: Proportion of working age population outside labour force by LGA	42
Figure 8. 1: Labour force participation by marital status and sex	45
Figure 9. 1: Youth (15-35 years old) labour force participation rate and unemployment rate by educational attainment	49
Figure 9. 2: Youth not in employment and not in education	51
Figure 9. 3: Proportion of Youth (15-35) neither in Employment nor in Education (NEET) by Local Government Area (LGA)	52

FOREWORD

The Gambia Bureau of Statistics (GBoS) is pleased to present the results of 2022-23 Gambia Labour Force Survey (GLFS 2022-23). The GLFS 2022-23 was conducted by Gambia Bureau of Statistics in collaboration with Ministry of Trade, Industry, Regional Integration and Employment on behalf of the Government of The Gambia. The government conducted this survey in collaboration with development partners and other stakeholders.

The GLFS 2022-23 is the third comprehensive labour force survey conducted in the Gambia after 2012 GLFS and 2018 GLFS. The ultimate goal of this survey was to collect labour market information and other socio-economic data required for policy formulation and decision making in planning processes.

I wish to extend my sincere gratitude to the Government of the Gambia, United Nations Development Programme (UNDP) Country Office, German Agency for International Cooperation (GIZ) and Youth Empowerment Project (YEP) through International Trade Center (ITC), International Organisation for Migration (IOM) the International Labour Organisation (ILO) for providing funding for the study.

Special thanks to the GLFS 2022-23 Technical Working Group for their support in the preparation of survey instruments.

I do appreciate the substantial contributions made by the ILO Department of Statistics and ILO Decent Work Team for West Africa, in particular Dr. Yacouba Diallo, the ILO Principal Statistician for his technical support.

I also wish to thank the EU technical assistants (the TA currently attached to the Bureau for her contribution from the design of the survey to the production of the final report and the recruitment of the consultant for development of the Computer Assisted Personal Interview (CAPI) programme used in the survey) for their immeasurable contribution and technical support throughout the survey process.

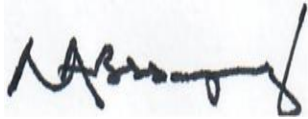
Also gratefully acknowledged are the contributions of all GBoS staff and in particular the three field coordinators: Muhammed I. Jaiteh, Sanna Manjang and Mohammed L. Janneh, who managed and coordinated all personnel and activities related to the survey preparation, design, training, implementation, data collection, data preparation and analysis of the survey outcomes.

I would like to express my gratitude to Lamin Kanteh, Kutub Hydera, Mawdo Gibba, Ebrima Suso, Alieu Saho and the three field coordinators for finalising the report.

I would also like to express my gratitude to Ms Awa Nagib and Ms Mariama Davies for their roles as data processing assistants and editors of the data before the final production of the tables. I would also like to express my appreciation to Lamin Janneh as the data processing manager for the survey.

I would also like to extend my sincere gratitude to all team supervisors, enumerators and drivers who took part in the survey.

Finally, but not least, I would like to thank all respondents who agreed to spare their time for the interview and provide useful information that has enabled GBoS to obtain the required information.

A handwritten signature in black ink, appearing to read 'Nyakassi M.B. Sanayang', written in a cursive style.

Nyakassi M.B. Sanayang
Statistician-General
Gambia Bureau of Statistics

July, 2023

ACRONYMS AND ABBREVIATIONS

CAPI	Computer Assisted Personal Interviews
CRPD	Convention of Rights of Persons with Disabilities
EA	Enumeration Area
ECE	Early Childhood Education
Emp-Pop	Employment to population ratio
EU	European Union
GBoS	Gambia Bureau of Statistics
GLFS	Gambia Labour Force Survey
ICF	International Classification of Functioning, Disability, and Health
ICLS	International Conference of Labour Statisticians
ICSE	International Standard Classification of Status in Employment
IHS	Integrated Household Survey
ILO	International Labour Organisation
ISCO	International Standard Classification of Occupations
ISIC	International Standard Industrial Classification
LF	Labour Force
LFPR	Labour Force Participation Rate
LFS	Labour Force Survey
LFS-DM	Labor Force Survey Disability Module
LGA	Local Government Area
LU	Labour Underutilisation
NEC	Not elsewhere classified
NEET	Not in employment, nor in education or training

NGO	Non-Governmental Organisation
NPF	National Provident Fund
PLF	Potential Labour Force
SDG	Sustainable Development Goal
SNA	Systems of National Accounts
TRU	Time-Related Underutilisation
UN	United Nations
UR	Unemployment rate
Yrs	Years

EXECUTIVE SUMMARY

The working age population, defined as the population aged 15 years and older, is composed of 48.2 per cent of males and 51.8 per cent of females who mainly live in urban areas (61.5%).

1. Labour force status of the working age population. On average, four in ten persons of working age are engaged in the labour market (43.6%), by either working or being unemployed. The population outside the labour force (56.4%), is composed of persons only studying (23.4%), subsistence farmers (9.4%) or persons in other situation such as elderly people, disabled, discouraged job seekers (23.6%).

As typically observed the **labour force participation rate** (LFPR) is higher for males (47.9%) than for females (39.6%) in each age category. The profile by age group shows that young people enter the labour market later due to longer education. The participation reaches a maximum in prime ages (35-59 years) around 60 per cent and then declines at the age of retirement. In terms of place of residence, the LFPR is much higher in urban compared to rural areas (62.6% and 37.4% respectively). This result is partly impacted by the survey period after harvesting.

The **employment-to-population** ratio informs on the share of the working age population who is employed. The employed are all those persons of working age who, during the previous week, were engaged in any activity to produce goods or provide services in exchange for pay or to generate profit (in cash or in kind). The employment to population ratio is 40.3 per cent and offers a similar picture to that of the labour participation rate since the labour force mainly consists of employed persons.

The **unemployment rate** stands at 7.6 per cent. The unemployed are persons of working age who (i) were not employed during the previous week preceding the date of interview, (ii) actively looked for a job in the past four weeks, (iii) have been available for a job during the previous week or in the two coming weeks after the date of interview.

The indicator does not reflect the unmet needs for employment and new indicators have been developed by the ILO to better measure the various forms of **labour underutilization**. Labour underutilisation refers to the total number of persons in the labour force who are not being fully utilised, as well as some who are outside the labour force but who have a stronger attachment with the labour market and can be considered as potential labour force. The potential labour force gathers persons who are (i) either seeking employment but are not available or (ii) who want to work but are not seeking. Discouraged job seekers are a subgroup of the potential labour force. The combined rate of unemployment and potential labour force (LU3) reaches 31.6 per cent.

The composite measure of labour underutilization (LU4) combines unemployment, time-related underemployment and potential labour force. Time-related underemployment refers to employed persons who, during the specified reference period of the survey (i) wanted to work additional

hours, (ii) were working in all jobs less than 35 hours, and (iii) were available to work additional hours. LU4 stands at 41.5 per cent indicating that some form of labour underutilization affected a significant percentage of the extended labour force. The indicator gives a clearer picture of the difficulties faced by the persons to enter the labour market in good working conditions. Broadly, labour underutilization is more prevalent among female (50.5%) than male (31.8%), and in rural areas (48.8%) compared to urban areas (36.2%).

2. Employment characteristics. The vast majority of the employed population has one job, multiple job holders accounts for 5.4 per cent. In terms of **status in employment** more than half are independent workers, either as own-account workers (52.9%) or employers (5.8%). Dependent workers mainly consist of employees (34.6%), contributing family workers amount to 6.6 per cent.

The composition of employment by **broad economic activities** shows the predominance of services sector (57.7%) with three main branches: wholesale and retail trade; repair of motor vehicles (26.2%), accommodation and food service activities (6.0%) and transportation and storage (5.6%).

The proportion of workers in agriculture and industry are similar. Industry represents 21.2 per cent of total employment with construction occupying 10.7 per cent of workers and manufacturing¹ 9.1 per cent. Agriculture provides jobs to 21.0 per cent of the workers.

Occupations performed by employed derived from the structure of the economic activity. Services and sales workers accounts for 32.6 per cent, skilled-agricultural, forestry and fishery workers for 17.6 per cent, craft and related trades workers (17.5%) and elementary occupations 13.8 per cent. The proportion of highly qualified staff such as managers, professionals and technicians reaches 12.1 per cent. The distribution by occupation also reflects the level of education of the manpower since 38.2 per cent have never attended school (formal education) and less than 10.0 per cent have attained a diploma or higher degree.

Working time, in average employed persons have worked 38.9 hours in the previous week in their main and secondary jobs. **Time-related underemployment** is another indicator reflecting the mismatches between labour supply and demand. Time-related underemployment is measured in the survey as all persons employed (a) who wanted to work additional hours, (b) were working in all jobs less than 35 hours during the reference period, and (c) were available to work additional hours given an opportunity for more work. The surveys shows that 13.3 per cent of employed persons are in time-related underemployment.

Informality. The concept regroups employment in the informal sector and informal employment. Employment in the **informal sector** corresponds to workers engaged in private businesses that are not registered with the Gambia revenue authority or that do not keep written

¹ SDG indicator 9.2.2.

records of accounts. The survey reveals that employment in the informal sector amounts to 62.8 per cent of total employment, almost twice higher than that in the formal sector (32.7%).

Informal employment refers to the type of employment relationship of the job holder². Informal employment gathers employers and own-account workers engaged in the informal sector, as well as employees who do not benefit from social protection such as pension funds, paid annual leave or sick leave. The proportion of informal employment in total employment (SDG indicator 8.3.1) reaches 79.4 per cent. A proportion of workers in the formal sector do not benefit from social protection (15.4%).

3. Women in the labour market. The survey depicts gender imbalances in labour status and working conditions. Women labour force participation rate is lower than that of male (39.6% and 47.9% respectively). Women are more affected by labour underutilisation; the composite rate of labour underutilization (LU4) stands at 50.5 per cent among women compared to 31.8 per cent for males.

Women work in low-quality jobs, on average eight in ten women work in the informal sector and are engaged in informal employment.

Almost seven in ten women are own-account workers compared to nearly four in ten among men. The proportion of female employees is twice lower than that of male employees (20.9% and 46.8% respectively). They are mainly engaged in the sector of services (63.6%) performing services and sales work (45.8%) and in the agricultural sector (30.1%) as skilled workers (25.4%). The situation of male employees displays a different picture, while a majority have found employment in services (52.2%) as services and sales workers (20.7%) and in the industry sector (34.5%) as craft and related trades workers (28.8%) and plant and machine operators and assemblers (9.8%).

The proportion of women in managerial positions (SDG indicator 5.5.2) under Goal 5 “Achieve gender equality and empower all women and girls” stands at 36.1 per cent, below the objective of equal opportunities for leadership.

4. Youth in the labour market. The survey shows the challenges youth are facing for entering the labour market and accessing quality jobs. Their situation resembles that of women. The youth’s labour force participation rate is around fifteen points below that of adults (38.1% compared to 53.5%). The unemployment rate is three times the corresponding adult rate (10.5% and 3.8% respectively) and almost half of the youths are underutilised, (LU4) stands at 48.6 per cent against 30.6 per cent among adults. On average, six in ten youth work as self-employed and are mainly engaged in informal employment (84.0%). Similar to the adult population, some gender disparities persist, young women are worse off than young males.

² Workers engaged by households are excluded from the classification of employment in the informal sector.

SDG indicator ‘Not in employment, education or training’ (NEET) is the only youth-specific indicator under Goal 8 ‘Decent work and economic growth’. The survey reveals that 45.3 per cent of the youth are not in employment, in education or training. This does not mean that half of the youth is idle, they may be involved in other forms of work, such as volunteer work or unpaid trainee work. The fact that almost half of the youth do not participate in the economy is an issue in achieving sustainable development.

5. Workers with disabilities. On average, persons with disabilities represent 4.3 per cent of the working age population, but this proportion reaches 22.3 per cent for those aged 60 years and over. The survey finds a lower participation of disabled in the labour force (32.8%) than that of persons without disabilities (44.1%), that can be partly due to the fact that they are older and may have reached retirement age. Labour underutilisation indicators show the same trend, the unemployment rate of persons with disability (SDG indicator 8.5.2) stands at 7.2 per cent, a rate close to that of persons without disabilities. Similarly, the composite measure of labour underutilization (LU4) is lower.

6. Child labour. SDG indicator ‘Proportion and number of children aged 5-17 years engaged in child labour’ aims to eliminate the worst forms of child labour. The survey shows that the proportion of children in child labour stands at 22.9 per cent. The incidence of child labour increases with the age ranging from 21.5 per cent among children aged 5-14 to 28.5 per cent in the age group 15-17.

Child labour is predominant in rural areas whatever the sex of the child, the proportion of children in child labour is almost four times higher in rural areas (38.2%) compared to urban areas (10.3%), and is performed by almost half of the children in Mansakonko, Kuntaur and Janjanbureh. More than one third of children aged 5-14 in rural areas are in child labour (36.3%) and mainly perform agricultural activities. The rate reaches 46.7 per cent among children aged 15-17 years.

The survey assesses the impact of work on children’s education. On average, 23.0 per cent of children aged 5-14 years work, the majority of them continue going to school (15.1%) and the remainders (7.9%) only work. Nevertheless, the share of children who only work is doubled in rural areas (13.1%).

In the older age group (15-17 years), 36.4 per cent of the children work but still the majority of them pursue education. The rate of children engaged in work in rural areas amounts to 57.6 per cent of whom 26 per cent only work.

SUSTAINABLE DEVELOPMENT GOAL INDICATORS.

Sustainable Development Goal Indicators —The Gambia LFS 2022-23

Indicator	Sex		
	Male (%)	Female (%)	Total (%)
5. Gender equality			
5.5.2 Proportion of women in managerial positions		36.1	
8. Decent work and economic growth			
8.3.1 Proportion of informal employment in total employment	74.7	84.7	79.4
8.5.2 Unemployment rate, by sex, age and persons with disabilities	7.8	7.2	7.6
8.6.1 Proportion of youth (aged 15–24 years) not in education, employment or training	42.9	42.3	42.6
8.7.1 Proportion and number of children aged 5–17 years engaged in child labour, by sex and age	23.5	22.6	23.1
9. Industry, innovation and infrastructure			
9.2.2 Manufacturing employment as a proportion of total employment	12.9	5.0	9.1

CHAPTER 1: BACKGROUND INFORMATION

1.1 Introduction

Labour Force Surveys (LFS) are designed with the objective to produce official national statistics on the labour force, employment and unemployment for monitoring and planning purposes. LFS are the main source behind headline indicators of the labour market for short-term monitoring as well as more structural information on the number and characteristics of the employed, their jobs and working conditions, the job search activities of those without work, etc. They are a unique source of data on informal employment, and increasingly designed to produce statistics on unpaid forms of work and other related topics.

The 2022-23 Gambia Labour Force Survey (GLFS 2022-23) collected information relating to employment, unemployment, as well as to determine the socio-economic characteristics of the labour force in support of macro-economic planning and employment policy formulation, implementation and monitoring. The data collected will constitute a basic input to the Labour Market Information System and programmes to improve the welfare of the people of The Gambia.

The most recent comprehensive Labour Force Survey conducted in the Gambia was in the year 2018 (GLFS 2018) before GLFS 2022-23. However, the results from GLFS 2018 and GLFS 2022-23 cannot be compared as the formulation of the questions in the survey tools were different to follow the latest ILO recommendations.

1.2 Objective

The broad objective of the 2022-23 Gambia Labour Force Survey (GLFS 2022-23) is to obtain comprehensive data on the status of the Labour Market. Broadly, the survey provides baseline data on access to the labour market, the socio-economic characteristics of the labour force, the characteristics of employment and degree of informality for use in planning, policy implementation, monitoring and evaluation of Government programmes aimed at improving the livelihood of the population and especially the vulnerable groups.

Specific objectives include the following:

- To measure the extent of labour underutilization including unemployment and underemployment in the country
- To provide measures of both current and usual economic activities
- To obtain a measure of the size of employment in the informal sector
- To collect information on the characteristics, nature, size and reasons for having child labour, and to determine conditions and effects of their work.
- Geographical and sector contribution to employment
- Gender dimension of employment

- Economic Migrants and their gender and geographical dimension

1.3 Labour market concepts and definitions

1.3.1 Household

A household consist of one person or a group of persons whether or not they are related by blood or marriage living in a dwelling/living together and who have a common arrangement of housekeeping that is sharing meal together and sharing living arrangement and they should acknowledge one person male or female as the head of the household.

1.3.2 Working age population

Population aged 15 years and older.

1.3.3 Employed

The employed are all those persons of working age who, during the previous week, were engaged in any activity to produce goods or provide services in exchange for pay or to generate profit (in cash or in kind).

They comprise:

- employed persons “at work”, i.e. who worked in a job for at least one hour;
- employed persons “not at work” due to temporary absence from a job, or to working-time arrangements (such as shift work, flexitime and compensatory leave for overtime).

1.3.4 Employees

Employees are workers employed for pay, on a formal or informal basis, who do not hold controlling ownership of the economic unit in which they are employed. They are remunerated in cash or in kind in return for time worked, or, in some cases, for each task or piece of work done or for services provided including sales (by the piece or commission).

This group gathers:

- Permanent employees (or with contracts without limit of time) are employees who are employed on an ongoing or indefinite basis and guaranteed a minimum number of hours or amount of work.
- Fixed-term employees are employees who are employed on a time-limited basis for a period of three months or more and who are guaranteed a minimum number of hours or amount of work.
- Short-term and casual employees are employees with short-term employment arrangements and/or without a guaranteed minimum number of hours or amount of work per pay period. It excludes paid apprentices, interns, trainees with short-term employment arrangements.
- Paid apprentices, trainees and interns are employees who work for pay in an economic unit in order to acquire workplace experience or skills in a trade or profession.

1.3.5 Employers

Employers are independent workers who own the economic unit in which they work and control its activities on their own account or in partnership with others, and in this capacity regularly employ one or more employees. The economic unit which they own and control may be incorporated or unincorporated, and its employees may be formal, informal, working full-time, part-time, or on a casual basis.

1.3.6 Branch of economic activity

The branch of economic activity refers to the main activity of the establishment in which a person worked during the reference period. The branch of economic activity of a person does not depend on the specific duties or functions of the person's job, but rather on the characteristics of the economic unit in which the person works.

Data presented by branch of economic activity is based on the International Standard Industrial Classification of All Economic Activities (ISIC, Rev.4). They can be grouped by broad sector of economy:

- Agriculture comprises activities in agriculture, hunting, forestry and fishing.
- Industry comprises mining and quarrying, manufacturing, construction and public utilities (electricity, gas and water).
- Services consists of wholesale and retail trade, restaurants and hotels, transport, storage and communications, finance, insurance, real estate and business services, and community, social and personal services.

1.3.7 Employment-to-population ratio

The employment-to-population ratio is defined as the proportion of the working-age population that is employed. The indicator provides information on the ability of an economy to create employment; for many countries the indicator is often more insightful than the unemployment rate.

1.3.8 Informal employment

Informal employment refers to the type of employment relationship of the job holder. Informal employment includes:

- Employers and own-account workers without employees engaged in the informal sector;
- Employees who do not benefit from social protection such as pension funds, paid annual leave or sick leave.

1.3.9 Informality of the employment

Informality of the employment regroups employment in the informal sector and informal employment.

1.3.10 Institutional sector of employment

Institutional sector of employment refers to the kind of economic unit in which the person is employed, as defined by its legal organisation, principal functions, behaviour and objectives.

The survey data distinguish three sectors of employment:

- Public sector refers to all government institutions or state-owned enterprises.
- Private sector includes market enterprises, as well as NGOs, non-profit institutions, international organizations and foreign embassies.
- Household refers to private households as employers of domestic workers.

1.3.11 Child Labour

For the production of child labour indicators, the survey considered national legislation as well as international recommendation, in accordance with the ILO Minimum age convention 138, the ILO convention 182 and in line with the 20th ICLS. In this survey, a child is considered to be in child labour if the following conditions are met:

- Children aged 5-11: working for at least one hour in economic activity (work).
- Children aged 12-14: working for 14 hours or more per week (non-light work) or working in designated hazardous industries (mining and quarrying, and construction) or exposed to hazardous conditions or working in hazardous occupation.
- Children aged 15-17: working for 43 hours or more per week or working in designated hazardous industries (mining and quarrying, and construction) or exposed to hazardous conditions or working in hazardous occupation.

1.3.12 Contributing family workers

Contributing family workers are workers who help, without receiving regular pay, in a job or market-oriented enterprise held or operated by a household or family member.

1.3.13 Disability status

The criteria for identifying people with disability follows the Washington Group Short Set of functioning that assesses difficulties with six universal basic activities (functions): seeing, hearing, walking, self-care, cognition and communication. Respondents who answer “a lot of difficulty” or “cannot do it at all” to at least one of the six functioning questions are considered as disabled.

1.3.14 International migrants

International migrants are “all persons who are usual residents of that country and who are citizens of another country (foreign population) or whose place of birth is located in another country (foreign born population)”.

1.3.15 International migrant workers

International migrant workers are defined as all persons of working age in The Gambia who are in one of the following two categories:

- Usual residents: international migrants who during a specified reference period, were in the labour force, either in employment or in unemployment;
- Not usual residents, or non-resident foreign workers: persons who, during a specified reference period, were either in employment supplying labour to resident producer units of that country or were seeking employment in that country.

Since non-resident foreign workers are usually not covered in household surveys, the survey refers to workers with non-Gambian citizenship who were in employment or seeking employment during the reference period.

1.3.16 Labour force

The labour force is the sum of the number of persons of working age who are employed and the number of persons of working age who are unemployed.

1.3.17 Labour force participation rate

The labour force participation rate is a measure of the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work. The indicator informs on the size of the supply of labour available to engage in the production of goods and services, relative to the population at working age.

The labour force participation rate is calculated by expressing the number of persons in the labour force as a percentage of the working-age population.

1.3.18 Potential labour force

The potential labour force is defined as persons not employed who:

- want to work and looked for work but were not available, or
- did not look for work but were available. This group also called discouraged job seekers are not seeking work because they don't believe work is available.

1.3.19 Time related underemployment

Persons in time-related underemployment comprise all persons in employment who satisfy the following three criteria during the reference period: a) are willing to work additional hours; b) are available to work additional hours i.e., are ready, within a specified subsequent period, to work additional hours given opportunities for additional work; and c) worked less than 35 hours.

The indicator is a measure of labour underutilization that provides information regarding the share of employed persons who are willing and available to increase their working time.

1.3.20 Labour underutilization: unemployed, time-related underemployed (TRU), potential labour force (PLF)

Labour underutilization refers to mismatches between labour supply and demand, which translate into an unmet need for employment among the population.

There are four indicators to assess the nature of labour underutilization (LU):

LU1: Unemployment rate:

Persons of working age unemployed meet three conditions:

- Not to be employed, meaning not to have worked for pay or profit during the reference period. A person can be unemployed while being engaged in other forms of work such as own-use production work, volunteer work or unpaid trainee work. The distinction between employment and own-use production of goods is based on the main intended destination of the production. Production of goods mainly intended for sale or exchange are included in employment.
- To have actively looked for a paid job or to start a business in the past four weeks.
- To have been available for a job during the reference period or in the two coming weeks.

Persons who have already found a job and who will start their new job within three months are considered as unemployed.

Long-term unemployment refers to a duration of unemployment of 12 months or more.

Measurement: $[\text{persons in unemployment} / \text{labour force}] \times 100$

LU2: Combined rate of time-related underemployment and unemployment:

This indicator is particularly important in developing economies, where many workers are underemployed and engaged in informal activities and small-scale agriculture.

Measurement: $[(\text{persons in time-related underemployment} + \text{persons in unemployment}) / \text{labour force}] \times 100$

LU3: Combined rate of unemployment and potential labour force:

$[(\text{persons in unemployment} + \text{potential labour force}) / (\text{extended labour force})] \times 100$

LU4: Composite measure of labour underutilization:

$[(\text{persons in time-related underemployment} + \text{persons in unemployment} + \text{potential labour force}) / (\text{extended labour force})] \times 100$

1.3.21 Nature of the economic unit

The production unit can belong to the formal sector, informal sector or to the household sector.

The informal sector comprises economic units having the following characteristics:

- unincorporated
- or not registered with the Gambia Revenue Authority
- or not keeping a complete set of written accounts for tax purposes
- or whose employees do not benefit from a pension fund
- or employing less than five persons.

The household sector regroups employees who work as domestic workers for households.

1.3.22 Occupation

Occupation refers to the tasks and duties performed by an employed person at their job, irrespective of the branch of economic activity or status in employment of that person. The survey data have been classified with the International Standard Classification of Occupations (ISCO-08).

1.3.23 Occupational gender segregation

Occupational gender segregation is defined as an “Actual dominance of one sex in a particular occupation or the higher share of one sex relative to the expected share”

1.3.24 Outside labour force

Persons outside of the labour force are persons of working age who are not employed and who are not looking for a job. There are different reasons for not participating in the labour force such as being occupied in caring for family members; retired, sick or disabled or attending school; persons may believe no jobs are available; or they may simply not want to work.

1.3.25 Own-account workers

Own-account workers are independent workers who operate an economic unit, alone or in partnership with others, that does not employ any employees on a regular basis. The economic unit which they operate may be incorporated or unincorporated.

1.3.26 Producers of goods or services for own final use

All persons of working age who, during the reference period, performed any activity to produce goods or provide services for own final use. For own final use is based on main intended destination of the production: by producer, by household members, or by family members living in other households.

1.3.27 Status in employment

Status in employment refers to the type of work relationship a person has in his/her job, taking into account the kind of economic risk and degree of authority that the person experiences in their job. The survey data distinguish four statuses in employment: employee, employer, own-account worker and contributing family worker.

1.3.28 Youth not in employment nor in education, employment or training (NEET)

The NEET rate measures the share of youth aged 15-35 who are not in education, employment or training as a percentage of the total youth population. It provides a measure of potential youth labour market entrants.

For measurement purpose it is important not to double count youth who are simultaneously both in employment and education or training. The formula can be expressed as:

NEET rate = [(Unemployed youth + Youth outside the labour force) – (Unemployed youth in education or training + Youth outside the labour force in education or training)] / Youth x 100

1.3.29 Main job

The main job is defined, as per the international standards, as the one in which the person usually work the most hours, even if they were absent from it in the reference week. If the hours of work are the same in each job, the main job/business is the one that generates the highest income.

1.3.30 Decent work

The International Labour Organization (ILO) defines decent work as “productive work for women and men in conditions of freedom, equity, security and human dignity”.

In general, work is considered as decent when:

- it pays a fair income
- it guarantees a secure form of employment and safe working conditions
- it ensures equal opportunities and treatment for all
- it includes social protection for the workers and their families
- it offers prospects for personal development and encourages social integration
- workers are free to express their concerns and to organize

CHAPTER 2: SURVEY METHODOLOGY

2.1 Survey instruments

The survey instruments for GLFS 2022-23 consist of listing forms, questionnaires and instruction manuals to supervisors and enumerators. The questionnaires were developed by GBoS in collaboration with the technical working group.

The questionnaire comprises two parts: the household questionnaire and the individual questionnaire.

The Household Questionnaire listed all usual members of the selected households. Basic demographic information was collected on each person listed, including age, sex, marital status, nationality relationship to the head of the household, education, migration and functioning. The data on age of household members were used to identify individuals eligible for the individual questionnaire.

The individual questionnaire collected information on each eligible individual including employment in the specified reference period, characteristics of current main job or business activity, working time in employment job search and child labour. All usual household members aged 5 years and above were eligible for the individual questionnaire. For all those aged 11 years and below, the parent or the caregiver was interviewed.

2.2 Pre-test

Fifteen participants (11 males and 4 females) took part in the training to pre-test the GLFS 2022-23 questionnaire over a 5-days period from 28th November to 2nd December 2022. The first three days featured classroom training focusing on questionnaire content and the CAPI system, an electronic data capture system programmed on tablet computers. On the 1st and 2nd December 2022, all participants took part in field practice using the CAPI in order to measure the accuracy and clarity of the tool. Pre-tests were carried out in the randomly selected households within clusters in the Kanifing LGA that were not sampled for the survey.

2.3 Recruitment of field staff

Prior to the commencement of GLFS 2022-23 main fieldwork training activities a lot of applications for the post of enumerator were sent to GBoS. Out of the received applications, the candidates selected for the main fieldwork training are the applicants with at least a bachelor's degree. Furthermore, some individuals with previous survey experience particularly GLFS 2018 were also selected for the training. In total, 53 fieldworkers were recruited before the first day of the training.

The high standard set in the recruitment process is geared towards collection of high quality and reliable data, as information or analysis derived from GLFS 2022-23 is to be used as a baseline and for formulation of policies and evidence-based decision making.

2.4 Training of field staff

Training of field staff for GLFS 2022-23 was conducted for a period of ten days from 14th to 22nd December 2022 with a break on the 17th and 18th of December 2022.

The training was conducted in three phases. The first phase was characterized by taking the trainees through the household individual questionnaires in English; i.e explaining the concepts/terminologies, flow and consistency of the questions.

In the second phase the questionnaires were translated into the major local languages (Mandinka, Wolof & Fula), as these are the main local languages understood by respondents. All the trainees were engaged during translations, geared towards working out a common interpretation of the terminologies in our major local languages.

In the third phase, the trainees were introduced to Computer Assisted Personal Interviewing (CAPI). During the CAPI training session, the trainers projected the application and led the trainees through the application to ensure that all the questions and skips/logics were observed.

The training consisted of classroom lectures, practice with partner sessions, mock interviews, assessment and pre-test to assess the understanding of the trainees.

2.5 Fieldwork

Main fieldwork (data collection) for GLFS 2022/2023 started on the 2nd and 4th of January 2023 for teams deployed in the urban and rural areas respectively. The forty-five (days) allocated for the main fieldwork ended officially on the 16th of February 2023. However, after the official closing date of the main fieldwork there were teams still left with significant number of call-backs to be done due to difficulty of either reaching out on phone or having a face-to-face interview with some household members. As a result, the affected teams continued to work on their call-backs until the 3rd week of March 2023.

Data collection was conducted in a total of 359 sampled Enumeration Areas (EAs) and 7,180 households which resulted in 53,689 individual interviews across the country.

The data collection was carried out by 10 teams, each comprised of 1 supervisor, 4 enumerators and 1 driver. Data collected from the Household and Individual questionnaires was directly inputted into tablet computers using the Computer Assisted Personal Interview (CAPI) application. The collected data were transmitted from the enumerator's tablet to that of supervisor via Bluetooth and the supervisor syncs the data to the central office via internet connectivity on regular basis.

2.6 Monitoring

During the data collection the coordination team which comprised of 3 people visited all the teams on different occasions to monitor the progress of the fieldwork and observed interviews to ensure that questions were administered as the enumerators were trained during the training sessions. Besides observation of interviews, coordinators fixed some of the application issues encountered by the teams. Furthermore, the coordinators assisted the enumerators to choose the right response categories in critical or unfamiliar cases where the supervisors were unable to assist.

2.7 Data processing

As data was synced with the central office, a team of 6 data editors were constantly checking the data to spell out errors or inconsistency in the data using STATA. These errors or inconsistencies were sent to the teams for fixing. Due to call-backs, data editors wrapped the editing process on 7th April 2023 and ensured that supervisors send the data to the central office. The coordinators in collaboration with ILO regional office in Dakar continued to do a further cleaning upon receiving the complete dataset from the teams.

2.8 Sample Design and Estimation Procedures for The Gambia Labour Force Survey (GLFS 2022-23)

2.8.1 Introduction

The 2022-23 Gambia Labour Force Survey is a nationally representative household-based sample survey conducted by the Gambia Bureau of Statistics during which data on the labour market activities were collected from eligible individuals in selected households. The GLFS 2022-23 sample was designed to produce reliable, disaggregated and comparable estimates of key labour force indicators, at the national, urban and rural areas, and at Local Government Areas (LGAs) levels for effective planning, implementation, monitoring and evaluation of policies and programmes. A two-stage stratified random sampling design was adopted. In the first stage, enumeration areas (EAs) were independently selected with a probability proportional to their size within each sampling stratum. In the second stage, the households were systematically sampled from each of the selected EA.

2.8.2 Sample frame

The sampling frame used for the GLFS 2022-23 is the frame of the Population and Housing Census conducted in 2013. The census counts were updated in 2016 based on district-level projected counts from the 2015-16 Integrated Household Survey (IHS). The census frame is a complete list of all census EAs created for the 2013 census. For the purposes of censuses and surveys, the country is divided into eight LGAs: Banjul, Kanifing, Brikama, Mansakonko, Kerewan, Kuntaur, Janjanbureh and Basse. Settlements in Banjul and Kanifing are entirely urban. The urban and rural areas within each LGA were identified as the main sampling strata

(total of 14 strata). Each LGA is subdivided into districts and each district is subdivided into settlements. A settlement, a group of small settlements, or a part of a large settlement can constitute an EA. These units allow the country to be easily separated into small geographical area units, each with an urban or rural designation. There are 48 districts, 120 wards, and 4,098 EAs in The Gambia; the EAs have an average size of 68 households.

2.8.3 Sample Size and Sample Allocation

The International Labour Organization (ILO) LFS sample size calculation template (spreadsheet) was used for the calculation of the sample size. Based on the prevalence of youth unemployment as reported in the 2018 GLFS (41.5%), the overall sample size for the GLFS 2022-23 was 7,180 households. Since the survey results were to be tabulated at the LGA domain, it was necessary to determine the minimum sample size for each LGA. The value of deff (design effect) was taken as 2.0 based on the estimate from the 2018 GLFS, pb (proportion of base population in total population) was taken as 16 per cent, AveSize (mean household size) was taken as 8 persons per household (for Brikama and Kanifing), precision of 4 per cent, and the response rate was assumed to be 90 percent (based on results from the 2018 GLFS). For Mansakonko, Kerewan, Kuntaur, Janjanbureh and Basse which are predominantly rural, the mean household size was 9.7. The resulting number of sample households were rounded; 660 for Banjul, 1,060 for Kanifing and Brikama and to 880 for the remaining LGAs. Table 1 presents sample allocation of EAs and households by LGA and by type of residence. The number of households selected per cluster was determined as 20 households, based on several considerations, including the design effect, the budget available, and the time that would be needed per team to complete a cluster.

Table 2. 1: Sample allocation of EAs and households by LGA and type of residence

LGA	Census 2013			GLFS 2022-23 Sample			
	Urban EAs	Rural EAs	Total	No. of EAs	Urban EAs	Rural EAs	Sample size in No. of HHs
Banjul	74	-	74	33	33	-	660
Kanifing	773	-	773	53	53	-	1,060
Brikama	1,338	128	1,466	53	48	5	1,060
Mansakonko	32	172	204	44	7	37	880
Kerewan	106	387	493	44	9	35	880
Kuntaur	16	221	237	44	4	40	880
Janjanbureh	43	254	297	44	6	38	880
Basse	158	396	554	44	13	31	880

The Gambia	2,540	1,558	4,098	359	173	186	7,180
-------------------	--------------	--------------	--------------	------------	------------	------------	--------------

2.8.4 Sample Selection

The GLFS 2022-23 employed a two-stage stratified cluster sampling design whereby 359 EAs as shown in Table 1, were selected with probability proportional to size (pps) in the first stage using the number of households as the measure of size. Out of 359 EAs, 186 was selected from rural. In each stratum, the following first stage sample selection procedures were used:

- (1) Cumulate the measures of size (number of households) down the ordered list of EAs within the stratum. The final cumulated measure of size is the total number of households in the frame for the stratum (M_h).
- (2) To obtain the sampling interval for stratum h (I_h), divide M_h by the total number of EAs to be selected in stratum h (n_h) specified in Table 1: $I_h = M_h/n_h$.
- (3) Select a random number (R_h) between 0 and I_h . The sample EAs in stratum h was identified by the following selection numbers:

$$S_{hi} = R_h + [I_h \times (i - 1)], \text{ rounded up,}$$

where $i = 1, 2, \dots, n_h$

The i -th selected EA in the stratum is the one with a cumulated measure of size closest to S_{hi} that is greater than or equal to S_{hi} .

After the selection of EAs and before the main survey, a household listing operation was conducted in all of the selected EAs. The household listing operation consists of visiting each of the 359 selected EAs; drawing a location map and a detailed sketch map; and recording on the household listing forms all occupied residential households found in the EA with the address and the name of the head of the households. The resulting list of households served as sampling frame for the selection of households in the second stage. In the second stage, 20 households were selected from an updated list of households in a sampled enumeration area using equal systematic random sampling (a total of 7,180). In each EA, 20 households were selected using the following procedures:

- (1) All the households are assigned a serial number from 1 to M'_{hi} , the total number of households listed in the EA.
- (2) To obtain the sampling interval for the selection of households within the sample EA (I_{hi}), divide M'_{hi} by 20, and maintain 2 decimal places.
- (3) Select a random number (R_{hi}) with 2 decimal places, between 0.01 and I_{hi} . The selected households within the sample EA will be identified by the following selection numbers:

$$S_{hij} = R_{hi} + [I_{hi} \times (j-1)], \text{ rounded up to the next integer,}$$

where $j = 1, 2, 3, \dots, 20$

The j -th selected household is the one with a serial number equal to S_{hij} .

The enumerators were asked to interview only the pre-selected households. No replacements and no changes of the pre-selected households were allowed in the implementing stages in order to prevent bias. As the sample is not self-weighting, sample weights were calculated and used for the analysis of data.

2.8.5 Sample probabilities and sampling weights

The data was weighted at the data management stage, taking into consideration the probability of selecting an EA and a household from the EA. The final weight was standardized before it was applied to the data. This is because the sampling design described above is not self-weighting since households invariably, were selected with unequal probabilities in the second stage of sampling. As a result, tabulations used an adjustment factor or a sampling weight to account for differences in selection probability and number of completed interviews in any EA. The required information for computing the weights was at the EA and household selection stage. A spreadsheet with all the sampling parameters and selection probabilities was prepared to facilitate the calculation of the design weights which were further adjusted for household non-response to obtain the sampling weights.

In addition, post-stratification weights are applied to raise the sample population to the country population, using the sex structure and 2023 population projection totals.

2.8.6 Calculation of Sampling Errors

Tables with calculated sampling errors and confidence intervals for the most important survey estimates were generated to assess accuracy of the results. The sampling error of an estimate is based on the difference between the estimate and the value that would have been obtained on the basis of a complete count of the population under otherwise identical conditions. In the annex of the report, these tables show the measures of precision for estimates of the unemployment and employment by domain. For each estimate, the tables show the standard error, coefficient of variation (CV), 95 percent confidence interval, the design effect (DEFF) and the number of observations.

2.8.7 Response rates

Response rates for the 2022-23 GLFS are presented in Table 2. A total of 7,180 households were selected as the sample of the survey, of which 6,595 were successfully interviewed, yielding a response rate of 91.85 per cent. In the interviewed households, 53,689 eligible individuals 15

years and older were identified but 48,300 were interviewed, yielding a response rate of 89.96 per cent. Overall, response rates were higher for both the household and individual interviews in urban and rural areas.

Table 2. 2: Results of the household and individual interviews

	Selected/Eligible	Interviewed	Response Rate
Household	7,180	6,595	91.85
Individual	53,689	48,300	89.96

CHAPTER 3: MAIN LABOUR FORCE INDICATORS

The results of main labour force indicators obtained from The Gambia Labour Force Survey (GLFS) 2022-23 are presented in Table 3.1 below. In GLFS 2022-23 persons of working age population are those 15 years and older. According to these results, among the 1,397,221 persons 15 years old and over who were living in households, 609,410 persons were in the labour force, either employed (563,395) or unemployed (46,015). The remainder 787,811 persons were outside the labour force including 86,204 persons engaged wholly or mostly in subsistence agriculture, not classified as employment according to the 2013 new international standards on statistics of work, employment and labour underutilization (19th International Conference of Labour Statisticians (ICLS)).

The national labour force participation rate, that is the percentage of the working age population engaged in the labour force, was 43.6 per cent, indicating that they were either working for pay or profit or seeking employment. The male labour force participation rate was 47.9 per cent, which is higher than the female's (39.6%). At the same time, the labour force participation rate in urban areas (62.6%) was higher than the rate in rural areas (37.4%).

The employment-to-population ratio, i.e., the percentage of the working age population who is employed, is an indicator of the performance of the national economy in providing employment to its growing population. The ratio was 40.3 per cent according to the GLFS 2022-23 results. The employment-to-population ratio was higher among men (44.2%) than women (36.7%), and similar in urban (40.2%) and rural areas (40.6 %).

The unemployment rate represents the percentage of the labour force that is unemployed. A person is considered unemployed if he/she was not employed in the reference week; looked for a job or tried to start a business in the last 4 weeks before the survey and was available to start working at a paid job or business in the reference week or within a short subsequent period (2 weeks). The rate presented in Table 3.1 as LU1 stood at 7.6 per cent, indicating that roughly among 13 persons in labour force, there was one person unemployed. The male unemployment rate (7.8%) was slightly higher than the female unemployment rate (7.2%) and the unemployment rate was higher in urban areas (9.4%) than in rural areas (4.5%). This could be attributed to the prevalence of market oriented agricultural activities mostly in rural areas than in urban areas.

The unemployment rate is not the only indicator of the unmet needs for employment (unemployment, potential labour force and time related underemployment). Other indicators inform on labour underutilization such as time-related underemployment and potential labour force. The potential labour force includes persons who were available for employment but were

not seeking employment during the reference period as well as persons who were indeed seeking employment during the reference period but were not available for work.

According to the GLFS 2022-23 results, the combined rate of unemployment and time-related underemployment (LU2) was 20.9 per cent, more than two times higher than the unemployment rate. Time related underemployment is more frequent among women. The combined rate of unemployment and potential labour force (LU3) was 31.6 per cent. The composite measure of labour underutilization (LU4) that combines unemployment, time-related underemployment and potential labour force was 41.5 per cent indicating that some form of labour underutilization affected a significant percentage of the extended labour force. In general, labour underutilization is more prevalent among female workers (50.5%) than male workers (31.8%), and rural areas (48.8%) more than urban areas (36.2%).

Table 3. 1: Main labour force and labour underutilization (LU) indicators (%), GLFS 2022-2023 – Main job

	Sex		Residence		Local government area								Functional difficulty		Age (yrs)		Subsistence agriculture		Total
	Male	Female	Urban	Rural	Banjul	Kanifing	Brikama	Mansakonko	Kerewan	Kuntaur	Janjanbureh	Basse	With functional difficulty	Without functional difficulty	Youth (15–35)	Adult (36+)	Participate in subsistence agriculture	Not Participate in subsistence agriculture	
Population 15 years and older	674,112	723,109	859,653	537,568	16,953	251,712	646,944	50,525	142,141	64,902	76,891	147,153	59,508	1,337,713	897,406	499,815	146,891	1,250,330	1,397,221
Labour force	323,204	286,206	381,200	228,210	8,768	122,726	277,194	22,953	73,125	22,646	34,772	47,226	19,544	589,866	342,118	267,292	60,687	548,723	609410
-Employed	297,926	265,469	345,408	217,987	7,914	108,474	254,337	22,022	70,391	21,743	33,682	44,831	18,132	545,263	306,262	257,133	54,841	508,554	563395
-Unemployed	25,278	20,737	35,792	10,223	854	14,252	22,857	931	2,734	903	1,090	2,395	1,412	44,603	35,856	10,159	5,846	40,169	46015
Outside the labour force	350,907	436,904	478,454	309,357	8,185	128,986	369,750	27,572	69,016	42,256	42,120	99,926	39,964	747,847	555,289	232,522	86,204	701,607	787811
Labour underutilization	126,266	162,004	172,569	169,521	2,826	54,842	134,484	15,050	39,383	24,748	23,578	47,180	6,609	332,736	242,486	99,604	71,714	270,376	342,090
-Unemployed	25,278	20,737	35,792	10,223	854	14,252	22,857	931	2,734	903	1,090	2,395	1,412	44,603	35,856	10,159	5,846	40,169	46,015
-Time-related underemployed	27,514	53,820	40,981	40,353	691	11,460	35,635	5,115	11,152	4,174	6,225	6,881	2,745	78,589	49,942	31,392	11,892	69,442	81,334
-Potential labour force	73,474	141,267	95,796	118,945	1,281	29,130	75,992	9,004	25,497	19,671	16,263	37,904	5,197	209,544	156,688	58,053	53,976	160,765	214,741
Labour force participation rate (%)	47.9	39.6	62.6	37.4	51.7	48.8	42.8	45.4	51.4	34.9	45.2	32.1	32.8	44.1	38.1	53.5	41.3	43.9	43.6
Employment-to-population ratio (%)	44.2	36.7	40.2	40.6	46.7	43.1	39.3	43.6	49.5	33.5	43.8	30.5	30.5	40.8	34.1	51.4	37.3	40.7	40.3
Time related underemployment rate (%)	8.5	18.8	10.8	17.7	7.9	9.3	12.9	22.3	15.3	18.4	17.9	14.6	14.0	13.3	14.6	11.7	19.6	12.7	13.3
LU1: Unemployment rate (%)	7.8	7.2	9.4	4.5	9.7	11.6	8.2	4.1	3.7	4.0	3.1	5.1	7.2	7.6	10.5	3.8	9.6	7.3	7.6
LU2: Combined	16.3	26.1	20.1	22.2	17.6	21.0	21.1	26.3	19.0	22.4	21.0	19.6	21.3	20.9	25.1	15.5	29.2	20.0	20.9

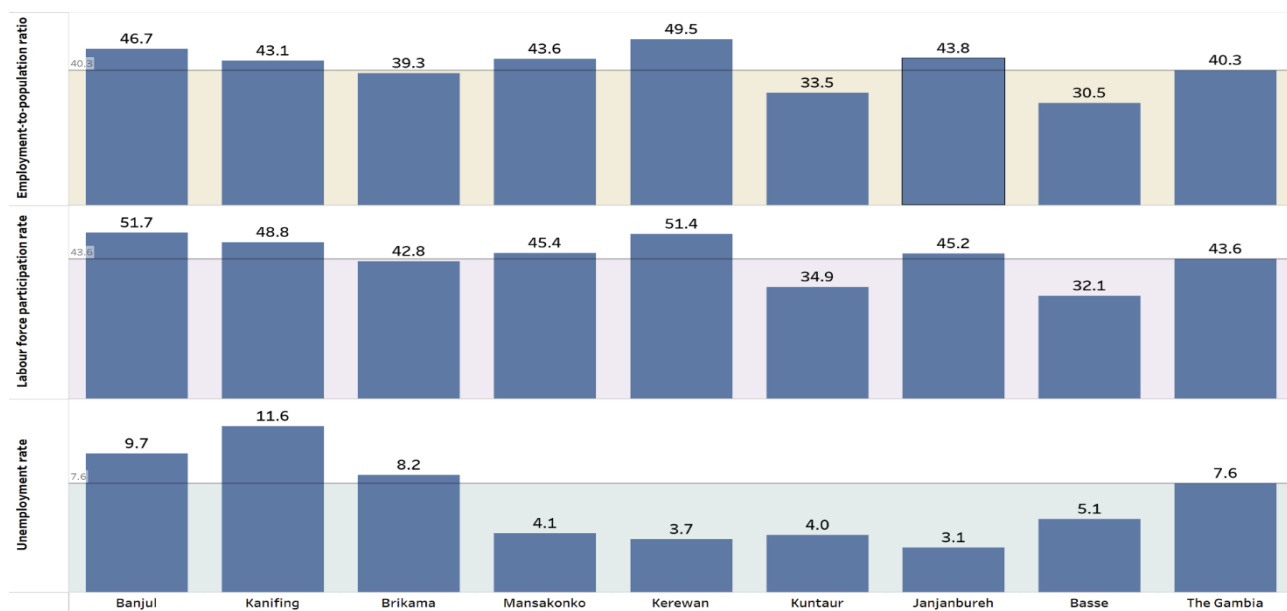
	Sex		Residence		Local government area								Functional difficulty		Age (yrs)		Subsistence agriculture		Total
	Male	Female	Urban	Rural	Banjul	Kanifing	Brikama	Mansakonko	Kerewan	Kuntaur	Janjanbureh	Basse	With functional difficulty	Without functional difficulty	Youth (15–35)	Adult (36+)	Participate in subsistence agriculture	Not Participate in subsistence agriculture	
rate of time-related underemployment and unemployment (%)																			
LU3: Combined rate of unemployment and potential labour force (%)	24.9	37.9	27.6	37.2	21.2	28.6	28.0	31.1	28.6	48.6	34.0	47.3	26.7	31.8	38.6	21.0	52.2	28.3	31.6
LU4: Composite measure of labour underutilization (%)	31.8	50.5	36.2	48.8	28.1	36.1	38.1	47.1	39.9	58.5	46.2	55.4	37.8	41.6	48.6	30.6	62.5	38.1	41.5

A similar pattern is observed with respect to the employment-to-population ratio. The results indicate that the rate was higher than the rate at national level (40.3%) in Banjul (46.7%), Kanifing (43.1%), Mansakonko (43.6%), Kerewan (49.5%) and Janjanbureh (43.8%), around the national average in Brikama (39.3%), while it was below the national average in Kuntaur (33.5%) and in Basse (30.5%).

Labour market situation varies from one part of the country to another. Figure 1.1 shows the main labour force indicators for the eight Local Government Areas (LGAs). It is observed that the labour force participation rate was higher than the rate at national level (43.6%) in Banjul (51.7%), Kanifing (48.8%), Mansakonko (45.4%), Kerewan (51.4%) and Janjanbureh (45.2%), while it was below the national average in Brikama (42.8%), Kuntaur (34.9%) and in Basse (32.1%).

The GLFS 2022-23 results show that the unemployment rate is higher in the urban than rural areas. By LGA, the unemployment rate was higher in Banjul (9.7%), Kanifing (11.6%) and Brikama (8.2%) than the national average (7.6%). The lowest unemployment rate below the national average was in Janjanbureh (3.1%).

Figure 3. 1: Regional variations of Labour force participation rate, Employment-to-population ratio and Unemployment rate

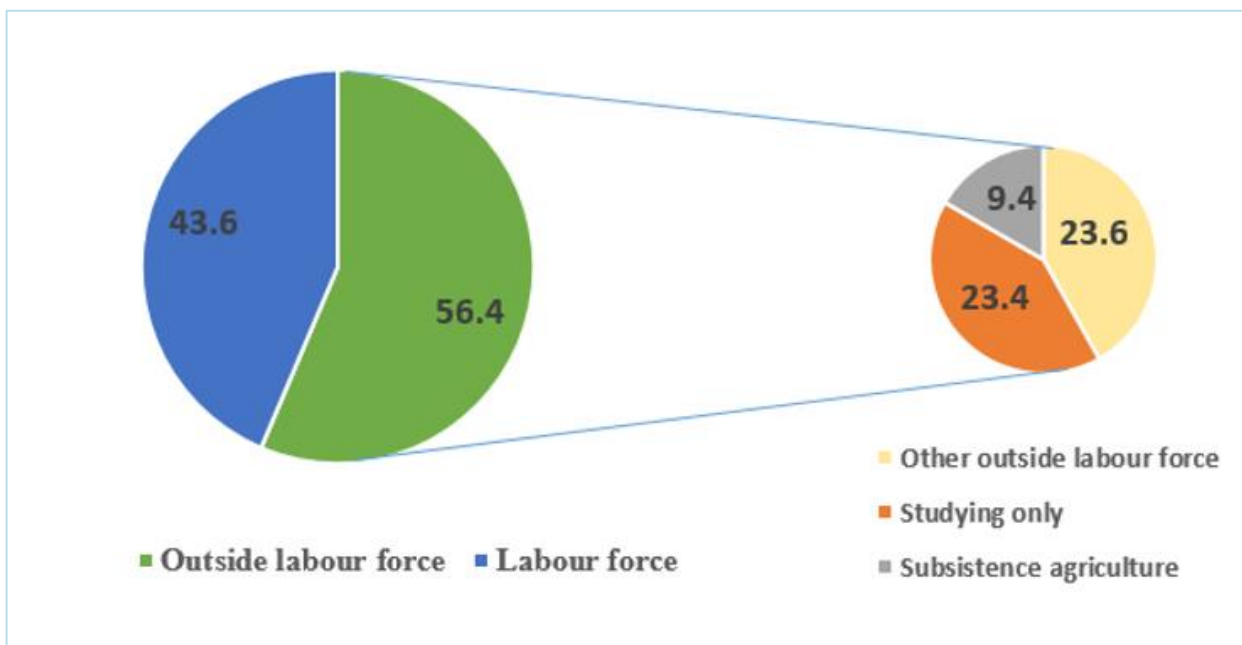


Note: Solid line represents the national average of corresponding indicator

CHAPTER 4: WORKING AGE POPULATION CHARACTERISTICS AND LABOUR FORCE PARTICIPATION

The population constitutes the human capital of a nation and defines its potential labour supply. From an economic point of view, the working population is a factor of production and its aptitude and skills level contribute to the productivity of the national economy. From a social point of view, different categories of the population form social groups of particular concern and meeting their needs are major challenges faced by public institutions and society. Figure 4.1 shows the working age population by its components. The GLFS 2022-23 defines working age population as persons aged 15 years and older as per the latest International Labour Organisation (ILO) standards. According to presented results, the labour force represents 43.6 per cent of the working age population. The remainder of the population is outside labour force (56.4%), of which 9.4 per cent is in subsistence agriculture, 23.4 per cent studying only and 23.6 per cent as other outside labour force such as elderly people, disabled, discouraged job seekers etc.

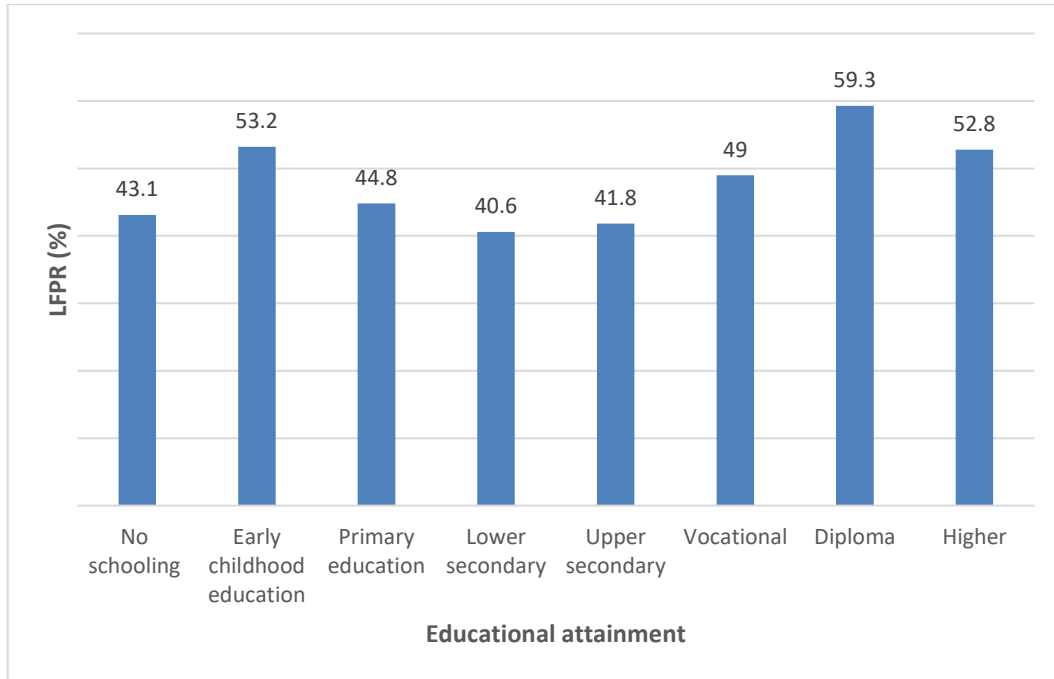
Figure 4. 1: Working age population status (15 years and older)



The skills level of the labour force may be assessed by the educational attainment of the labour force participants. Figure 4.2 presents the distribution of the labour force by educational attainment. There is high number of people in the labour force who have not been to school (43.1%) cent. The

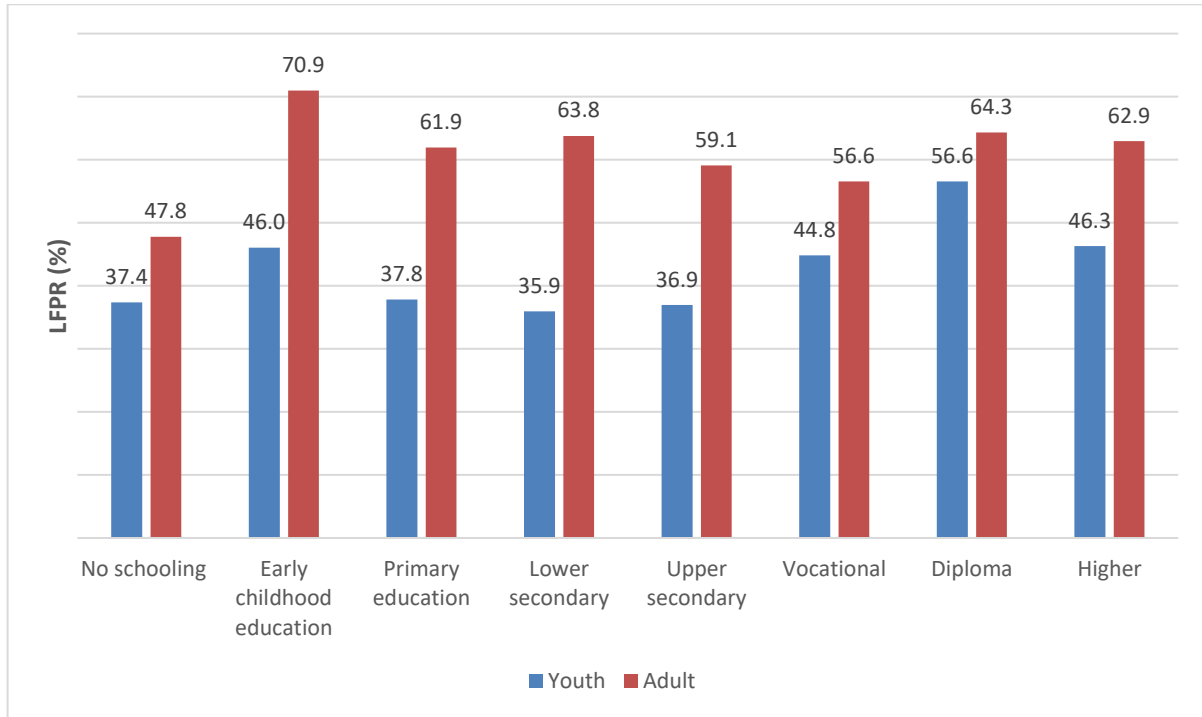
share of the labour force with diploma has the highest proportion with 59.3 per cent followed by higher (e.g. BA, BSc, MA, MSc, PhD).

Figure 4. 2: Labour force participation rate by educational attainment



The proportion of adults is higher than the youth in all levels of educational attainment. The highest proportions of adults in the labour force have early childhood education (70.9%) followed by diploma (64.3%). Whereas the highest proportion of youth in the labour force has diploma (56.6%) followed by higher (46.3%). For adults 47.8 per cent in the labour force has never been to school against 37.4 per cent among Youth.

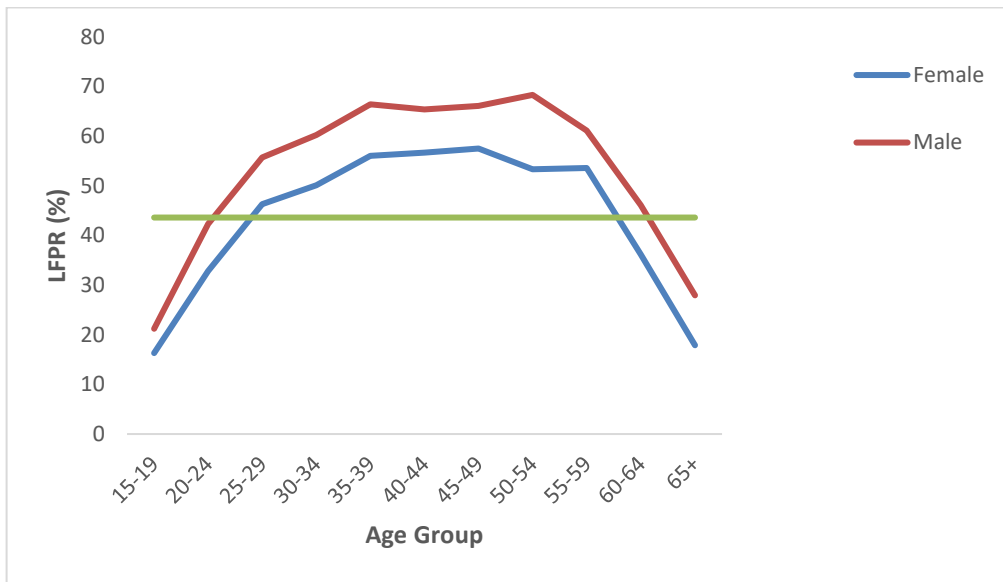
Figure 4. 3: Labour force participation rate by educational attainment among young and adult population



The labour force participation rate, i.e., the ratio of the labour force to the working age population expressed in percentage terms, is an indicator of the level of labour market activity. It measures the extent of the working age population who is in the labour force. The breakdown of the labour force participation rate by sex and age group gives a profile of the labour force participation as shown in Figure 4.4.

The curve reaches a peak in the age group 50-54 years for men and in the age group 45-49 for women with labour force participation rates of 68.3 and 57.5 percent respectively. The labour force participation rate decreases sharply for both men and women from 59 years old, as people leave and retire from the labour market at older ages.

Figure 4. 4: Labour force participation rate by sex and age group



Note: the green line represents the national average

CHAPTER 5: EMPLOYMENT AT MAIN JOB

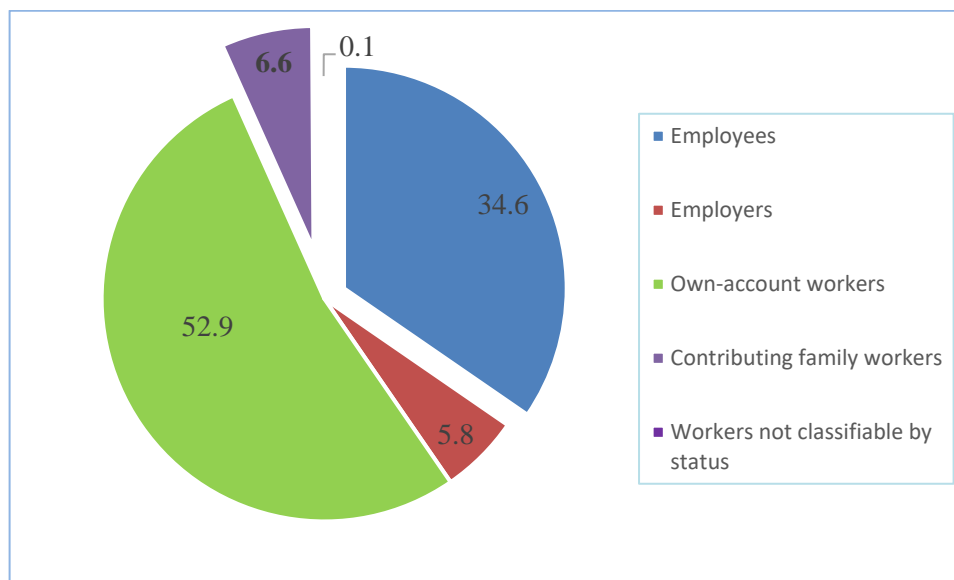
Aggregate employment generally increases with growing population. Therefore, the ratio of employment to the working age population is an important indicator of the capacity of the economy to provide employment to a growing population. According to GLFS 2022-23 results, employment-to-population ratio is 40.3 percent at national level.

5.1. Status in employment

Status in employment classifies jobs held by persons at a given point of time with respect to the type of explicit or implicit contract of employment of the person with other persons or organizations.

The International Standard Classification of Status in Employment (ICSE-1993) identifies five main categories of persons with respect to their status in employment³. Figure 5.1 shows the composition of the employed population by status in employment in main job. More than half of the employed population (52.9%) were own-account workers. The share of the employees or paid apprentices or trainees was (34.6%), followed by contributing family workers (6.6%), employers (5.8%) and Workers not classifiable by status (0.1%).

Figure 5. 1: Status in employment at main job



³ ILO, International Classification of Status in Employment, ICSE-93, Fifteenth International Conference of Labour Statisticians, Geneva, <http://laborsta.ilo.org>

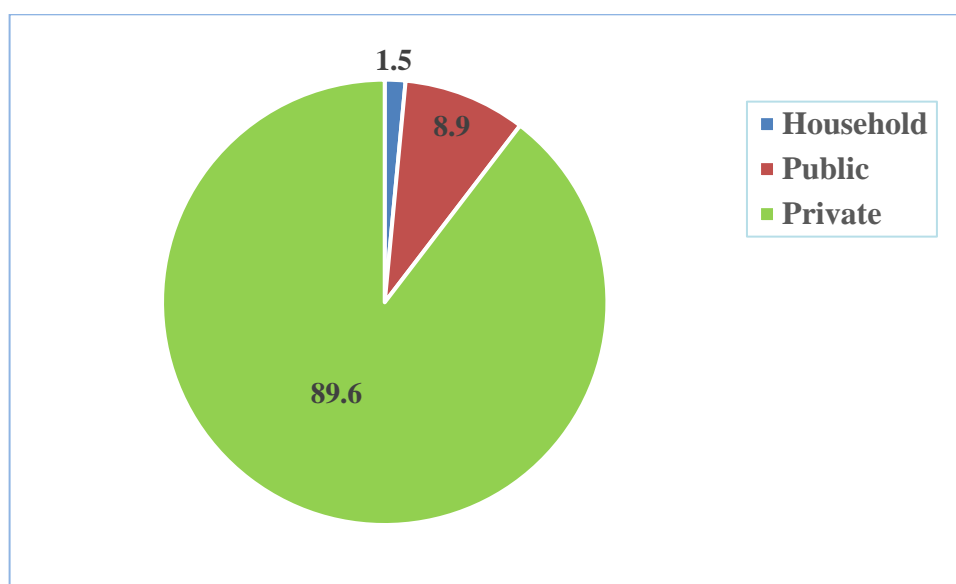
The data disaggregated by sex shows that there is a significant difference between males and females who were employed as employees as indicated in Table 5.1 below. The percentage of female employed as employees was 20.9 per cent against 46.8 per cent among males. Dissimilarly, there is vast difference between males and females who were employed as own-account workers; the percentage of female employed as own-account workers was 68.9 per cent against 38.7 per cent. Furthermore, the percentage of females employed as contributing family workers was higher (8.1%) compared to 5.3 per cent among males.

Table 5. 1: Status in employment at main job (ICSE-1993) by sex and residence area

Status in employment (ICSE-93)	Per cent				
	Male	Female	Urban	Rural	Total
Employees	46.8	20.9	40.8	24.7	34.6
Employers	9.2	2.0	6.6	4.5	5.8
Own-account workers	38.7	68.9	46.8	62.7	52.9
Contributing family workers	5.3	8.1	5.8	7.9	6.6
Workers not classifiable by status	0.0	0.2	0.0	0.3	0.1
Total	100.0	100.0	100.0	100.0	100.0

The distribution of the employed population by sector of employment reveals that the majority of employed persons were in the private sector (89.6%) followed by the public sector (8.9%) and households as employers (1.5%). The private sector also includes those who were engaged in non-governmental organizations.

Figure 5. 2: Employed population by sector of employment



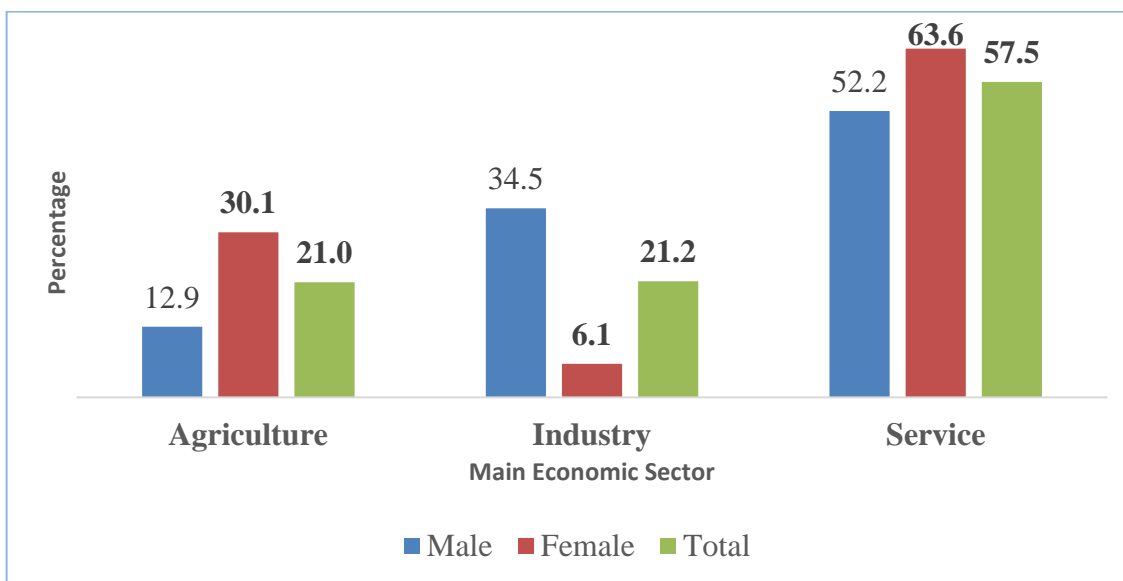
5.2. Branches of economic activity and occupations

5.2.1. Branches of economic activity

Branch of economic activity refers to the activity of the establishment in which an employed person worked during the reference period. An establishment may be a farm, a mine, a factory, a workshop, a store, an office or a similar type of economic unit. It is important to distinguish enterprises from establishments. “Enterprise” is a broader concept than “establishment”. An enterprise is a legal entity (or group of legal entities) and may have a number of establishments with different economic activities and different locations.

The grouping of different branch of economic activities in broad sectors of economic activity as presented in Figure 5.3 shows that the service sector employed 57.5 per cent of employed persons while the share of industry and agriculture in the total employment was 21.2 and 21.0 per cent respectively. Agriculture and services sectors employ more females than males.

Figure 5. 3: Share of employment by broad branch of economic activity



Note: Agriculture includes agriculture, forestry and fishing. Industry includes mining and quarrying, manufacturing, electricity, gas, steam and air conditioning supply, water supply, sewerage and waste management, and construction. Services cover the remaining branches of economic activity.

Table 5.2 shows the distribution of the employed population by branch of economic activity in main job. The survey results show that wholesale and retail trade; repair of motor vehicles, motorcycles was the most common branch of economic activity, comprising 26.2 per cent of employment. The branch of economic activity with the second highest proportion of employed persons was

agriculture, forestry and fishing (21.0%) followed by construction (10.7%), manufacturing (9.1%), accommodation and food service activities (6.0%), transportation and storage (5.6%), education (4.6%). The other branches of economic activity comprised each less than four percent of total employment.

Table 5. 2: Employed persons by branch of economic activity in main job

Branch of economic activity (main job)	Persons with informal employment	Persons with formal employment	Total	Percent
Agriculture, forestry and fishing	114,159	4,261	118,420	21.0
Mining and quarrying	3,743	*1,192	4,936	0.9
Manufacturing	41,917	9,600	51,517	9.1
Electricity, gas, steam and air con	*433	*822	1,254	0.2
Water supply; sewerage, waste management	*682	*271	953	0.2
Construction	57,518	2,994	60,511	10.7
Wholesale and retail trade; repair of motor vehicles, motorcycles	119,945	27,943	147,887	26.2
Transportation and storage	22,588	9,074	31,662	5.6
Accommodation and food service activities	28,879	4,780	33,659	6.0
Information and communication	(2,686)	(2,395)	5,082	0.9
Financial and insurance activities	(2,246)	(3,172)	5,417	1.0
Real estate activities	*647	*527	1,174	0.2
Professional, scientific and technical activities	3,695	4,488	8,183	1.5
Administrative and support service	8,525	8,768	17,293	3.1
Public administration and defense;	(1,816)	10,445	12,261	2.2
Education	9,546	16,221	25,767	4.6
Human health and social work activities	2,471	4,837	7,308	1.3
Arts, entertainment and recreation	2,320	*838	3,158	0.6
Other service activities	15,437	(2,583)	18,020	3.2
Activities of households as employers	7,506	*578	8,084	1.4
Activities of extraterritorial organisations and bodies	*70	*121	191	0.0
Total	447,487	115,908	563,395	100.0

Note: Figures in parentheses are based on 25-49 unweighted cases. Asterisk indicates that a figure is based on fewer than 25 unweighted cases.

5.2.2. Occupation

Occupation refers to the kind of work done by a person employed (or the kind of work done previously or wanted if the person is unemployed), irrespective of the branch of economic activity or the status in employment of the person.

Table 5.3 presents the distribution of the employed population by occupation category and sex in the main job. The occupation category with the highest proportion was service and sales workers (32.6%). The second highest proportion was craft and related trades workers (17.5%), followed by skilled agricultural, forestry and fishery workers (17.0%), elementary occupations (13.8%), professionals (6.8%) and plant and machine operators and assemblers (5.5%). The remaining occupation categories each covered less than four percent of the employed population.

Most of the main occupation categories were male dominated. The female dominated occupations were clerical support workers, skilled agricultural, forestry and fishery workers and service and sales workers. The proportion of women in managerial positions (SDG indicator 5.5.2) stands at 36.1 per cent, far below the objective of equal opportunities for leadership.

Elementary occupations involve the performance of simple and routine tasks. It includes cleaners and helpers, agricultural, forestry and fishery labourers, labourers in mining, construction, manufacturing and transport, food preparation assistants, street and related sales and service workers and other elementary workers.

Table 5. 3: Employed persons by occupation and sex in main job

Occupation (Main job)	Male		Female		Total	
	Persons employed	Percent	Persons employed	Percent	Persons employed	Percent
Managers	8,748	2.9	3,569	1.3	12,317	2.2
Professionals	23,073	7.7	15,029	5.7	38,102	6.8
Technicians and Associate Professionals	12,929	4.3	4,671	1.8	17,600	3.1
Clerical Support Workers	2,655	0.9	2,877	1.1	5,533	1.0
Service and Sales Workers	61,805	20.7	121,706	45.8	183,511	32.6
Skilled Agricultural, Forestry and Fishery Workers	28,231	9.5	67,477	25.4	95,708	17.0
Craft and Related Trades Workers	85,818	28.8	12,817	4.8	98,635	17.5
Plant and Machine Operators and Assemblers	29,241	9.8	(1,851)	0.7	31,093	5.5
Elementary Occupations	43,239	14.5	34,741	13.1	77,980	13.8
Armed Forces Occupations	*2,064	0.7	*194	0.1	*2,258	0.4
Total	297,926	100.0	265,469	100.0	563,395	100.0

Note: Figures in parentheses are based on 25-49 unweighted cases. Asterisk indicates that a figure is based on fewer than 25 unweighted cases.

Table 5.4 shows the distribution of occupation by the educational attainment. The results show that, those who have never been to school, those with primary education, lower secondary, upper secondary and vocational education are predominantly employed in service and sales or craft and related trades occupations while those with diploma or higher levels of educational attainments are mostly engaged as professionals. It is observed that only 3.5 per cent of those with higher level of

education are engaged in elementary occupations which require far lower level of skills than their qualifications and they are less engaged in armed forces occupations.

Table 5. 4: Distribution of employed population by occupation according to the level of education

	No schooling	Early childhood education	Primary education	Lower secondary	Upper secondary	Vocational	Diploma	Higher	Total
Managers	1.0	0.0	*0.7	*0.9	2.3	*4.5	(7.3)	15.6	2.2
Professionals	2.0	0.0	*0.9	(1.4)	6.0	(14.4)	43.8	46.3	6.8
Technicians and Associate Professionals	0.9	0.0	*1.0	(1.9)	4.2	*11.7	15.4	11.9	3.1
Clerical Support Workers	*0.1	0.0	*0.2	*0.5	(2.0)	*3.8	(3.8)	*4.2	1.0
Service and Sales Workers	34.9	*44.4	31.3	32.8	37.9	32.4	18.2	(8.0)	32.6
Skilled Agricultural, Forestry and Fishery Workers	25.0	*1.8	19.8	15.3	9.9	*1.6	*1.3	*0.9	17.0
Craft and Related Trades Workers	14.9	*28.8	21.1	25.9	17.1	(23.8)	(7.5)	*7.9	17.5
Plant and Machine Operators and Assemblers	5.3	*16.8	7.1	7.0	5.8	*3.3	*0.9	*1.4	5.5
Elementary Occupations	15.8	*8.2	17.8	13.5	13.4	*4.5	*1.8	*3.5	13.8
Armed Forces Occupations	0.0	0.0	0.0	*0.8	*1.3	0.0	0.0	*0.3	0.4
Not Elsewhere classified	*0.2	0.0	0.0	0.0	*0.2	0.0	0.0	0.0	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: *Figures in parentheses are based on 25-49 unweighted cases. Asterisk indicates that a figure is based on fewer than 25 unweighted cases

5.3 Informal sector and informal employment

5.3.1: Employment in Informal sector

The concept of informal sector is broadly characterized as unincorporated enterprises owned by individual/households⁴. In such economic units the fixed capital and other assets of the enterprise do not belong to the production units as such but to their owners, and may be used for both production and personal purposes. Production expenditure can hardly be separated from household expenditure. In practice, in the GLFS 2022-23, employment in the informal sector was defined as all persons 15

⁴ ILO, Resolution on the measurement of employment in the informal sector, Fifteenth International Conference of Labour Statisticians (ICLS), Geneva, 1993.

years of age and over who were engaged in unregistered⁵ private business enterprises that did not keep written records of accounts. Workers engaged by households were excluded from the classification of employment in the informal sector.

The results of the survey show that there were 353,731 employed persons in the informal sector, corresponding to 62.8 per cent of total employment. The proportion of females (54.7%) with employment in the informal sector is higher compared to males (45.3%). The highest proportion of females employed in informal sector are own-account workers (84.2%). Similarly, the highest proportion of males employed in informal sector are own-account workers (50.8%) as shown in table 5.5 below.

Table 5. 5: Employed persons in the informal sector by status in employment and sex in main job

Informal Sector	Number			Per cent		
	Male	Female	Total	Male	Female	Total
Employees	53,413	8,785	62,198	33.3	4.5	17.6
Employers	15,684	2,767	18,451	9.8	1.4	5.2
Own-account workers	81,399	162,814	244,213	50.8	84.2	69.0
Contributing family workers	9,714	18,496	28,211	6.1	9.6	8.0
Workers not classifiable by status	122	535	658	0.1	0.3	0.2
Total	160,333	193,398	353,731	45.3	54.7	100.0

5.3.2. Informal employment

Informal employment constitutes a significant part of the economy and the labour market and thus plays a key part in production, employment creation and income generation. Therefore, in line with the SDG indicator 8.3.1, statistics on informal employment provide vital information on the quality of employment and are essential for in-depth understanding of the labour market.

Parallel to the concept of employment in the informal sector, there is a separate concept of informal employment. While the concept of informal sector refers to production units in which the individuals work, the concept of informal employment refers to the individuals' jobs as observation units⁶. In the case of employees, informal employment is defined in terms of the employment relationship. A job held by an employee is considered informal, if the job does not entail contributions to the pension fund (Public Service Pension Scheme, the Federated Pension Fund, National Provident Fund (NPF), Special Provisions for National Assembly Members, Local

⁵ Unregistered meant not registered with Gambia Revenue Authority (GRA) and paying tax to GRA

⁶ ILO, Guidelines concerning a statistical definition of informal employment, Seventeenth International Conference of Labour Statisticians, Geneva, 2003.

Government Authorities and Chiefs) or Health Insurance by the employer, and is not entitled to paid sick leave and paid annual leave.

In the case of own-account workers and employers, the informal employment status of the job is determined by the informal sector nature of the enterprise. Thus, own-account workers (without hired workers) operating an informal enterprise are classified as in informal employment. Similarly, employers (with hired workers) operating an informal enterprise are classified as in informal employment. All contributing family workers are classified as having informal employment, irrespective of whether they work in formal or informal sector enterprises.

Table 5.6 gives the cross-classification of the employed population according to informal or formal sector status of the production unit and informal or formal status of the job. The share of informal employment represents 79.4 per cent of total employment (SDG indicator 8.3.1). Employment in agriculture is almost completely informal (96.4%). In non-agricultural sectors, three workers out of four are engaged in informal employment (75%). Due to the type of economic activity women work in they are over-represented in informal employment (84.7%).

The joint analysis of the informal or formal sector status of production units and the informal or formal status of jobs reveals that 15.4% of workers in the formal sector do not benefit from social protection.

Table 5. 6: Classification of Production units and informal or formal job

Classification of production units	Classification of jobs					
	Number			Per cent		
	Informal employment	Formal employment	Total	Informal employment	Formal employment	Total
Informal sector	353,633	97	353,731	79.0	0.1	62.8
Formal sector	69,041	115,276	184,316	15.4	99.5	32.7
Household	24,813	535	25,348	5.5	0.5	4.5
Total	447,487	115,908	563,395	100.0	100.0	100.0

5.4 Working time in employment

5.4.1 Working time

The international definition of employment is expansive covering even one hour of work during the reference week. It is thus important to note that employment is analysed in conjunction with data on hours of work in order to distinguish the various intensities of employment. Data on hours of work are also necessary to calculate time-related underemployment and hourly income from employment so that the resulting income data are comparable across different categories of workers. The GLFS measured two concepts of hours of work:

- Hours actually worked: The time spent in a job for the performance of activities that contribute to the production of goods and services during the specified reference period. It includes the direct hours that the person is engaged in the activities, as well as the related hours such as waiting time, on-call, resting time, coffee break, prayer, etc. It excludes annual leave, public holidays, sick leave and other leave, as well as commuting time between work and home, longer breaks such as meal breaks and educational activities, even if authorized by the employer.
- Hours usually worked: The hours actually worked in a job during a typical week (or in general any specific reference period). In principle, it is calculated as the most frequent number of hours that a person actually worked per week or during the reference week.

According to the results shown in Table 5.7, the average number of hours usually worked per week by employed persons in their main job was 44.1 hours. The corresponding average number of hours actually worked during the reference week (last 7 days) was 38.0 hours. A total of 30,545 persons representing 5.4 per cent of the employed population reported to have been engaged in secondary jobs during the reference week. The average number of hours usually worked on secondary jobs was 26.7 hours per week while the average number of hours actually worked on secondary jobs was 20.7 hours during the reference week.

Table 5. 7: Usual and actual hours of work at main and secondary jobs

Job Category	Number of employed persons	Average hours usually worked per week	Average hours actually worked in reference week
Main job	563,395	44.1	38
Secondary jobs	30,545	26.7	20.7
All jobs	563,395	45.3	38.9

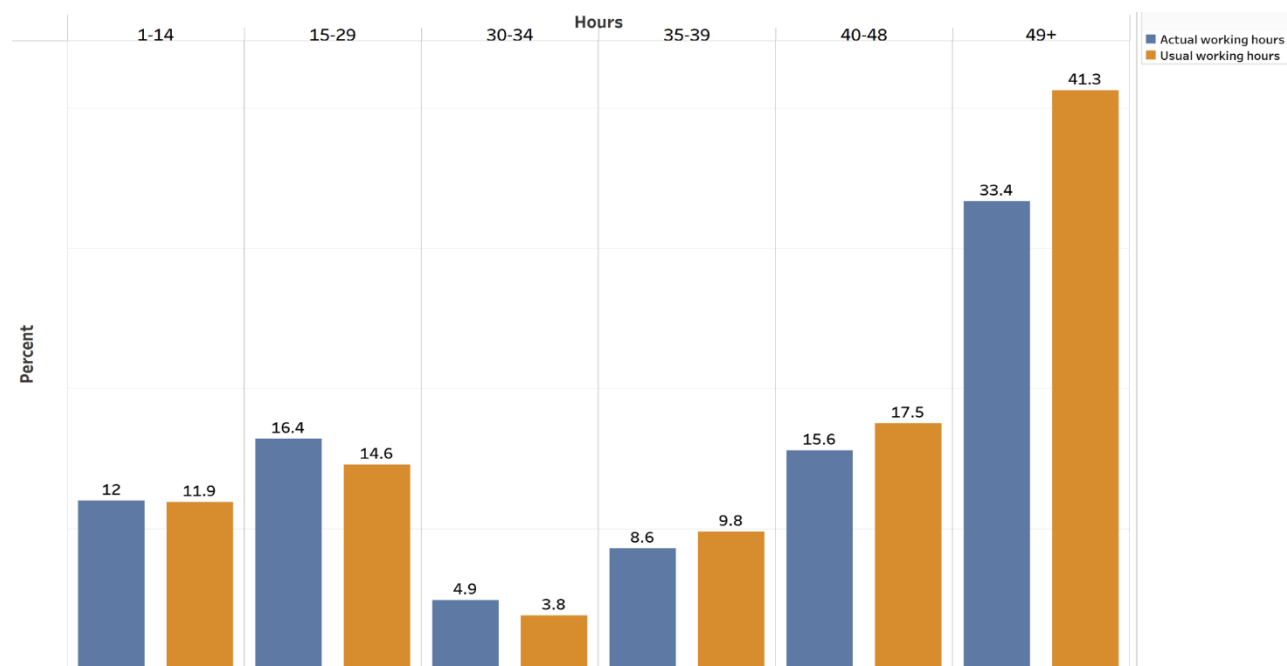
Volume of employment in terms of actual hours worked at all jobs in the reference week: **21.9 million hours**

The average number of hours usually worked at all jobs was 45.3 hours per week and the corresponding number of hours actually worked during the reference week was 38.9 hours. In total, the volume of employment in terms of actual hours worked at all jobs in the reference week was 21.9 million hours.

Figure 5.4 shows the size distribution of total weekly usual and actual hours of work of the employed population. The percentage of persons working lower than 35 hours per week was 31.2 per cent measured in terms of usual hours worked and 42.3 per cent measured in terms of actual hours of work. Similarly, the percentage of persons working 35 to 39 hours per week was 9.8 percent measured in terms of usual hours worked and 8.6 percent measured in terms of actual hours of work. Moreover, the percentage of persons working excessive hours (more than 48 hours) was 41.3 per cent when measured in terms of usual hours of work and 33.4 per cent measured in terms of actual

ours of work. Excessive hours of work are defined as more than 48 usual hours of work per week at all jobs. Very long or excessive hours of work is a threat to physical and mental health, interfering with the balance between work and family life, reducing productivity and often signaling an inadequate hourly pay⁷.

Figure 5. 4: Usual and actual hours of work of employed persons at all jobs



⁷ ILO, Decent Work Indicators Concepts and definitions, ILO Manual (First version), May 2012, pp. 86-87.

CHAPTER 6: UNEMPLOYMENT AND LABOUR UNDERUTILIZATION

6.1 Unemployment rate

Unemployment is a particular form of labour underutilization. It reflects the pressure on the labour market as it is measured in terms of the number of persons without employment, actively seeking and available for employment. Labour underutilization is a more general concept. It includes unemployment, time-related underemployment, and potential labour force referring to persons not in employment who express an interest in it but for whom existing conditions limit their active job search and/or their availability.

Persons of working age who are unemployed must meet three conditions:

The unemployment rate in this survey conforms to the definition by ILO, which is defined as persons of working age unemployed who meet the following three conditions:

- Not been employed, i.e., not to have worked for pay or profit during the reference period. A person can be unemployed while being engaged in other forms of work such as own-use production work, volunteer work or unpaid trainee work. The distinction between employment and own-use production of goods is based on the main intended destination of the production. Production of goods mainly intended for sale or exchange are included in employment.
- To have actively looked for a paid job or to start a business in the past four weeks.
- To have been available for a job during the reference period or in the two coming weeks.

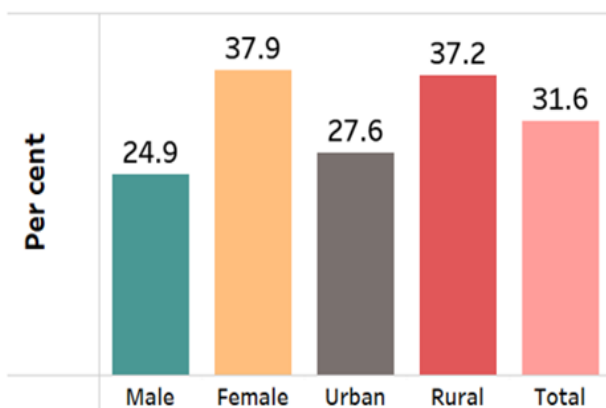
However, persons who have already found a job and who will start their new job within three months are considered as unemployed.

Unemployment is one of the most commonly used indicators of the labour market. It is at times used as a proxy indicator to gauge the health of the economy.

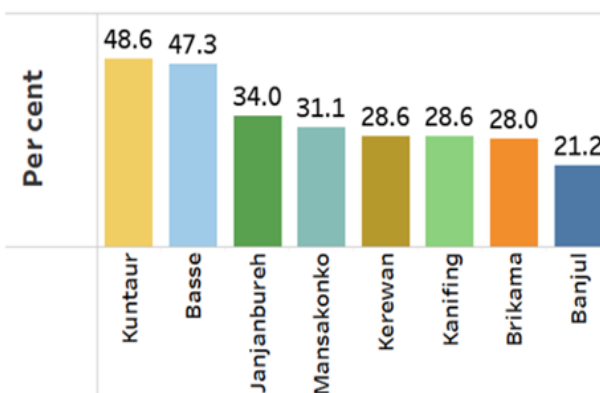
A Better Proxy for the Unemployment Rate for The Gambia

The unemployment rate (LU1) for The Gambia is 7.6%. However, this indicator does not reflect the unmet needs for employment in The Gambia. There were persons not in the labour market who wanted to work but did not actively “seek” work during the reference week for various reasons. The short availability period for the unemployment indicator tends to exclude those who would need to make personal arrangements before starting work. For these reasons, the Gambia adopted LU3 (the combined rate of unemployment and the potential labour force) as a proxy for the unemployment rate (31.6%). The combined rate of unemployment and the potential labour force for the youth population is 38.6%. The dashboard below shows the distribution of LU3 by sex, residence and LGA for the population 15+ and (15-35).

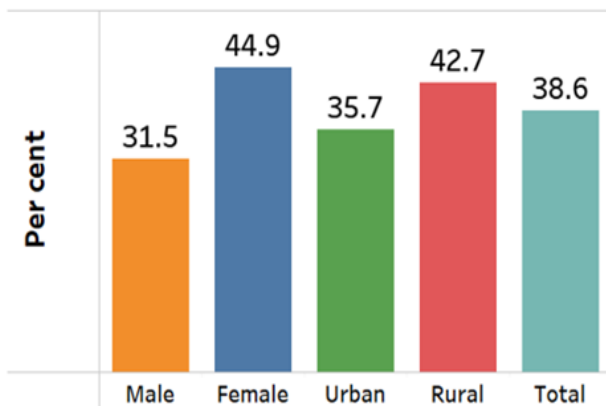
LU3 by Sex and Residence for the Population 15+



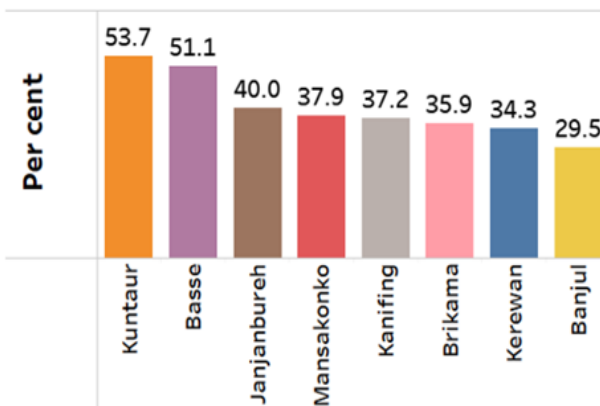
LU3 by Local Government Area (LGA) for the Population 15+



LU3 by Sex and Residence for the Youth Population (15-35)

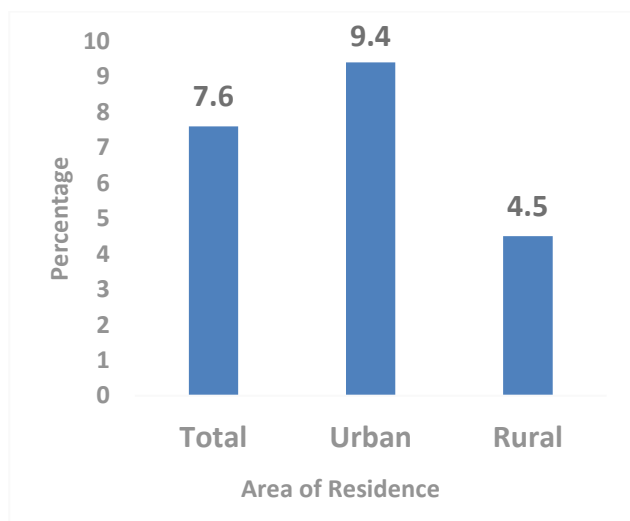
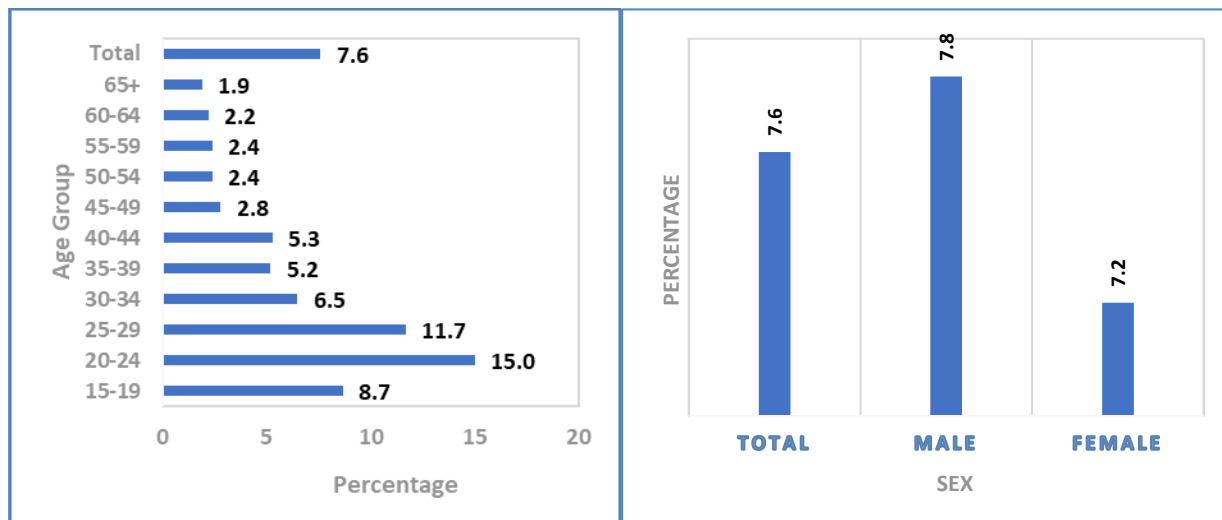


LU3 by Local Government Area (LGA) for the Youth Population 15-35



The results of the GLFS 2022/2023 shows, an unemployment rate of 7.6 per cent; based on the definitions as per ILO standards. The unemployment rate in the urban areas stood at 9.4 per cent while the proportion of the unemployed in the rural areas stood at 4.5 per cent. The unemployment rate was higher among males (7.8%) than their female counterparts (7.2%). In addition, unemployment is higher among the youth (15-35 years) (10.5%) than among the adult population i.e. 36 years and over (3.8%).

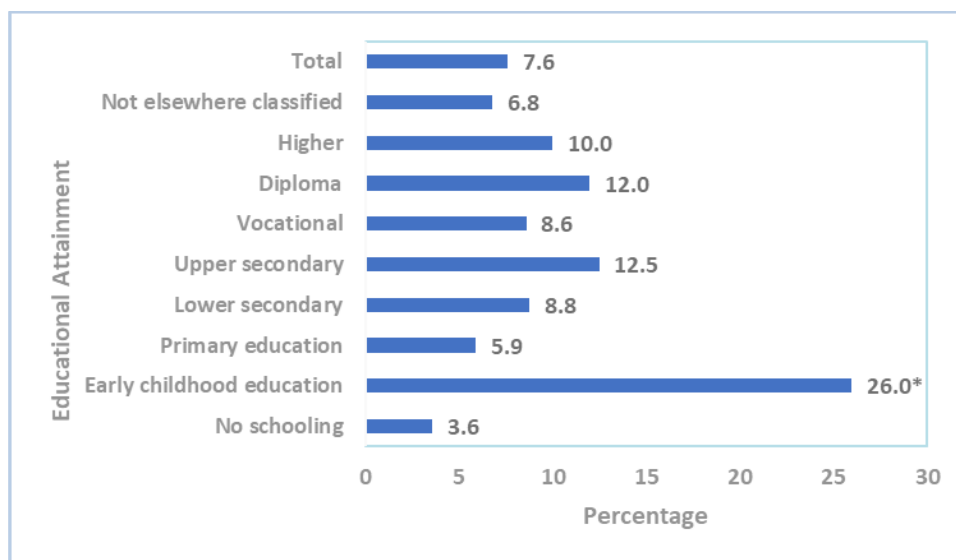
Figure 6. 1: Unemployment rate by sex, age group



In terms of educational attainment, the results in Figure 6.2 indicate that the unemployment rate was highest among persons with upper secondary education (12.5%) followed by persons with diploma certificate (12.0%). The least proportion was recorded among those with no schooling (3.6%) while

for persons with primary level education it was 5.9 per cent. Finally, though the proportion of those with highest educational level was Early Childhood Education (ECE) had the highest unemployment rates; but the unweighted counts are negligible, thus care must be taken in analyzing that statistics (26.0%).

Figure 6. 2: Unemployment rate by educational attainment



*Unweighted Count 25-49

6.2 Duration for seeking employment

The GLFS 2022-23 provides data on duration of job search that can be used to estimate long-term unemployment. Long-term unemployment refers to unemployed persons with duration of search for employment lasting 12 months or more, including the reference period. Duration of search for employment is measured from when the unemployed person began carrying out activities to seek employment, or from the end of the last job, taking into account, which one is shorter. It is defined as the duration of time that an unemployed person has been without employment, but available for employment, and actively looking for employment.

Table 6.1 shows that 44.1 per cent of the unemployed reported their duration of job search was long-term unemployment i.e., seeking employment for 12 months or more. Most unemployed persons were however seeking employment for the period less than six months (46.5%). Whereas those who reported a duration within 6 months to 12 months was 9.4 per cent.

Table 6. 1: Duration of unemployment: Elapsed duration of job search

Elapsed duration of job search	Number of unemployed reporting duration of work	Per cent
Less than 6 months	21,388	46.5
6 months to less than 12 months	4,335	9.4
12 months or more (Long term unemployment)	20,292	44.1
Total	46,015	100.0

6.3 Labour underutilization

Labour underutilization (LU) refers to mismatches between labour supply and demand, which translates into an unmet need for employment (unemployment, PLF and TRU) among the population. There are four indicators to assess the nature of LU: Unemployment rate, combined rate of time-related underemployment and unemployment, combined rate of unemployment and potential labour force, and composite measure of labour underutilization.

However, unemployment is a particular form of labour underutilization. As mentioned earlier, other forms of labour underutilization include time-related underemployment and potential labour force. Time related underemployment refers to the situation when the working time of persons in employment is insufficient in relation to alternative employment situations in which they are willing and available to work. Time-related underemployment is measured in this survey as all persons in employment who, during the specified reference period of the GLFS 2022-23 (a) wanted to work additional hours, (b) were working in all jobs less than 35 hours⁸ during the reference period, and (c) were available to work additional hours given an opportunity for more work. Potential labour force is defined as all persons of working age outside the labour force who, during the reference period, were neither in employment nor in unemployment but who were considered as either (a) unavailable jobseekers (seeking employment but not currently available) or (b) available potential jobseekers (currently available for employment but did not carry out any activities to seek employment). The available potential jobseekers mainly consist of discouraged jobseekers. Potential labour force together with time-related underemployment and unemployment are different dimensions of labour underutilization.

Figure 6.3 below shows the composition of labour underutilization. It is worth noting that unemployment was only a small part of labour underutilization in The Gambia comprising 46,015 persons and representing only 13 per cent of labour underutilization. By far, the largest part of labour underutilization was the potential labour force with 214,741 persons, representing 63 per cent of labour underutilization. The remaining part of labour underutilization includes the time-related underemployed, consisting of 81,334 persons representing 24 per cent of labour underutilization.

⁸ Nationally, a person is in TRU if the person works less than 35 hours in all jobs during the one week reference period and wanted to work additional hours and was available.

Figure 6. 3: Composition of labour underutilization

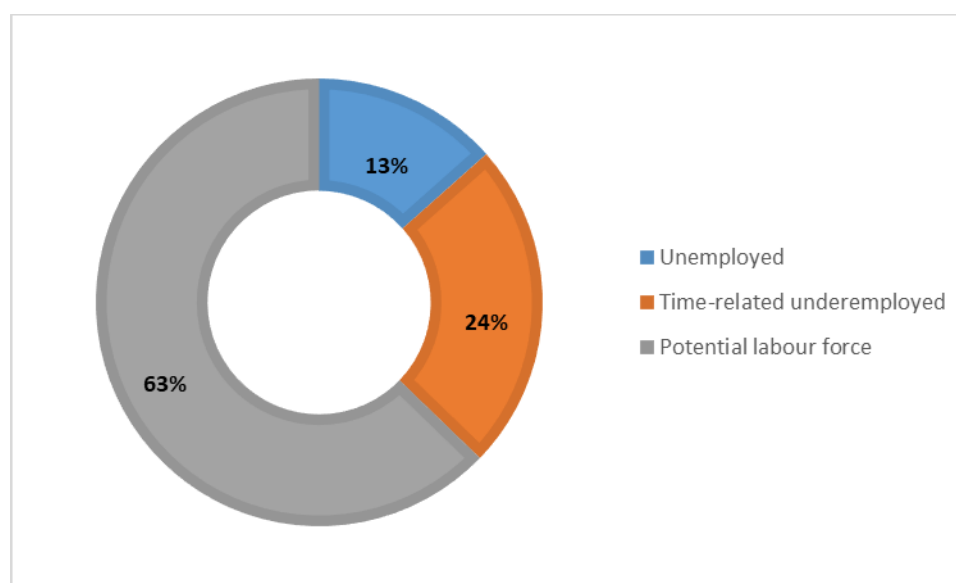
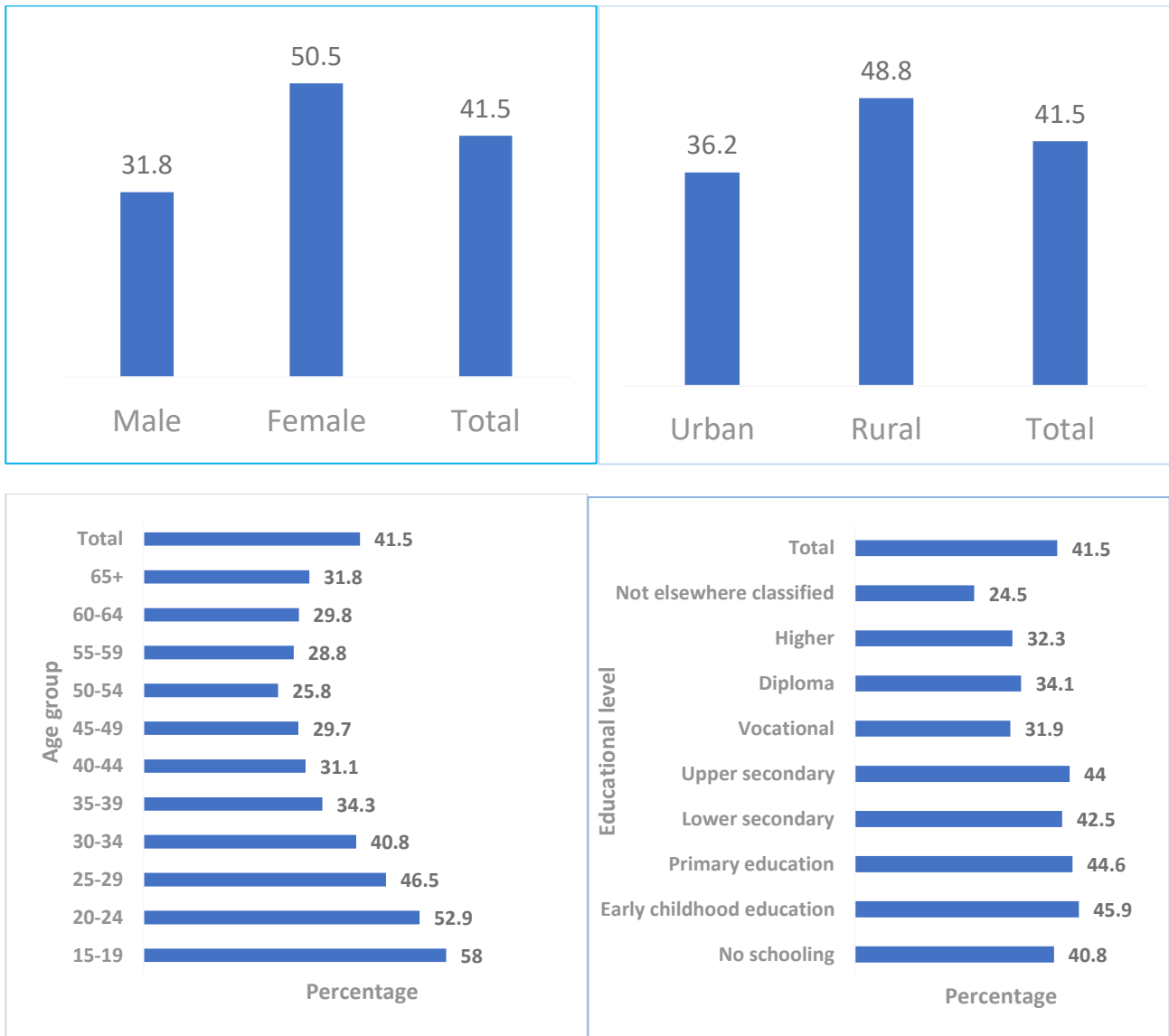


Figure 6.3 shows the composite measure of labour underutilization for different socio-demographic characteristics of the population. While the unemployment rate (LU1) is the narrowest measure of labour underutilization, the composite measure (LU4) is the broadest measure of labour underutilization. It is the ratio of total labour underutilization to the extended labour force, calculated as the sum of the labour force and the potential labour force.

In terms of gender and age group, the composite measure of labour underutilization closely follows the pattern of the unemployment rate though at a much higher level. The female rate of labour underutilization (50.5per cent) is relatively higher than the male rate (31.8%). Similarly, youth (15 to 35 years old), are mostly affected by labour underutilization at a relatively higher rate than other age groups. By place of residence, the rate of labour underutilization is higher in rural (48.8per cent) than in urban areas (36.2%), considering a large pool of subsistence foodstuff producers in the rural areas outside the labour force, who are available for employment but not seeking work. In terms of level of educational attainment, the composite measure of labour underutilization differs from the pattern of the unemployment rate. The rate of labour underutilization is higher among persons with early childhood education (45.9%) and primary education (44.6%) and lowest among those with vocational level (31.9%) (Figure 6.4).

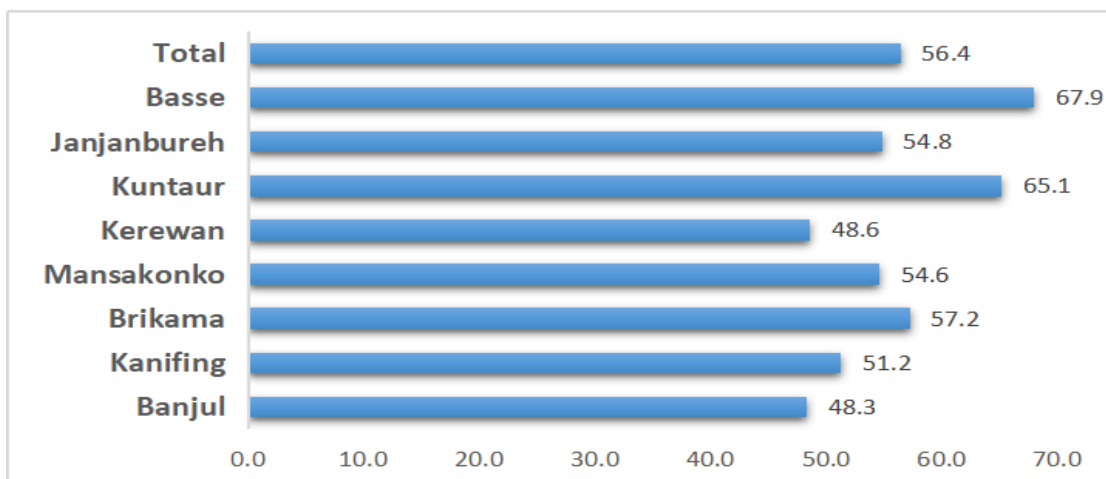
Figure 6. 4: Composite measure of labour underutilization by sex, urban/rural area, age group and educational attainment



CHAPTER 7: PERSONS OUTSIDE THE LABOUR FORCE

A particular characteristic of countries with large subsistence foodstuff production is the fact that the size of the working age population outside the labour force may be as big as the size of the labour force itself. The GLFS 2022-23 shows that the number of working age population outside the labour force was 787,811 against 609,410 in the labour force. There is a substantial proportion of persons outside the labour force, who may be subsistence foodstuff producers. Figure 7.1 shows the proportion of working age population outside labour force by local government area (LGA). Basse accounts for the highest with 67.9 per cent, followed by Kuntaur (65.1 per cent), whereas the least was recorded in Banjul (48.3 per cent).

Figure 7. 1: Proportion of working age population outside labour force by LGA



Some other characteristics of the population such as education, age and sex have also been analyzed for the population outside the labour force in Table 7.1. It is observed that 55.5 per cent of the population outside the labour force were females and 44.5 per cent are males, 37.4 percent had no schooling while 22.9 per cent have upper secondary education. The least proportion of the population outside the labour force was those with lower secondary education (18.9 per cent). About three in every ten of the population outside the labour force are within the ages 15-19, whilst those within the ages 20-24 accounted for 18.8 per cent. Furthermore, the youth outside the labour force (70.5 per cent) accounted for a higher proportion compared to the adults (29.5 per cent).

Table 7. 1: Demographic characteristics of population outside labour force

Characteristics		Number	Per cent
Sex	Male	350,907	44.5
	Female	436,904	55.5
Education Level	No schooling	294,354	37.4
	Early childhood education	1,374	0.2
	Primary education	102,105	13.0
	Lower secondary	148,640	18.9
	Upper secondary	180,639	22.9
	Vocational	9,390	1.2
	Diploma	21,440	2.7
	Higher	25,137	3.2
	NEC	4,732	0.6
Age group	15-19	228,509	29.0
	20-24	147,975	18.8
	25-29	96,557	12.3
	30-34	70,457	8.9
	35-39	48,359	6.1
	40-44	41,643	5.3
	45-49	28,618	3.6
	50-54	25,276	3.2
	55-59	17,622	2.2
	60-64	25,770	3.3
65+	57,026	7.2	
Youth and adult	Youth (15 –35 yrs)	555,289	70.5
	Adult (36+)	232,522	29.5
Total		787,811	100.0

7.1 Discouraged jobseekers

An important sub-group of the potential labour force is the discouraged jobseekers, i.e., those outside the labour force who did not “seek employment” for labour market-related reasons, such as past failure to find a suitable job, lack of experience, qualifications or jobs matching the person’s skills, lack of jobs in the area, considered too young or too old by prospective employers).

Results from GLFS 2022-23 show that potential labour force accounts for 27.3 per cent for persons outside labour force. Furthermore, 43.6 per cent of persons in the potential labour force are discouraged jobseekers.

Table 7.2 shows that the proportion of discouraged jobseekers at national level is 11.8 per cent. The table further show that there is higher proportion of discouraged jobseekers in the rural (18.9%)

compared to the urban (7.3%). At LGA level, the proportions of discouraged jobseekers at Mansakonko (17.5%), Kerewan (16.2per cent), Kuntaur (18.6per cent), Janjanbureh (29.6%) and Basse (18.8%) are higher than the proportion at the national level (11.8%).

Table 7. 2: Discouraged jobseekers by sex, residence, LGA, disability and age

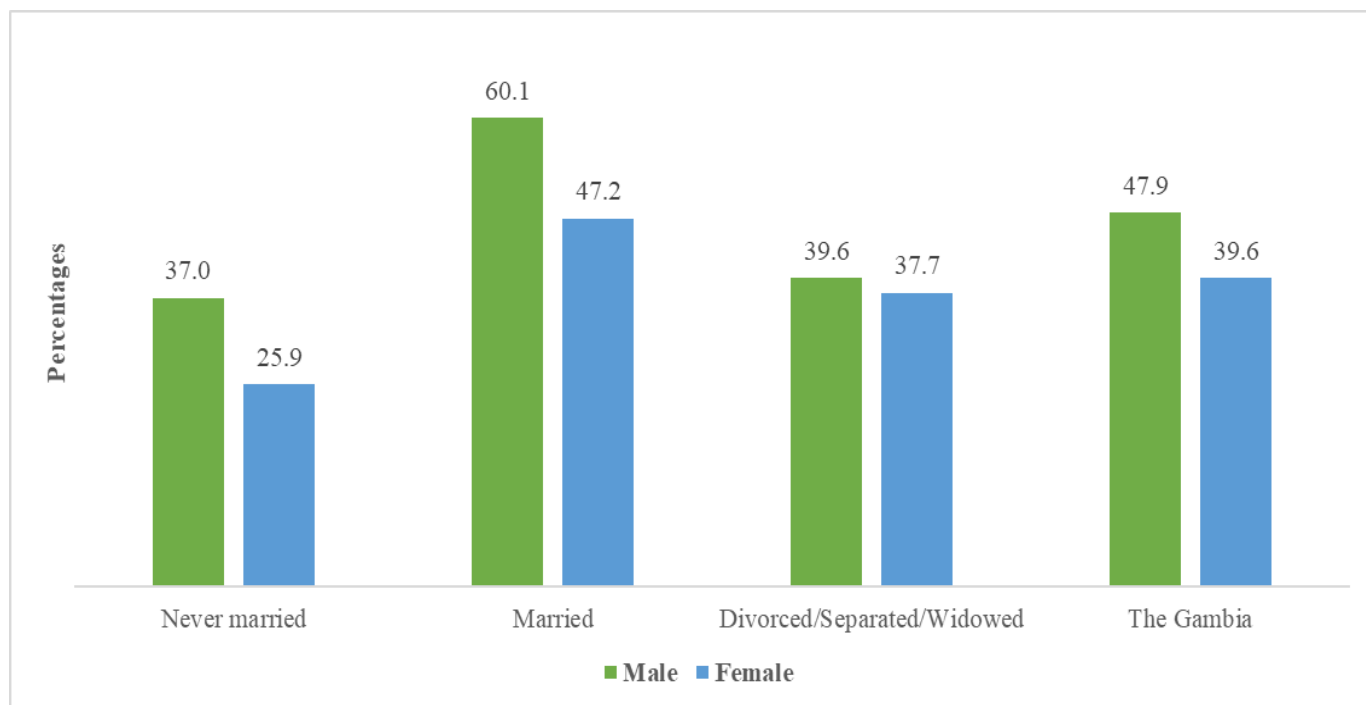
Characteristics		Number	Per cent
Sex	Male	33,930	9.7
	Female	59,356	13.6
Residence	Urban	34,962	7.3
	Rural	58,323	18.9
LGA	Banjul	241	2.9
	Kanifing	11,004	8.5
	Brikama	26,922	7.3
	Mansakonko	4,837	17.5
	Kerewan	11,205	16.2
	Kuntaur	7,846	18.6
	Janjanbureh	12,476	29.6
	Basse	18,754	18.8
Disability	With functional difficulty	1,840	4.6
	Without functional difficulty	91,445	12.2
Age	Youth (15-35 yrs)	68,640	12.4
	Adult (36+ yrs)	24,645	10.6
Total		93,285	11.8

CHAPTER 8: WOMEN AND EQUAL OPPORTUNITIES

Women account for 39.6 per cent of the labour force in the Gambia. The GLFS 2022-23 provides a rich set of current information on their labour force participation. Here a few aspects are examined: female labour force participation rate by marital status, the proportion of women in managerial positions, and occupational segregation index.

The overall female labour force participation rate was 39.6 per cent. As shown in Figure 8.1, the labour force participation rate was lower for never married (25.9%) and much higher for female who are married (47.2%). The information on marital status was collected for persons 12 years and older.

Figure 8. 1: Labour force participation by marital status and sex



One of the goals of the government of the Gambia is to promote opportunities for both women and men to obtain decent work. However, in the managerial positions, the proportion of women is still lower than men.

The results in Table 8.1 show that there were 399 (33.7%) women working as chief executives, senior officials and legislators, 1057 (37.2%) women as administrative and commercial managers, giving a total of 1456 (36.1%) women in specialized managerial positions. The corresponding total

for men was 2,572 (63.9%) persons. Thus, the overall share of women in specialized managerial positions was 36.1 per cent.

Table 8. 1: Women and men in managerial positions

Sub-major occupation group	Number			Per cent		
	Male	Female	Total	Male	Female	Total
Chief executives, senior officials and legislators	(784)	*399	1,183	66.3	33.7	100.0
Administrative and commercial managers	(1,788)	*1,057	2,845	62.8	37.2	100.0
Total persons in specialized managerial positions	2,572	1,456	4,028	63.9	36.1	100.0

*Note: *Figures in parentheses are based on 25-49 unweighted cases. Asterisk indicates that a figure is based on fewer than 25 unweighted cases*

The degree of segregation of occupations by sex may be measured with the occupational segregation index. It measures extent to which labour markets are separated into “male” and “female” occupations. The occupational segregation index (D) is commonly used as a proxy indicator for equality of opportunity in employment and occupation. It is defined by

$$D = \frac{1}{2} \sum_i \left[\frac{n_{A_i}}{n_A} - \frac{n_{B_i}}{n_B} \right]$$

Where n_{A_i} and n_{B_i} are, respectively, the number of men and women in a given occupational i and n_A and n_B are, respectively, the total number of men and women in all occupations. The value of the index ranges from zero to one, zero indicating no segregation and one indicating complete segregation. The index may be interpreted as the fraction of persons that need to change occupations to achieve zero segregation.

According to the results of the GLFS 2022-23, the segregation index calculated at four-digit level of occupation was 0.000011 indicating that 0.0011 per cent of the male and female employed population needs to exchange occupations to eliminate occupational segregation in the Gambia. Among the 7,439 distinct 4-digit occupations recorded from the survey, five contributed 2.8 per cent (0.0000003) of total occupational segregation index in the country as displayed in Table 8.2.

Table 8. 2: Occupations with high gender segregation

Occupation	Persons			Per cent		
	Male	Female	Total	Male	Female	Total
Staff and market sale	13,508	26,964	40,472	33.4	66.6	100.0
House builders	14,692	*328	15,020	97.8	2.2	100.0
Crop farm labourers	1,636	4,897	6,532	25.0	75.0	100.0
Building construction labourers	19,467	*171	19,638	99.1	0.9	100.0
Freight handlers	2,932	(796)	3,728	78.7	21.3	100.0
Total	252,236	33,156	85,391	61.2	38.8	100.0

*Note: *Figures in parentheses are based on 25-49 unweighted cases. Asterisk indicates that a figure is based on fewer than 25 unweighted cases*

It can be observed from these results that building construction labourers, house builders, and freight handlers were male-dominated occupations while crop farm labourers and stall and market sale, were female dominated occupations.

CHAPTER 9: YOUTH POPULATION

The results of GLFS 2022-23 have shown that there is a total of 897,406 youth (15-35yrs); of which 428,011 (47.7%) are males and 469,395 (52.3%) are females. By place of residence 63.0 per cent of the youth resides in urban areas and 37.0 per cent in rural areas. Again, by LGA analysis, bulk of the youth lives in Brikama (48.0%) and this is followed by LGAs such as; Kanifing (17.8%) Basse (10.2%), Kerewan (9.8%), Janjanbureh (5.2%), Kuntaur (4.6%) and Mansakonko (3.4%). Banjul (1.1%) has the least proportion of youth population.

A total of 342,118 (38.1%) of the youth are in the labour force; of which 52.3 per cent are males and 47.7 per cent are females. Analysis by place of residence has shown that 63.4 per cent of the youth in the labour force are found in urban areas compared to 36.6 per cent of their rural areas' counterparts. Also, analysis by LGA, majority of the youth in the labour force are found in Brikama (46.9%); followed by Kanifing (20.2%), Kerewan (11.9%), Basse (7.5%), Janjanbureh (5.2%), Kuntaur (3.5%) and Mansakonko (3.4%). Banjul with 1.3 per cent of the youth labour force is the lowest.

Total number of youths in the potential labour force is 156,688 representing 22.6 per cent of the youth labour underutilization. The total number of males in the potential labour force is 54,825 accounting for 35.0 per cent of the youth in potential labour force and the total number of females in the potential labour force is 101,863 also representing 65.0 per cent of the youth in potential labour force. By place of residence, 75,896 (48.4%) of the youth in the potential labour force live in the urban areas whereas 80,792 (51.6%) of the youth in the potential labour force live in the rural areas. By LGA analysis, largest share of the youth in the potential labour force are found in Brikama (39.0%), followed by Basse (15.2%), Kanifing (14.6%), Kerewan (11.7%), Kuntaur (8.2%), Janjanbureh (6.9%) and Mansakonko (3.9%). Banjul (0.5%) has the least proportion of youth in the potential labour force.

The youth labour force participation rate is 38.1 per cent. The youth labour force participation rate for males (41.8%) is higher than the youth labour force participation rate for females (34.8%). The youth labour force participation rates for urban area (38.4per cent) and rural areas (37.7%) are similar. Five out of eight LGAs (Banjul (42.9%), Kanifing (43.3%), Mansakonko (38.8%), Kerewan (46.4%) and Janjanbureh (38.8%) has youth labour force participation rates higher than the national youth labour force participation rate 38.1 per cent. The other three remaining LGAs (Brikama (37.3%), Kuntaur (29.5%) and Basse (28.1%) has youth labour force participation rates lower than the national youth labour force participation rate.

9.1 Youth and education

The international definition of the youth population is “persons aged 15-24 years old.” To cover countries where entry into the labour market occurs at a later stage, the ILO extends the definition to include young adults aged 25-29 years old for certain purpose such as school-to-work transition

analysis. In the Gambia, youth is defined as persons aged between 15 to 35 years old which is aligned to the African Union definition.

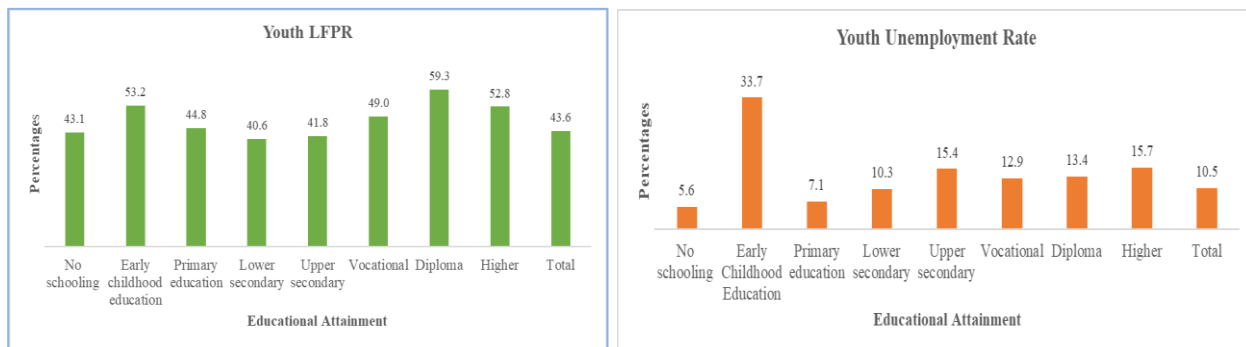
In general, there is a two-way relationship between the education system and the labour market. The education system supplies the labour market with educated labour force, while the labour market – through the wage structure of occupations and other labour market variables – transmits signals on the types of qualifications expected from the education system. The data collected from the GLFS 2022-23 contain the elements for carrying such types of analysis.

Figure 9.1 presents in the left panel the youth labour force participation rate by educational attainment and youth unemployment rate by educational attainment on the right. The results show that the labour force participation rate was highest among the diploma holders (59.3%), followed by those with early childhood education (53.2%) and higher education level (52.8%). It was above the national average (43.6%) among those who attained vocational level (49.0%) and those who completed primary education level (44.8per cent). The LFPR was less than the national average in the rest of education levels; with the lowest rate among youth with lower secondary education for whom the labour force participation rate was 40.6 per cent.

The relationship between educational attainment and unemployment rate is also different, showing a relatively positive slope. Unemployment shows an increasing pattern from 5.6 per cent for young people with no educational attainment to 15.7 per cent among youth who completed higher education. The unemployment rate among youth was 10.5 per cent which is higher than the rate at national level (7.6%).

Early Childhood Education (ECE) counts are unweighted in the youth unemployment rate in Figure 9.1 below and the unweighted counts are negligible, thus care must be taken in analyzing that statistics (33.7%).

Figure 9. 1: Youth (15-35 years old) labour force participation rate and unemployment rate by educational attainment



This pattern suggests that the higher the educational attainment of a young person, the higher his or her risk of unemployment. One could think of a number of reasons for this phenomenon. First, persons with higher educational attainment have a higher reservation wage, preferring to wait for a

suitable employment rather than accepting a job considered as inadequate or low paying. Another possible reason may be the existence of mismatch between the qualification of the youth and the skill requirements of jobs in the labour market.

9.2 Youth neither in employment, nor in education (NEET)

NEET is an SDG indicator 8 to “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all” and part of National Development Plan (NDP) monitoring framework. The NEET rate is an ILO decent work indicator and serves as a broader measure of potential youth labour market entrants than youth unemployment. A full account of the labour market situation of young people is important for the formulation of employment policies regarding the youth.

The results of GLFS 2022-23 show that out of 897,406 youth population, 275,432 (30.7%) were in employment, and 184,712 (20.6%) were in education during the reference period, including 30,830 (3.4%) youth population in both employment and in education. The number of youth population who were neither in employment, nor in education was 406,432 corresponding to 45.3 per cent of the youth population. Table 9.1 shows the youth who are outside the educational system and not in employment (NEET).

Among the NEET population are the youth unemployed or in the potential labour force who are not in the educational system, 35,856 (8.8%) and 156,688 (38.6%), respectively. Some may want employment but not seeking, nor currently available for work, but 11.4 percent of them were involved in subsistence agriculture. The results from Table 9.1 show, the NEET rate is higher among females (47.3%) than among males (43.1%), as relatively more females than males remain outside the labour force after completing their education. Many of them are however in the potential labour force, available to take up employment under suitable conditions.

Table 9. 1: Youth population (15-35 yrs.) with respect to employment and education, 2022-23

	Youth					
	Number			Per cent		
	Total	Male	Female	Total	Male	Female
In employment	275,432	145,059	130,373	30.7	33.9	27.8
In education	184,712	83,386	101,326	20.6	19.5	21.6
In both employment and education	30,830	15,111	15,720	3.4	3.5	3.3
Not in employment nor in education/training (NEET)	406,432	184,456	221,976	45.3	43.1	47.3
- Unemployed	35,856	18,753	17,103	8.8	10.2	7.7
- Potential labour force	156,688	54,825	101,863	38.6	29.7	45.9
- Other	213,888	110,878	103,010	52.6	60.1	46.4
Total youth population (15-35 years)	897,406	428,011	469,395	100.0	100.0	100.0

The results in Figure 9.2 indicate that the percentage of youth (15-24 yrs.) not in employment and not in education is slightly lower than that of the 15-35 yrs., 42.6 per cent versus 45.3 per cent.

Figure 9. 2: Youth not in employment and not in education

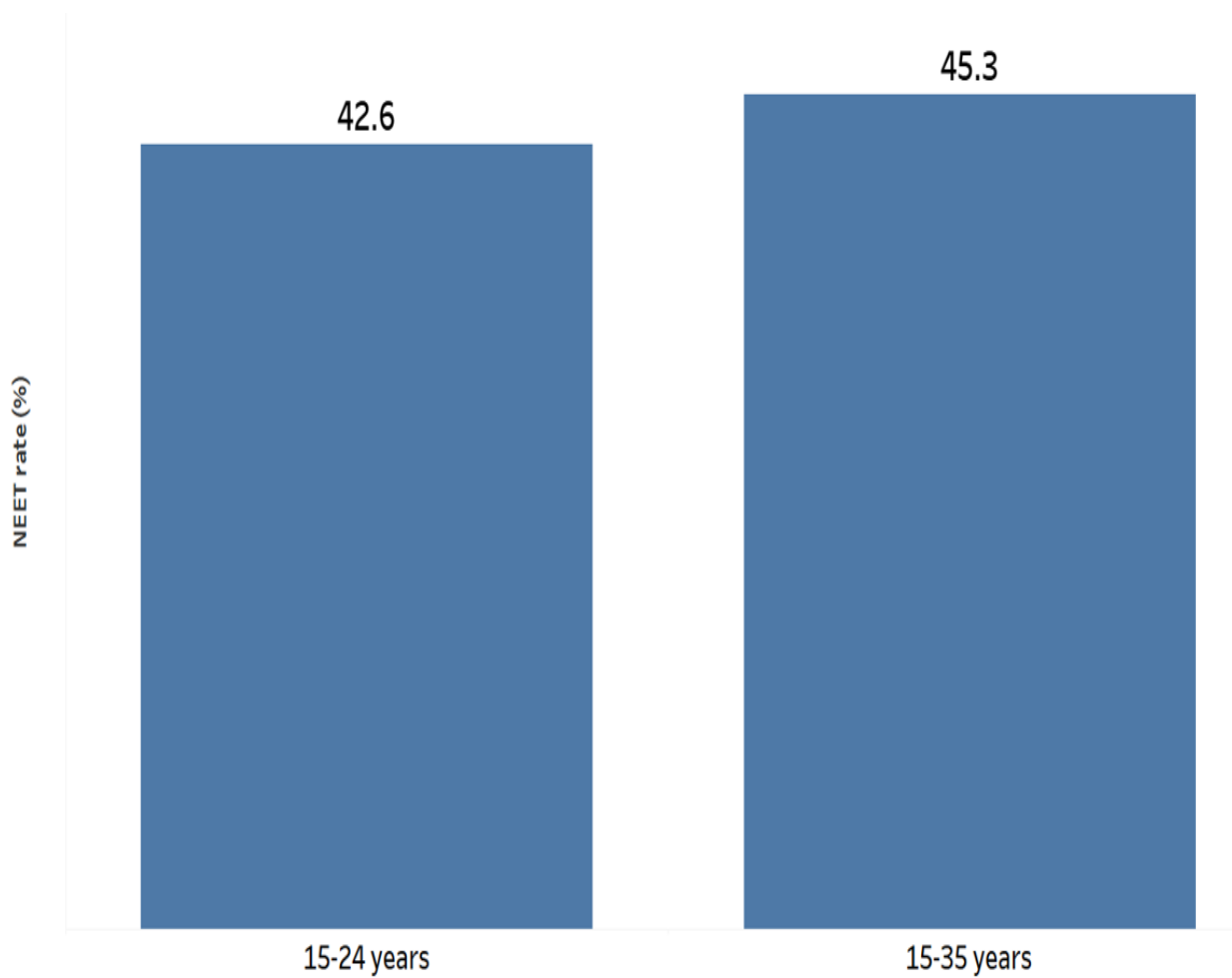
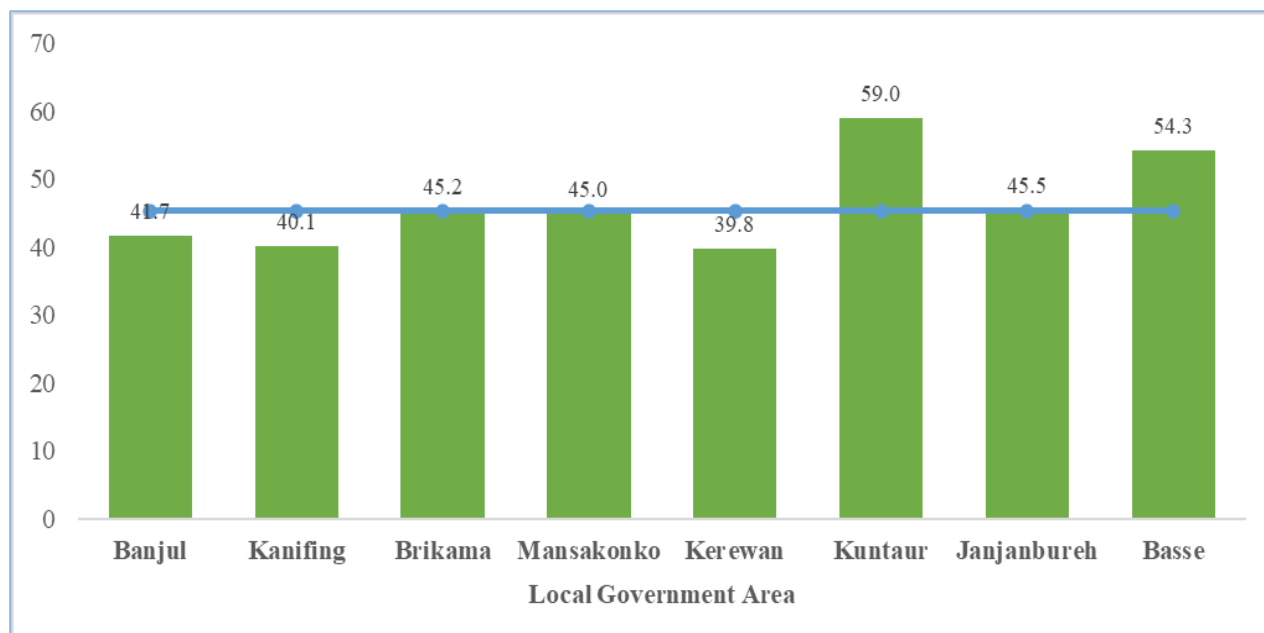


Figure 9.3 shows the proportion of youth neither in education nor in employment by Local Government Area (LGA). It is observed that the youth NEET in 5 out of 8 LGAs were below the national average while it was higher than the national average in the remaining LGAs. LGA with the highest youth NEET is Kuntaur followed by Basse and Janjanbureh.

Figure 9. 3: Proportion of Youth (15-35) neither in Employment nor in Education (NEET) by Local Government Area (LGA)



**Note: The blue line represents the national average*

CHAPTER 10: WORK IN AGRICULTURE

From GLFS 2022-23, the following two categories were explained in the status of workers in agriculture: those who are engaged in market-oriented agriculture as main job, working for pay or self-employed (i.e., employed for pay or profit in agriculture) and non-market oriented (i.e., subsistence agriculture). Workers in the former category are considered as employed while those in latter are not counted as employed.

10.1 Market oriented agriculture

Table 10.1 shows that 118,420 (21.0%) persons aged 15 years and older were engaged in market-oriented agriculture as their main job (employed for pay or profit). of this population, the females (79,987 or 30.1% of females aged 15 or over) were more engaged in market-oriented agriculture than males (38,433 or 12.9 per cent). Market oriented agriculture activity was also mostly observed among rural (94,047 or 43.1% of the working age population) compared to urban areas (24,374 or 7.1%).

Table 10. 1: Market-oriented agriculture

Labour market indicator	Age 15+			URBAN			RURAL		
	Total	Sex		Total	Sex		Total	Sex	
		Male	Female		Male	Female		Male	Female
Employed population in agriculture	Number								
	118,420	38,433	79,987	24,374	10,155	14,218	94,047	28,277	65,769
	Per cent								
	21.0	12.9	30.1	7.1	5.4	8.9	43.1	25.4	61.7

10.2 Non-market oriented (subsistence agriculture)

The non-market-oriented workers in agriculture sector as presented in Table 10.2 shows that, 1,397,221 working age population 15 years and older were involved in agriculture activity either participating in subsistence or not. The results show that 146,891 persons representing 10.5 per cent were engaged in subsistence agriculture while 1,250,330 persons representing 89.5 per cent were not participating in subsistence agriculture at the time of the survey.

Table 10. 2: Works status in agriculture

	Agriculture		
	Participate in subsistence agriculture	Not Participate in subsistence agriculture	Total
Population 15 years and older	146,891	1,250,330	1,397,221
Labour force	60,687	548,723	609,410
-Employed	54,841	508,554	563,395
-Unemployed	5,846	40,169	46,015
Outside the labour force	86,204	701,607	787,811

Labour underutilization	71,714	270,376	342,090
-Unemployed	5,846	40,169	46,015
-Time-related underemployed	11,892	69,442	81,334
-Potential labour force	53,976	160,765	214,741
Labour force participation rate (%)	41.3	43.9	43.6
Employment-to-population ratio (%)	37.3	40.7	40.3
Time related underemployment rate (%)	19.6	12.7	13.3
LU1: Unemployment rate (%)	9.6	7.3	7.6
LU2: Combined rate of time-related underemployment and unemployment (%)	29.2	20.0	20.9
LU3: Combined rate of unemployment and potential labour force (%)	52.2	28.3	31.6
LU4: Composite measure of labour underutilization (%)	62.5	38.1	41.5

For those in the labour force (609,410 persons), 60, 687 participated in subsistence agriculture while 548,723 did not engaged in subsistence agriculture.

The labour force participation rate in subsistence agriculture was 43.6 per cent. Of this, 41.3 per cent participated in subsistence agriculture while 43.9 per cent did not.

The employment-to-population ratio for all persons 15 years and older is 40.3 per cent. The population who participated in subsistence agriculture is 37.3 per cent compare to 40.7 per cent of those who did not participate in subsistence agriculture.

Unemployment rate is 7.6 per cent. Nearly every-one in every 10 persons (9.6%) who participated in subsistence agriculture are unemployed. it is also observed that 7.3 per cent of who were not involved in subsistence agriculture are unemployed.

CHAPTER 11: OWN-USE PRODUCTION WORKS OUT OF AGRICULTURE

According to the 19th ICLS, own-use producers is defined as all persons of working age who were engaged in own-use production work for at least one hour during the reference period.

Own-use production is any activity for the production of goods or services mainly for the household or family. In other words, the intended destination for the output is mainly for the final use of the

producer in the form of capital formation, or final consumption by the household, or by family members living in other households.

Production of goods is within the Systems of National Accounts (SNA) production boundary as covered in the GLFS 2022-23 were:

- Crop production (work or help in any farming activities to produce food, keep, or help in a family in kitchen, garden or orchard): These include all activities covered under growing of non-perennial crops, growing of perennial crops, plant propagation, support activities for crop production, post-harvest crop activities and seed processing for propagation. Examples include growing any kind of produce such as cereals, rice vegetables, fruits, nuts, etc., and related activities such as preparing the land, harvesting.
- Animal production (rear or tend farm animals kept by the family). These include raising of cattle and buffaloes, raising of horses and other equines, raising of camels and camelids, raising of sheep and goats, raising of swine/pigs, raising of poultry, raising of other animals. Examples include raising or breeding cattle, sheep, poultry, goats, pigs, bee keeping, etc. It also includes activities to produce by-products such as eggs and dairy products
- Fishing or fish farming (aquaculture activities). Examples include marine or freshwater fishing, farming fish, crustaceans, molluscs, etc.

Only activities mainly intended to produce goods for final consumption or use by the household or family should be included.

The GLFS 2022-23 questionnaire contains 4 questions on own-use production of agricultural goods among the employed populations. The questions were asked for all household members 5 years and above. The questions were about unpaid work in farming or fishing the household members may have done for the household or family during the reference period.

The results shown in Table 11.1 indicate that 386,985 persons aged 15 years and above, representing 15.5 per cent for whom the information was to be collected on own use production work. The type of activity in which the highest proportion of persons were engaged was “fetching water for own use”, representing 57.8 per cent of the working age population, followed by “own-use producers of foodstuff (farming, fishing, hunting, processing food for storage)” (38.0%) and “collecting firewood for own use” (35.0%).

Table 11.1 : Engagement in own-use production of goods

	Number	Per cent
Population aged 15 years and above engaged in some type of own-use production	386,985	15.5
Farming for own use	60,093	15.5
Fishing for own use	311	0.1

Hunting or gathering for own use	42,091	10.9
Fetching water for own use	223,736	57.8
Collecting firewood for own use	135,330	35.0
Manufacture of other goods for own use	25,856	6.7
Own-use construction work	38,806	10.0
Processing food for storage	60,213	15.6
Own-use producers of foodstuff (farming, fishing, hunting, processing food for storage)	146,891	38.0

CHAPTER 12: CHILD LABOUR

Child labour is part of the SDGs indicators under Goal 8 ‘Decent work and economic growth’. The Gambia has ratified international conventions to eliminate child labour. These Conventions include the ILO Convention N° 138 concerning minimum age for admission to employment and the Convention N° 182 on the Worst Forms of Child Labour. They define child labour as work that children should not be doing because (a) they are too young or (b) is likely to harm their health, safety or morals, due to its nature or the conditions in which it is carried out.

Ratification of these conventions translates into The Gambia undertook to have a national policy designed to ensure effective abolition of child labour, and to raise progressively the minimum age for admission to employment or a work to a level consistent with the fullest physical and mental development of young persons and also take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour.

Hence, to address data gaps on child labour and therefore engage in better planning for actions geared towards eliminating child labour, GLFS 2022-23 has a module on child labour and hazardous work for children aged 5-17.

12.1 Child labour

The SDG Target 8.7 calls to “take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms”.

The minimum age for engagement of a child in light work is 16 years according to the Children’s Act of the Republic of the Gambia 2005.

For the production of child labour indicators, the survey considered national legislation as well as international recommendation, in accordance with the ILO Minimum age convention 138, the ILO convention 182 and in line with the 20th ICLS. In this survey, a child is considered to be in child labour if the following conditions are met:

- Children aged 5-11: working for at least one hour in economic activity (work).
- Children aged 12-14: working for 14 hours or more per week (non-light work) or working in designated hazardous industries (mining and quarrying, and construction) or exposed to hazardous conditions or working in hazardous occupations.
- Children aged 15-17: working for 43 hours or more per week or working in designated hazardous industries (mining and quarrying, and construction) or exposed to hazardous conditions or working in hazardous occupations.

12.2 Profile of children in child labour

Table 12.1 shows that 23.1 per cent of children aged 5-17 years are engaged in child labour in the Gambia. The proportion of males (23.5%) aged 5-17 years engaged in child labour is slightly higher than the females (22.6%). The results indicate that children aged 12-14 years and 15-17 years are predominantly engaged in child labour. Higher proportion (38.5%) of children aged 5-17 years in the rural are in child labour as opposed to the proportion in the urban areas (10.4%). In the rural areas more children are engaged in child labour especially those aged 12-14 years and 15-17 years compared to the urban area.

By LGA, the data shows that child labour for children 5-17 years is more common in these LGAs (Mansakonko, Kuntaur and Janjanbureh) each with at least 45 per cent but highest in Mansakonko with 47.7 per cent.

Over 50 per cent of children aged 12-14 years and 15-17 years are engaged in child labour in Mansakonko, Kuntaur and Janjanbureh LGAs.

Table 12. 1: Percentage distribution of children in child labour, by age group, sex, residence and LGA

		Children aged 5-11 in child labour		Children aged 12-14 in child labour		Children aged 5-14 in child labour		Children aged 15-17 in child labour		Total child labour 5-17 years	
		%	No.	%	No.	%	No.	%	No.	%	No.
Sex	Male	18.8	46,108	30.0	30,240	22.0	76,348	29.7	25,162	23.5	101,510
	Female	18.6	43,118	28.2	26,041	21.3	69,159	27.3	23,451	22.6	92,610
Residence	Urban	6.6	16,503	13.7	15,044	8.8	31,547	16.2	16,477	10.4	48,024
	Rural	32.1	72,723	49.2	41,237	36.7	113,960	46.7	32,136	38.5	146,096
LGA	Banjul	*0.5	19	*0.7	11	0.5	30	*3.2	57	1.1	87
	Kanifing	(3.5)	2,209	(9.7)	2,666	5.4	4,875	14.6	3,849	7.5	8,724
	Brikama	12.8	26,456	16.2	13,490	13.8	39,946	16.7	13,164	14.4	53,110
	Mansakonko	41.8	8,691	53.4	4,507	45.2	13,198	59.0	3,938	47.7	17,136
	Kerewan	20.8	12,210	44.3	11,153	27.9	23,363	42.3	8,233	30.6	31,595
	Kuntaur	36.6	11,089	62.4	6,435	43.1	17,523	61.4	5,236	46.3	22,760
	Janjanbureh	39.3	12,887	55.9	6,975	43.9	19,862	54.8	5,236	45.8	25,098
	Basse	25.6	15,666	44.9	11,045	31.2	26,711	45.8	8,899	33.9	35,610
TOTAL		18.7	89,226	29.1	56,281	21.7	145,507	28.5	48,613	23.1	194,120

Note: Figures in parentheses are based on 25-49 unweighted cases. Asterisk indicates that a figure is based on fewer than 25 unweighted cases.

12.3 Characteristics of child labour

Table 12.2 shows that children aged 5-14 years and 15-17 years in child labour are mostly engaged in the agricultural sector. Moreover, the results show that children aged 5-14 years are more involved in child labour in the agricultural sector than children aged 15-17 years. For both age groups, higher proportions of females are involved in child labour in the agricultural sector than males. Furthermore, less proportions of children aged 5-17 years are engaged in industry and services sectors of economic activity.

Not surprisingly, children living in rural areas are more likely to work in agriculture. Involvement in agriculture is higher among rural children aged 5-14 years (91.4 per cent) as compared to rural

children aged 15-17 (79 per cent). As children in child labour grow older, there is a shift in the industry distribution. Less children work in agriculture and more children are involved in industry and services. Moreover, higher proportions of children aged 5-17 years in urban areas are involved in industry and services sector compared to children in rural areas.

Table 12. 2: Percentage distribution of children in child labour, by sector of economic activity, age, sex and residence

			Agriculture	Industry	Services	Total
Children aged 5-14 years	Sex	Male	83.6	11.1	5.3	100.0
		Female	88.5	5.3	6.1	100.0
	Residence	Urban	66.4	15.8	17.8	100.0
		Rural	91.4	6.3	2.3	100.0
		Total	86.2	8.1	5.7	100.0
Children aged 15-17 years	Sex	Male	57.0	28.0	14.9	100.0
		Female	70.5	17.3	12.2	100.0
	Residence	Urban	33.4	39.2	27.4	100.0
		Rural	79.0	14.5	6.6	100.0
		Total	68.0	19.4	12.6	100.0

Notes: (a) In accordance with the [International Standard Industry Classification \(ISIC-Rev.4\)](#), Industry comprises manufacturing; construction; mining and quarrying; electricity, gas and water supply and Services comprise trade; transportation; accommodation and food; domestic work, community, social and other services and activities.

12.5 Child labour and education

Table 12.3 shows that 23 per cent of children aged 5-14 are involved in economic activities and that only about 72 per cent of children are currently attending school. The breakdown by activity status gives an indication of the interplay between work and school. Overall, about 8 per cent of children are working only and an additional 15 per cent are combining work and school. About 57 percent of children are studying only while an important share (20%) is neither working nor studying.

The table also shows that there was higher proportion of male children (33.0%) aged 5-14 years out of school as compared to females (23.1%). The proportion of males only working (9.7%) is higher than the females (6.0%). Conversely, there was higher proportion of females (16.9%) working and going to school compared to males (13.5%). The results show higher proportion of children aged 5-14 years who are out of school in the rural areas (32.4%) than the urban area (24.7%).

Table 12. 3: Percentage distribution of children 5-14 years by activity status, sex and residence

Background characteristics		Mutually exclusive activity categories				(a)&(c) Total working	(b)&(c) Total in school	(a)&(d) Total out of school
		(a) Only working	(b) Only schooling	(c) Working and schooling	(d) Neither activity			
Sex	Male	9.7	53.4	13.5	23.3	23.2	66.9	33.0
	Female	6.0	60.0	16.9	17.1	22.9	76.9	23.1

Residence	Urban	3.5	69.1	6.2	21.2	9.7	75.3	24.7
	Rural	13.1	42.2	25.5	19.3	38.6	67.7	32.4
Total 5-14 yrs		7.9	56.6	15.1	20.3	23	71.7	28.2

As the age of children increases, it is more likely to find children working only (16%), and combining work and school (20%). On the contrary, the percentage of children attending school only decreases from 57 per cent for those aged 5-14 to 42 per cent for those aged 15-17. It is interesting to note that the percentage of children neither working nor studying does not significantly change (Table 12.4). The results in Table 12.4 show that there was higher proportion of male children (44.3%) aged 15-17 years that are out of school compared to the females (30.6%). The proportion of males only working (17.4%) is higher than the females (15.4%). However, there was higher proportion of females (23.0%) working and going to school compared to males (16.9%). The results show higher proportion of children aged 15-17 years who are out of school in the rural areas (43.2%) than the urban areas (33.5%). Whereas at the national level, 21.0 per cent of children aged 15-17 years were neither working nor going to school.

Table 12. 4: Percentage distribution of children 15-17 years by activity status, sex and residence

Background characteristics		Mutually exclusive activity categories				(a)&(c) Total working	(b)&(c) Total in school	(a)&(d) Total out of school
		(a) Only working	(b) Only schooling	(c) Working and schooling	(d) Neither activity			
Sex	Male	17.4	38.8	16.9	26.9	34.3	55.7	44.3
	Female	15.4	46.4	23.0	15.2	38.4	69.4	30.6
Residence	Urban	9.9	54.5	12.1	23.6	22.0	66.6	33.5
	Rural	26.0	25.1	31.6	17.2	57.6	56.7	43.2
Total 15-17 yrs		16.4	42.6	20.0	21.0	36.4	62.6	37.4

Note: "work" refers to economic activities within the SNA production boundary

CHAPTER 13: MIGRANT WORKERS

Consistent with SDG targets 8.8 and 10.7, production of international labour migration data is important for designing evidence-based policies, formulating, implementing and evaluating labour migration policies, which address the real effects of migration on labour markets and national development.

Migration can be defined as a form of geographic or spatial mobility involving a change of usual residence between clearly defined geographic units. Some changes of residence are temporal and do

not involve change of usual residence⁹. In this survey, internal migration is the movement from one Local Government Area (LGA) to another and an internal migrant is a person who moves from one LGA to another and whose LGA of birth is different from the LGA of enumeration. On the other international migration (immigration) is the movement from a residence outside the national borders of the Gambia into the country and an international migrant is a person usually resident in the Gambia and whose place of birth is outside the Gambia.

13.1 International migration

In addition to native-born people, this section presents information on foreign-born people usually resident in the Gambia disaggregated by demographic and social characteristics such as sex and employment rate. The foreign-born employment rate was calculated as the share of employed foreign-born persons aged 15 years and older in the total foreign-born population of that same age. On the other hand, the native-born employment rate is the share of employed native-born persons aged 15 and years and older in the total native-born population of that same age.

Findings in Table 13.1 show 94.0 per cent of working age population was native-born while 6.0 per cent was foreign-born. Overall, 94.8 per cent of working age population were native-born female while 5.2 per cent were foreign-born females. The employed population comprises 39.8 per cent native and 48.5 per cent foreign-born.

Table 13. 1: Distribution of working age and employed populations by nationality and sex

Indicators	Disaggregation	Total	Per cent
Working age population	Native	1,313,357	94.0
	Male	628,026	93.2
	Female	685,331	94.8
	Foreign-born	83,864	6.0
	Male	46,086	6.8
	Female	37,778	5.2
Employed population	Native	522,750	39.8
	Male	272,102	43.3
	Female	250,648	36.6
	Foreign-born	40,645	48.5
	Male	25,824	56.0
	Female	14,820	39.2

Table 13.2 shows information on native-born unemployment rate which is calculated as the share of unemployed native-born persons aged 15years and older in the native-born labour force (the sum of employed and unemployed native-born) of that same age. It also shows the foreign-born unemployment rate which is the share of unemployed foreign-born persons aged 15years and older in the foreign-born labour force (the sum of employed and unemployed foreign-born) of that same age. The unemployment rate for foreign-born persons in the country was 4.4 per cent. For native-

⁹ Migration report, Population and Housing Census 2013.

born, the unemployment rate was 7.8 per cent. The results show about 97 per cent of unemployed population was native-born males while about 3 per cent was foreign-born male. For the economic activity, majority of native-born (57.3%) and foreign-born (63.5%) were in the services sector.

Table 13. 2: Distribution of the unemployed and economic activity by place of birth and sex

Indicators	Disaggregation	Total	Per cent
Unemployed	Native	44,136	7.8
	Male	24,456	96.7
	Female	19,680	94.9
	Foreign-born	1,879	4.4
	Male	822	3.3
	Female	1,057	5.1
Sector/Economic activity	Native		
	Agriculture	112,281	21.5
	Industry	110,511	21.1
	Services	299,329	57.3
	Foreign-born		0.0
	Agriculture	6,139	15.1
	Industry	8,660	21.3
	Services	25,817	63.5

Results in Table 13.3 show more native-born were self-employed (64.5%) than employees (35.5%). Self-employment was also higher among foreign-born (76.3%) than foreign-born employees (23.7%). The native-born participation rate was calculated as the share of employed and unemployed native-born persons aged 15 years and older in the total native-born population of that same age. On the other hand, foreign-born participation rate is the share of employed and unemployed foreign-born persons aged 15 years and older in the total foreign-born population of that same age. Overall, the LFPR for native-born was 43.2 per cent which is lower than foreign-born rate (50.7%).

Table 13. 3: Distribution of employment status and labour force participation rate by place of birth and sex

Indicators	Disaggregation	Total	Per cent
Status in employment	Native		
	Employees	185,132	35.5
	Self-employed	336,990	64.5
	Foreign-born		
	Employees	9,611	23.7
	Self-employed	31,005	76.3
Labour force participation rate	Native		43.2
	Male		47.2

	Female	39.4
	Foreign-born	50.7
	Male	57.8
	Female	42.0

The share of working age population consisting of citizens (96.0%) was higher than foreign citizens (4.0%) as shown in Table 13.4. Overall, the proportion of male citizens (95.0%) was higher than male foreign-citizens (5.0%) in the working age population. Unemployment rate was slightly higher among citizens (7.7%) than their foreign counterparts (5.0%). Among the foreign citizenry, the unemployment rate was higher among females (9.0%) than males (3.2%). For citizens, the unemployment rate was slightly higher among males (8.1%) than females (7.2%).

Table 13. 4: Distribution of working age and employed/unemployed population by citizenship status and sex

Indicator	Disaggregation	Total	Per cent
Working age population	Citizens	1,341,232	96.0
	Male	640,548	95.0
	Female	700,684	96.9
	Foreign-citizens	55,588	4.0
	Male	33,479	5.0
	Female	22,109	3.1
Employed population/Employment-to-population ratio	Citizens	534,836	39.9
	Male	277,827	43.4
	Female	257,009	36.7
	Foreign-citizens	28,402	51.1
	Male	20,023	59.8
	Female	8,379	37.9
Unemployed	Citizens	44,530	7.7
	Male	24,620	8.1
	Female	19,909	7.2
	Foreign-citizens	1,486	5.0
	Male	658	3.2
	Female	828	9.0

The distribution of economic activity status of the population (citizens and foreign-citizens) as presented in Table 13.5 shows that the citizens (57.3%) and foreign-citizens (66.1%) working in the services sector have the highest proportion of persons employed than other sectors. Among the citizens, the results show similar proportion who works in the industry (21.2%) and agriculture (21.4%) sectors respectively. By status in employment, the proportion of the foreign-citizens who were self-employed (76.7%) was higher than foreign-citizens who were employees (23.3%).

Table 13. 5: Distribution of economic activity and status in employment by citizenship status

Indicator	Disaggregation	Total	Per cent
Sector/Economic activity	Citizens		
	Agriculture	114,636	21.4
	Industry	113,263	21.2
	Services	306,280	57.3
	Foreign-citizens		
	Agriculture	3,758	13.2
	Industry	5,882	20.7
	Services	18,762	66.1
	Status in employment	Citizens	
Employees		188,092	35.2
Self-employed		346,086	64.8
Foreign-citizens			
Employees		6,619	23.3
Self-employed		21,783	76.7

13.4 Reasons for international migration

Table 13.6 shows that family moved or joining family (28.9%) and marriage (24.9%) are the two major reasons for migrating to the Gambia. The proportion of migrants who moved to the Gambia for taking up a job was 16.5 per cent, accounting for the third major reason. The results show that the proportion of migrants who moved to the country to study was 7.5 per cent.

Table 13. 6: Main reasons for migrating to the Gambia

Main reason for moving to The Gambia	Number of persons	Per cent
To take up a job	16,930	16.5
Job transfer	113	0.1
To look for a paid job	9,455	9.2
To look for any other work	7,256	7.1
To study	7,699	7.5
Marriage	25,548	24.9
Family moved/joining family	29,628	28.9
Medical treatment, health	423	0.4
Conflict, political, insecurity, natural disasters	574	0.6
Lifestyle, cost-of-living	411	0.4
Other	4,469	4.4
Total	102,505	100.0

CHAPTER 14: WORKERS WITH DISABILITIES

14.1 Disability and Employment

Credible, consistent disability data is critical to creating change such as promoting the employment of persons with disabilities and equal treatment at work places, improvement of public buildings, issue of integration in schools etc. Disability data were generated in the GLFS 2022-23 to further education, research, and policy initiatives to improve employment opportunities and outcomes for people with disabilities in the country. The Washington Group / ILO Labor Force Survey Disability Module (LFS-DM) was adopted in this survey, and the questions reflect advances in the conceptualization of disability and used the World Health Organization's International Classification of Functioning, Disability, and Health (ICF) as a conceptual framework. The UN Convention¹⁰ on the Rights of Persons with Disabilities and the 2030 Agenda for Sustainable Development¹¹ require that statistics and data be disaggregated by disability whenever applicable.

The Gambia has ratified Convention of Rights of Persons with Disabilities (CRPD) since July 2015. Section 31 of the 1997 constitution of the Gambia specifically provides for the protection and rights of persons with disabilities. For the first time in the history of the Gambia, there exists a disability Act which was passed by National Assembly in July 2021, which has since been assented to by the president. With the implementation of this Act, it could lead to the improvement of the livelihoods of persons with disabilities.

These are the six core domains of disability that were included in the survey; vision, hearing, mobility, cognition (remembering), self-care and communication.

Table 14.1 presents functional difficulties by sex and residence for the population 15 years and older. In GLFS 2022-23, about 87 per cent of persons 15 years and older reported having no functional difficulties. By residence, 88.5 per cent and 84.9 per cent of persons 15 years and older in urban and rural areas reported having no functional difficulties. The findings show 87.9 per cent of males and 86.3 per cent of females respectively reported having no functional difficulties. The proportion of persons 15 years and older with disabilities was higher in rural (5.3%) than urban (3.6%). Overall, for the persons 15 years and older, disability prevalence is 4.3 per cent.

¹⁰ <https://social.desa.un.org/issues/disability/crpd/convention-on-the-rights-of-persons-with-disabilities-crpd>

¹¹ <https://sdgs.un.org/2030agenda>

Table 14. 1: Functional difficulties for persons 15 years and older by sex and residence

Disability status	Number					Per cent				
	Male	Female	Urban	Rural	Total	Male	Female	Urban	Rural	Total
No, no difficulty	592,327	624,329	760,476	456,180	1,216,656	87.9	86.3	88.5	84.9	87.1
Yes, some difficulty	54,107	66,951	68,366	52,692	121,057	8.0	9.3	8.0	9.8	8.7
Total without disability	646,434	691,28	828,842	508,872	121,057	95.9	95.6	96.5	94.7	95.8
Yes, a lot of difficulty	22,963	27,448	26,177	24,234	50,411	3.4	3.8	3.0	4.5	3.6
Cannot do it at all	4,716	4,382	4,634	4,463	9,097	0.7	0.6	0.5	0.8	0.7
Total with disability	27,679	31,83	30,811	28,697	59,508	4.1	4.4	3.5	5.3	4.3
Total	674,112	723,109	859,653	537,568	1,397,221	100.0	100.0	100.0	100.0	100.0

Age has a significant impact, the share of persons with disability stands at 22.3 per cent for those aged 60 years and over.

Table 14. 2: Persons with disability by age group (15 years and older)

Disability status	Number				Per cent			
	15 - 34	35 - 59	60 +	Total (15+)	15 - 34	35 - 59	60 +	Total (15+)
Without disability	855,671	390,535	91,508	1,337,714	98.5	95.1	77.7	95.7
With disability	13,044	202,75	26,189	59,508	1.5	4.9	22.3	4.3
Total	868,715	410,810	117,697	1,397,222	100.0	100.0	100.0	100.0

The prevalence of disability varies by Local Government Area (Table 14.3). For persons 15 years and older, the prevalence rate ranges from 2.6 per cent in Banjul to 10.1 per cent in Kuntaur. The findings indicated that the percentage of persons (15 years and older) with disabilities was 4.3. The proportion of persons 15 years and older with disabilities in Mansakonko (5.5%), Kerewan (4.6%) and Kuntaur (10.1%) was higher than the national prevalence rate. These findings show that people with disabilities are found in all geographic regions of the country.

Table 14. 3: Persons with disability by LGA (15 years and older)

LGA	Number			Per cent		
	Persons without disability	Persons with disability	Total	Persons without disability	Persons with disability	Total
Banjul	16,514	439	16,953	97.4	2.6	100.0
Kanifing	244,605	7,107	251,712	97.2	2.8	100.0
Brikama	619,434	27,509	646,944	95.7	4.3	100.0
Mansakonko	47,758	2,767	50,526	94.5	5.5	100.0
Kerewan	135,653	6,488	142,141	95.4	4.6	100.0
Kuntaur	58,362	6,540	64,902	89.9	10.1	100.0
Janjanbureh	73,946	2,945	76,891	96.2	3.8	100.0
Basse	141,440	5,713	147,153	96.1	3.9	100.0
Total	1,337,713	59,508	1,397,221	95.7	4.3	100.0

The findings in Table 14.4 were obtained from the analysis of patterns in labour force outcomes (percentages of persons 15 years and older who were employed, unemployed, or not in the labour force) by disability status. The findings show that persons 15 years and above with disabilities participate in the labour force at lower rates (32.8%) than persons without disabilities (44.1%). This can be partly due to the fact that disabled persons are older and may have reached retirement age. Labour underutilisation indicators show the same trend, the unemployment rate of persons with disability (SDG indicator 8.5.2) stands at 7.2 per cent, a rate close to that of persons who are not disabled. Similarly, the composite measure of labour underutilization (LU4) is lower.

Table 14. 4: Persons with disability by labour force status (15+)

Disability status	Persons without disability	Persons with disability	Total
Employed	545,263	18,132	563,395
Unemployed	44,603	1,412	46,015
Outside labour force	747,847	39,963	787,811
Labour force participation rate	44.1	32.8	43.6
Employment to population ratio	40.8	30.5	40.3
Unemployment rate	7.6	7.2	7.6
Total	1,337,713	59,508	1,397,221

14.2 Youth (15-35) disability

This section presents statistics on employment among youth with and without disabilities in the age range 15 to 35 years. Analysis for this age group is essential because the disability-inclusive provisions in the Sustainable Development Goals (SDGs) require policy interventions to address the needs of youth with disabilities and bridge the inequalities that exist between youth with and without disabilities.

Overall, in Table 14.6, the disability prevalence among the youth was 1.6 per cent. Disability prevalence for youth is slightly higher for men than women; 1.8 per cent compared to 1.3 per cent respectively. The proportion of youth with disabilities was higher in rural (1.8%) than urban areas (1.5%). Overall, the number of youth with disabilities in the country was 14,066.

Table 14. 5: Youth (15-35yrs) with disability by sex and residence

Disability status	Number					Per cent				
	Male	Female	Urban	Rural	Total	Male	Female	Urban	Rural	Total
Persons without disability	420,129	463,210	557,022	326,318	883,340	98.2	98.7	98.5	98.2	98.4
Persons with disability	7,882	6,185	8,248	5,819	14,066	1.8	1.3	1.5	1.8	1.6
Total	428,011	469,395	565,269	332,137	897,406	100.0	100.0	100.0	100.0	100.0

Table 14.7 presents youth with disabilities by labour force status. About 16 per cent of youth with disabilities were unemployed, which is higher than the 10.4 per cent of their counterparts without disabilities. The findings indicated that, on average, labour force participation rates are higher among youths without disability (38.2%) than those with disability (33.8%). The employment to population ratio for youth in the country was about 34 per cent. Disparities in employment to population ratio show higher prevalence among youth without disabilities (34.2%) than those with disabilities (28.5%).

Table 14. 6: Youth with disability by labour force status

Disability status	Persons without disability	Persons with disability	Total
Employed	302,251	4,011	306,262
Unemployed	35,119	737	35,856
Outside labour force	545,969	9,319	555,289
Total	883,340	14,066	897,406
Labour force participation rate	38.2	33.8	38.1
Employment to population ratio	34.2	28.5	34.1
Unemployment rate	10.4	15.5	10.5

Overall, for the total number of youths with disabilities who were employed, 2,140 and 1,871 were males and females respectively. For youth with disabilities, the survey findings indicated more female (413) than males (324) were unemployed. By residence, greater number of youth with disabilities who were unemployed were found in urban (723) than rural areas (14). Overall, the total number of youth with disabilities in the country was 8,248 in urban and 5,819 in rural areas respectively.

Table 14. 7: Youth with disability by sex and labour force status (count)

	Disability status	Employed	Unemployed	Outside labour force	Total
Male	Persons without disability	158,030	18,429	243,670	420,129
	Persons with disability	2,140	324	5,418	7,882
	Total	160,170	18,753	249,089	428,011
Female	Persons without disability	144,221	16,690	302,299	463,210
	Persons with disability	1,871	413	3,901	6,185
	Total	146,092	17,103	306,200	469,395
Urban	Persons without disability	185,891	27,889	343,242	557,022
	Persons with disability	2,434	723	5,091	8,248
	Total	188,325	28,612	348,332	565,269
Rural	Persons without disability	116,360	7,230	202,728	326,318
	Persons with disability	1,577	14	4,228	5,819
	Total	117,937	7,244	206,956	332,137

As Table 14.9, shows, for youth with disabilities, about the same proportion of both males and females were employed (1.3%). For their counterparts without disabilities, the unemployment rate was slightly higher for females (2.4%) than males (1.7%). For youth with disabilities who were outside the labour force, the proportion was higher among males (2.2%) than females (1.3%). Overall, the disability prevalence among youth was 1.6 per cent. Unemployment rates for youth with disabilities is higher in urban (2.5%) than rural areas (0.2%). This disparity may be explained by increase in migration of more youth from rural to urban settlements in search of employment opportunities.

Table 14. 8: Youth with disability by gender and labour force status

	Disability status	Employed	Unemployed	Outside labour force	Total
Male	Persons without disability	98.7	98.3	97.8	98.2
	Persons with disability	1.3	1.7	2.2	1.8
	Total	100.0	100.0	100.0	100.0
Female	Persons without disability	98.7	97.6	98.7	98.7
	Persons with disability	1.3	2.4	1.3	1.3
	Total	100.0	100.0	100.0	100.0
Urban	Persons without disability	98.7	97.5	98.5	98.5
	Persons with disability	1.3	2.5	1.5	1.5
	Total	100.0	100.0	100.0	100.0
Rural	Persons without disability	98.7	99.8	98.0	98.2
	Persons with disability	1.3	0.2	2.0	1.8
	Total	100.0	100.0	100.0	100.0

Table 14.10 presents the prevalence of disability among youth by Local Government Area. The findings show the prevalence rate ranges from 0.8 per cent in Kanifing to 4.3 per cent in Kuntaur. The findings indicated that the percentage of youth with disabilities was less than 2 per cent in all LGAs except for Kuntaur. The proportion of youth with disabilities in Brikama (1.7%) and Kuntaur (4.3%) was higher than the national prevalence rate (1.6%).

Table 14. 9: Youth with disability by LGA

LGA	Persons without disability	Persons with disability	Total
Banjul	98.9	1.1	100.0
Kanifing	99.2	0.8	100.0
Brikama	98.3	1.7	100.0
Mansakonko	98.5	1.5	100.0
Kerewan	98.5	1.5	100.0
Kuntaur	95.7	4.3	100.0
Janjanbureh	98.7	1.3	100.0
Basse	98.5	1.5	100.0

Total	98.4	1.6	100.0
--------------	-------------	------------	--------------

ANNEX A: STATISTICAL TABLES

Table A. 1: Youth (15-35) Key Labour Market Indicators by sex, residence and local government area

	Sex		Residence		Local government area								Total
	Male	Female	Urban	Rural	Banjul	Kanifing	Brikama	Mansakonko	Kerewan	Kuntaur	Janjanbureh	Basse	
Population (15-35)	428,011	469,395	565,269	332,137	10,116	159,770	430,329	30,222	88,024	41,025	46,229	91,690	897,406*
Labour force	178,923	163,195	216,937	125,181	4,343	69,109	160,323	11,739	40,852	12,109	17,916	25,727	342,118
-Employed	160,170	146,092	188,325	117,937	3,666	57,693	141,881	11,131	38,865	11,586	17,206	24,234	306,262
-Unemployed	18,753	17,103	28,612	7,244	677	11,416	18,442	608	1,987	523	710	1,493	35,856
Outside the labour force	249,089	306,200	348,333	206,956	5,772	90,662	270,006	18,484	47,172	28,917	28,312	65,964	555,289
Labour underutilization	90,161	152,324	129,755	112,730	1,916	41,217	102,752	9,604	27,146	16,024	14,912	28,913	242,485
-Unemployed	18,753	17,103	28,612	7,244	677	11,416	18,442	608	1,987	523	710	1,493	35,856
-Time-related underemployed	16,583	33,358	25,247	24,694	382	6,993	23,249	2,823	6,848	2,588	3,459	3,599	49,941
-Potential labour force	54,825	101,863	75,896	80,792	857	22,808	61,061	6,173	18,311	12,913	10,743	23,821	156,688
Discouraged job-seekers	25,566	43,075	28,827	39,814	155	8,961	21,906	3,285	8,265	5,530	8,323	12,216	68,640
Discouraged job-seekers (%)	10.3	14.1	8.3	19.2	2.7	9.9	8.1	17.8	17.5	19.1	29.4	18.5	12.4
Employees	86,175	36,447	88,254	34,369	1,909	29,587	63,273	2,579	9,633	3,475	5,189	6,979	122,623
Self-employed	73,899	109,333	100,011	83,222	1,757	28,106	78,491	8,527	29,170	8,095	11,911	17,174	183,233
NEET	184,456	221,976	248,354	158,078	4,220	64,054	194,445	13,603	35,025	24,223	21,043	49,819	406,432
Employees (%)	53.8	24.9	46.9	29.1	52.1	51.3	44.6	23.2	24.8	30.0	30.2	28.8	40.0
Self-employed (%)	46.1	74.8	53.1	70.6	47.9	48.7	55.3	76.6	75.1	69.9	69.2	70.9	59.8
NEET (%)	43.1	47.3	43.9	47.6	41.7	40.1	45.2	45	39.8	59	45.5	54.3	45.3
Labour force participation rate	41.8	34.8	38.4	37.7	42.9	43.3	37.3	38.8	46.4	29.5	38.8	28.1	38.1
Employment-to-population ratio	37.4	31.1	33.3	35.5	36.2	36.1	33.0	36.8	44.2	28.2	37.2	26.4	34.1

	Sex		Residence		Local government area								Total
	Male	Female	Urban	Rural	Banjul	Kanifing	Brikama	Mansakonko	Kerewan	Kuntaur	Janjanbureh	Basse	
Time related underemployment rate (%)	9.3	20.4	11.6	19.7	8.8	10.1	14.5	24.0	16.8	21.4	19.3	14.0	14.6
LU1: Unemployment rate (%)	10.5	10.5	13.2	5.8	15.6	16.5	11.5	5.2	4.9	4.3	4.0	5.8	10.5
LU2: Combined rate of time-related underemployment and unemployment (%)	19.7	30.9	24.8	25.5	24.4	26.6	26.0	29.2	21.6	25.7	23.3	19.8	25.1
LU3: Combined rate of unemployment and potential labour force (%)	31.5	44.9	35.7	42.7	29.5	37.2	35.9	37.9	34.3	53.7	40.0	51.1	38.6
LU4: Composite measure of labour underutilization (%)	38.6	57.5	44.3	54.7	36.9	44.8	46.4	53.6	45.9	64.0	52.0	58.4	48.6

**Sub-groups may not add to total due to rounding errors using STATA*

Table A. 2: Employed population by sex, hours usually worked per week at all jobs, and urban/rural area

	Male	Female	Urban	Rural	Total	Male	Female	Urban	Rural	Total
No hours	2,973	2,249	4,526	696	5,222	1.0	0.8	1.3	0.3	0.9
1-14	23,272	43,929	34,108	33,093	67,201	7.8	16.5	9.9	15.2	11.9
15-29	24,145	58,065	41,609	40,601	82,210	8.1	21.9	12.0	18.6	14.6
30-34	8,413	12,904	12,284	9,033	21,317	2.8	4.9	3.6	4.1	3.8
35-39	20,309	35,165	33,099	22,375	55,474	6.8	13.2	9.6	10.3	9.8
40-48	57,794	40,961	68,226	30,529	98,755	19.4	15.4	19.8	14.0	17.5
49+	160,875	71,661	151,496	81,040	232,536	54.0	27.0	43.9	37.2	41.3
NEC	145	535	60	620	680	0.0	0.2	0.0	0.3	0.1
Total	297,926	265,469	345,408	217,987	563,395	100.0	100.0	100.0	100.0	100.0

Table A. 3 Employed population by sex, hours actually worked per week at all jobs, and urban/rural area

	Male	Female	Urban	Rural	Total	Male	Female	Urban	Rural	Total
No hours	26,222	25,266	35,103	16,385	51,488	8.8	9.5	10.2	7.5	9.1
1-14	25,235	42,263	34,031	33,467	67,498	8.5	15.9	9.9	15.4	12.0
15-29	32,633	59,556	46,517	45,672	92,189	11.0	22.4	13.5	21	16.4
30-34	12,343	15,029	15,408	11,964	27,372	4.1	5.7	4.5	5.5	4.9
35-39	18,619	29,879	27,912	20,586	48,498	6.2	11.3	8.1	9.4	8.6
40-48	51,763	35,982	59,134	28,611	87,746	17.4	13.6	17.1	13.1	15.6
49+	130,990	56,957	127,244	60,703	18,7947	44.0	21.5	36.8	27.8	33.4
NEC	122	535	60	597	658	0.0	0.2	0.0	0.3	0.1
Total	297,926	265,469	345,408	217,987	563,395	100.0	100.0	100.0	100.0	100.0

Table A. 4: Labour force status by 5-year age groups

Labour Force Status	5-year age bands											Total
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	
Employed	48,061	75,295	87,544	79,258	70,849	61,716	45,104	38,174	23,222	17,722	16,449	563,395
Unemployed	4,596	13,329	11,626	5,509	3,925	3,472	(1,321)	(942)	*565	*403	*327	46,015
Outside the labour force	228,509	147,975	96,557	70,457	48,359	41,643	28,618	25,276	17,622	25,770	57,026	787,811
Total	281,166	236,598	195,727	155,224	123,133	106,832	75,043	64,392	41,409	43,895	73,802	1,397,221

Note: Figures in parentheses are based on 25-49 unweighted cases. Asterisk indicate that a figure is based on fewer than 25 unweighted cases.

Table A. 5: Labour force status by 10-year age groups

Labour force status	10-year age bands						Total
	15-24	25-34	35-44	45-54	55-64	65+	
Employed	123,356	166,802	132,565	83,279	40,944	16,449	563,395
Unemployed	17,925	17,135	7,397	2,263	(968)	*327	46,015
Outside the labour force	376,483	167,014	90,002	53,894	43,392	57,026	787,811
Total	517,764	350,951	229,964	139,436	85,304	73,802	1,397,221

Note: Figures in parentheses are based on 25-49 unweighted cases. Asterisk indicates that a figure is based on fewer than 25 unweighted cases.

Table A. 6: Labour force status by aggregate age groups

Labour force status	Age (aggregate)				Total
	15-24	25-54	55-64	65+	
Employed	123,356	382,646	40,944	16,449	563,395
Unemployed	17,925	26,796	(968)	*327	46,015
Outside the labour force	376,483	310,910	43,392	57,026	787,811
Total	517,764	720,351	85,304	73,802	1,397,221

Note: Figures in parentheses are based on 25-49 unweighted cases. Asterisk indicates that a figure is based on fewer than 25 unweighted cases.

Table A. 7: Duration of unemployment

Duration of unemployment	Number					Per cent				
	Male	Female	Urban	Rural	Total	Male	Female	Urban	Rural	Total
Less than 1 month	2,012	1,988	2,689	1,312	4,000	8.0	9.6	7.5	12.8	8.7
1 month to less than 3 months	5,460	3,828	6,481	2,807	9,288	21.6	18.5	18.1	27.5	20.2
3 months to less than 6 months	4,807	3,293	6,720	1,380	8,100	19.0	15.9	18.8	13.5	17.6
6 months to less than 12 months	2,753	1,582	3,280	1,055	4,335	10.9	7.6	9.2	10.3	9.4
12 months to less than 24 months	4,632	3,151	6,588	1,196	7,784	18.3	15.2	18.4	11.7	16.9
24 months or more	5,615	6,894	10,034	2,474	12,508	22.2	33.2	28.0	24.2	27.2
Total	25,279	20,737	35,792	10,223	46,015	100.0	100.0	100.0	100.0	100.0

Table A. 8: Percentage distribution of duration of unemployment by LGA

Duration of unemployment	Banjul	Kanifing	Brikama	Mansakonko	Kerewan	Kuntaur	Janjanbureh	Basse	Total
Less than 1 month	4.5	4.1	11.1	9.1	8.6	16.0	11.0	10.8	8.7
1 month to less than 3 months	14.5	13.6	22.6	25.0	29.2	20.3	23.8	24.4	20.2
3 months to less than 6 months	12.6	16.5	19.4	6.5	9.9	21.5	15.4	21.5	17.6
6 months to less than 12 months	15.4	10.9	7.3	12.2	10.8	8.1	19.2	12.7	9.4
12 months to less than 24 months	12.0	13.8	20.4	24.9	5.1	10.9	14.1	17.7	16.9
24 months or more	41.0	41.1	19.3	22.3	36.4	23.2	16.5	12.9	27.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table A. 9: Duration of unemployment (aggregate) by sex and residence

Duration of unemployment	Number					Percent				
	Male	Female	Urban	Rural	Total	Male	Female	Urban	Rural	Total
Less than 6 months	12,279	9,109	15,890	5,498	21,388	48.6	43.9	44.4	53.8	46.5
6 months to less than 12 months	2,753	1,582	3,280	1,055	4,335	10.9	7.6	9.2	10.3	9.4
12 months or more (long term unemployment)	10,247	10,045	16,622	3,670	20,292	40.5	48.4	46.4	35.9	44.1
Total	25,279	20,737	35,792	10,223	46,015	100.0	100.0	100.0	100.0	100.0

Table A. 10: Percentage distribution of duration of unemployment by LGA (Aggregate)

Duration of unemployment	Banjul	Kanifing	Brikama	Mansakonko	Kerewan	Kuntaur	Janjanbureh	Basse	Total
Less than 6 months	31.6	34.2	53.1	40.5	47.7	57.8	50.2	56.7	46.5
6 months to less than 12 months	15.4	10.9	7.3	12.2	10.8	8.1	19.2	12.7	9.4
12 months or more (long term unemployment)	53.0	54.9	39.6	47.2	41.5	34.2	30.6	30.6	44.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table A. 11: Unemployment rate by age group

Age group	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Unemployment rate	8.7	15.0	11.7	6.5	5.2	5.3	2.8	2.4	2.4	2.2	1.9	7.6

Table A. 12: Population outside labour force by age group

Age group	Number	Per cent
15-19	228,509	29.0
20-24	147,975	18.8
25-29	96,557	12.3
30-34	70,457	8.9
35-39	48,359	6.1
40-44	41,643	5.3
45-49	28,618	3.6
50-54	25,276	3.2
55-59	17,622	2.2
60-64	25,770	3.3
65+	57,026	7.2
Total	787,811	100.0

Table A. 13: Population outside labour force by educational attainment

Age group	Number	Per cent
No schooling	294,354	37.4
Early childhood education	1,374	0.2
Primary education	102,105	13.0
Lower secondary	148,640	18.9
Upper secondary	180,639	22.9
Vocational	9,390	1.2
Diploma	21,440	2.7
Higher	25,137	3.2
Not elsewhere classified	4,732	0.6
Total	787,811	100.0

Table A. 14: Population by sex and age group, GLFS 2022-23

Age group	Male	Female	Total
0-4	182,339	168,278	350,617
5-9	177,587	167,040	344,627
10-14	168,898	157,458	326,356
15-19	139,631	141,535	281,166
20-24	115,537	121,061	236,598
25-29	90,902	104,825	195,727
30-34	69,542	85,682	155,224
35-39	56,440	66,693	123,133
40-44	52,874	53,958	106,832
45-49	38,026	37,017	75,043
50-54	32,074	32,318	64,392
55-59	21,079	20,330	41,409
60-64	22,543	21,352	43,895
65+	35,465	38,337	73,802
Total	1,202,937	1,215,884	2,418,821

Table A. 15: Youth functional difficulties by sex and residence

Disability status	Number					Per cent				
	Male	Female	Urban	Rural	Total (15-35)	Male	Female	Urban	Rural	Total (15-35)
No, no difficulty	403,273	438,042	530,159	311,156	841,315	94.2	93.3	93.8	93.7	93.7
Yes, some difficulty	16,856	25,168	26,863	15,162	42,024	3.9	5.4	4.8	4.6	4.7
Yes, a lot of difficulty	5,583	4,855	6,027	4,411	10,438	1.3	1.0	1.1	1.3	1.2
Cannot do it at all	2,299	1,329	2,221	1,408	3,628	0.5	0.3	0.4	0.4	0.4
Total	428,011	469,395	565,269	332,137	897,406	100.0	100.0	100.0	100.0	100.0

Table A. 16: Disabled persons by sex, residence, LGA and type of disability

Type of disability	Sex		Residence		LGA							
	Male	Female	Urban	Rural	Banjul	Kanifing	Brikama	Mansakonko	Kerewan	Kuntaur	Janjanbureh	Basse
Seeing	6,892	8,017	7,264	7,645	113	2,196	5,900	501	1,546	2,151	1,042	1,460
Hearing	4,405	5,504	5,323	4,586	36	1,570	3,849	404	1,154	1,179	577	1,140
Walking	12,958	17,900	16,478	14,380	271	3,864	14,407	1,577	3,388	3,534	1,269	2,548
Remembering	7,995	7,842	8,514	7,323	52	2,570	6,981	766	1,638	1,802	608	1,420
Washing, dressing	2,944	3,226	3,232	2,938	41	1,239	2,824	108	554	434	265	705
Communicating	4,825	3,275	4,994	3,106	50	1,116	4,466	276	513	761	274	644
Total disabled persons (15+)	27,679	31,829	30,811	28,697	439	7,107	27,509	2,767	6,488	6,540	2,945	5,713

Note: Sub-groups may not add to totals because a respondent can be affected by more than one type of disability

Table A. 17: Disabled working age persons by labour force status and type of disability

	Employed	Unemployed	Outside labour force	Total	LFPR	Emp-Pop	UR
Disabled working age persons (15+)	18,132	1,413	39,963	59,508	32.8	30.5	7.2
Seeing	4,047	160	10,702	14,909	28.2	27.1	3.8
Hearing	2,549	363	6,997	9,909	29.4	25.7	12.5
Walking	8,435	387	22,036	30,858	28.6	27.3	4.4
Remembering	5,279	206	10,352	15,837	34.6	33.3	3.8
Washing, dressing	269	50	5,851	6,170	5.2	4.4	15.7
Communicating	1,143	324	6,633	8,100	18.1	14.1	22.1

Note: Sub-groups may not add to totals because a respondent can be affected by more than one type of disability