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MINISTRY OF NATIONAL COMMUNITY DEVELOPMENT  
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DEPARTMENT OF LABOUR

ADDIS ABABA EMPLOYMENT SURVEY  
(REPORT FOR THE HALF-YEAR ENDING 31 MARCH 1971)

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Ministry of National Community Development and Social Affairs  
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Report on the Addis Ababa Employment Survey  
for the half-year ending 31 March 1971

Addis Ababa  
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## Contents

1. Summary
2. Purpose of the Survey
3. Scope and Coverage
4. Method of Carrying out the Survey
5. Estimate of Employment
  - Employment in the public sector
  - Employment in the private sector
  - Estimate of total employment in establishments
  - Employment of women
6. Employment Trends
7. Current Vacancies
8. Shortages of Personnel.



## Addis Ababa Employment Survey

for the half-year ending 31 March 1971.

### 1. Summary

1.1 On the basis of an employment survey carried out in Addis Ababa as on 31 March, 1971 the estimated total employment in establishments in the city on that date was 226,399. Of them, 35,534 or 15.7 per cent were employed in the public sector. The number of women employed was 54,952 (6,356 in the public sector).

1.2 Although strictly comparable data are not available, the number employed in March 1971 was considerably greater than that reported to be employed in 1967 by the establishment census of that year.

1.3 Substantial numbers of job vacancies were reported to be remaining unfilled both in the public and private sector establishments. Vacancies for professional and technical personnel accounted for the bulk of them.

1.4 Manpower shortages were reported in respect of many occupational categories. Among them were engineers and engineering technicians, doctors and other medical personnel, veterinarians, statisticians, economists and accountants. Construction foremen, carpenters, electricians, plumbers, automobile mechanics, printers, craft instructors and secretaries were some others.

### 2. Purpose of the Survey

2.1 The survey is designed to measure, every six months, the changes that take place in the level of employment in Addis Ababa municipal area, on the basis of an establishment reporting system. It is also intended that information should be collected regarding current job vacancies and anticipated shortages and/or surpluses of personnel and other factors affecting the employment situation.

### 3. Scope and Coverage

3.1 The survey covers all establishments and industries in the Addis Ababa municipal area. Both the public and private sectors are included. Domestic servants are excluded; so are street vendors and other self-employed persons who have no fixed place of business.

3.2 In the case of government departments only employees working in Addis Ababa are included. The Defence services and security forces (police) are not included.



3.3 Working proprietors, employees and unpaid family workers are included in the scope of the survey, all employees being covered whether they are temporary or permanent. The information was called for as on the last working day of March 1971.

#### 4. Method of Carrying out the Survey

4.1 Establishments in the private sector employing 50 or more persons in Addis Ababa were listed separately. Information was collected in respect of each of them as well as all government and quasi-government establishments and agencies excluding only the defence services and security forces.

4.2 In regard to establishments in the rest of the private sector, a sample was selected. This was done as follows: The Addis Ababa municipal area consists of 10 woredas (or sub-districts). The Central Statistical Office had divided the municipal area into 900 areas or blocks for a census of establishments in 1967. From these a 5% sample of the total number of blocks (i.e. 45 blocks in all) was drawn with the help of random sample numbers in such a way that the number of sample blocks in each woreda was proportional to the estimated employment in the woreda in 1967.

4.3 Each block in the sample was enumerated completely, all establishments of one or more persons (including working proprietors) being included. This was done with the help of enumerators who covered each sample block street by street.

4.4 Technical notes giving in detail the steps taken for the conduct of the survey, the definitions used, etc., have been issued separately.

#### 5. Estimate of employment

5.1 The total number employed in the public sector (including government and quasi-government establishments, but excluding defence services and security forces) in Addis Ababa as at 31 March 1971 was 35,534 of whom 6,356 or 17.9% were women. Classified by industry, the distribution was as follows:-



Table 1. Employment in the public sector in Addis Ababa, classified by industry.

Industry <sup>+</sup>	Number employed
1. Agriculture	177
2. Mining and quarrying	-
3. Manufacturing	1911
4. Electricity, gas and water	2181
5. Construction	1526
6. Wholesale and retail trade	529
7. Transport, storage and communication	4311
8. Finance, insurance, etc.	1854
9. Community and social services	23045
Total	35534

Employment in the private sector

5.2 Out of a total of 142 establishments of 50 or more persons which were addressed, 129 sent returns. Of the rest, 3 refused to supply the information required and the remaining 10 had not submitted the return up to the time of tabulation despite reminders.

The number of persons employed in the establishments that submitted returns was 26,287 of whom 166 were working proprietors. The estimated employment in those that did not send returns is over 1000.

5.3 The estimated total employment in establishments of less than 50 employees was 164,578. Of them, 73,444 were working proprietors, 79,091 were paid employees and 12,043 unpaid family workers.

5.4 The total number employed in the public and private sectors together was 226,399. The distribution by industry, is shown in table 2. The method of calculation is given in the Technical Notes, issued separately.

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<sup>+</sup> UN International Standard Classification of all Economic Activities (ISIC) 1968.



Table 2. Estimated total employment in establishments in Addis Ababa as on March 31, 1971 classified by industry (excluding defence services and security forces.)

Industry	Number employed in			Total employment	Per cent
	Public sector	Private sector			
		Establishments of 50 persons or more	Establishments of less than 50 persons		
(1)	(2)	(3)	(4)	(5)	(6)
1. Agriculture	177	-	1,187	1,364	0.6
2. Mining and quarrying	-	-	4,483	4,483	2.0
3. Manufacturing	1,911	14,911	30,017	46,839	20.7
4. Electricity, gas and water	2,181	-	-	2,181	1.0
5. Construction	1,526	4,810	11,311	17,647	7.8
6. Wholesale and retail trade	529	4,001	89,905	94,435	41.7
7. Transport, storage and communication	4,311	1,070	6,758	12,139	5.4
8. Finance, insurance etc.	1,854	307	189	2,350	1.0
9. Community and social services	23,045	1,188	20,728	44,961	19.8
Total	35,534	26,287	164,578	226,399	10000

5.5 Wholesale and retail trade and hotels and restaurants employed the largest number of persons, followed by manufacturing industry and community and social services. The construction industry employed 7.8 per cent of the total. A good part of the employment in establishments of less than 50 persons must be considered to be temporary.

5.6 Employment in agriculture comprised mostly those engaged in vegetable cultivation on the bank of the Akaki river flowing through Addis Ababa. The great majority were working proprietors.

5.7 The public sector accounted for 15.7 per cent of the total number employed in the city (a little higher if the police is included). Almost two-thirds of them were employed in administration.

5.8 In the case of agriculture, the activity is limited mostly to Lideta and Keranyo woredas.



5.9 As already explained, the estimate of employment includes working proprietors, employees and unpaid family workers. Both temporary and permanent employees are included. No specification regarding age or the number of hours worked per day or week has been made in describing a person as an employee.

Employment of Women

5.10 An estimated 54,952 women were employed in establishments in Addis Ababa as at the end of March, 1971. 6,356 of them were in the public sector and the rest in the private sector. Their distribution by industry is given in annex 3. The largest number is employed in wholesale and retail trade and hotels and restaurants, followed by manufacturing and services industries.

6. Employment trends.

6.1 There are no comparable employment data for Addis Ababa for the previous years and so it is not possible to discuss here the trends in employment. The only available statistics in this connection refer to employment in the private sector establishments covered by the CSO's census of establishments in 1967. The definition then adopted was: "the total number of persons who worked in or for the establishment on a more or less permanent basis..... Do not include daily labourers." Working proprietors and unpaid family workers were included. This is different from the definition adopted in the present survey which includes all employed persons temporary or permanent as on the date of the survey, not excepting daily labourers. Keeping in mind this difference, it may be interesting to compare the figures for 1967 and 1971 for the private sector as in the table below.

Table 3. Estimated employment in establishments in the private sector in March 1971 as compared to that in 1967, in Addis Ababa.

Industry	Employment	
	1967	31 March, 1971
1. Agriculture	483	1,187
2. Mining and quarrying	1,540	4,483
3. Manufacturing	23,298	44,928
4. Electricity, gas and water	280	-
5. Construction	787	16,121
6. Wholesale and retail trade	42,384	93,906
7. Transport, storage and communication	2,853	7,828
8. Finance, insurance, etc.	1,580	496
9. Community and social services	4,045	21,916
Total	76,950	190,865



6.2 While part of the difference between the two sets of figures is due to the difference in definitions, there is no doubt that employment has increased substantially in Addis Ababa since 1967.

6.3 Engagements and discharges 3,739 persons were recruited and 2,076 persons discharged during the six months ending 31 March 1971, by 77 establishments in the private sector employing 50 or more persons. The word 'discharge' is used here in the sense of separation from work, voluntary or involuntary, due to any cause whatever. The majority of the persons recruited and discharged were in the construction industry. The number of persons discharged amounted to nearly 8 per cent of the employment at the end of the period. In establishments of less than 50 persons the number recruited comprised less than 2 per cent and those discharged less than 1 per cent of the employment at the end of the six months under reference.

6.4 In the public sector 1,446 persons were recruited and 856 left or were retired or discharged during the same period. The separations amounted to 2.4 per cent of the number employed as at 31 March.

6.5 Anticipated future employment. Government and semi-government establishments anticipated between 2 and 3 per cent increase in employment in the public sector during the six months April-September. In the private sector 22 per cent of the larger establishments (employing 50 or more persons) that sent returns reported a likelihood of higher employment while 12 per cent reported the possibility of a decrease and the rest reported that they anticipated no change.

## 7. Current Vacancies

7.1 Public sector establishments reported that they had a total of 564 vacancies remaining unfilled at the time of the survey. More than 40 per cent of them were for professional personnel and nearly one-fifth were for clerical, secretarial and allied employees. The professional workers who were required included architects and engineers, town planners, meteorologists, economists, statisticians, accountants, public administration experts and medical doctors, among others.

7.2 The larger establishments in the private sector (i.e. those employing 50 or more persons) reported 289 job vacancies almost 60 per cent of which were for professionals, technicians and craftsmen. These included chemists, soapmakers, specialist physicians, general mechanics, printers, carpenters and plasterers.



8. Shortages of Personnel

8.1 A number of establishments in the private sector reported shortages of personnel current or anticipated. These covered a wide range of occupations including qualified secretaries, certified accountants, production managers, chemists, salesman, auto mechanics, electricians, printing press workers, construction foremen, plumbers, carpenters, plasterers, sanitary and electrical installation technicians and other construction workers. In every case the need was stated to be for skilled and experienced men.

8.2 In the public sector the shortages reported were mostly for professional personnel. These included engineers and engineering technicians, doctors, nurses and other medical personnel, nutritionists, veterinarians, statisticians and economists. There was also demand for qualified secretaries, typists, statistical clerks, librarians, carpenters and crafts instructors, among others.

	4511	20	_____
	1834	273	
	2383	1903	
	3528	3756	



## Annex 1

Employment in the public Sector in Addis Ababa as on 31 March 1971,

Classified by Industry.

Industry	No. employed		No. recruited during past 6 months	No. discharged during past 6 months
	Total	Women		
1 Agriculture	177	17	21	3
2 Mining & quarrying	-	-	-	-
3 Manufacturing	1911	477	160	76
4 Electricity, gas and water	2181	58	78	18
5 Construction	1526	110	102	18
6 Wholesale and retail trade	529	49	24	19
7 Transport, storage & Communication	4311	490	150	72
8 Finance, insurance etc. services	1854	252	44	53
9 Community and social services	23045	4903	867	597
Total	35534	6356	1446	856

\* Industry classification is according to the UN International Standard Classification, 1968.



Annex 2

Employment in Establishments in the Private Sector employing 50 persons or more as on 31 March 1971, in Addis Ababa.

No. of reporting establishments: 129

Industry	No. employed		No recruited during the past 6 months	No. discharged during the past 6 months
	Total	Women		
1 Agriculture	-	-	-	-
2 Mining & quarrying	-	-	-	-
3 Manufacturing	14,911	7120	677	399
4 Electricity, gas and water	-	-	-	-
5 Construction	4810	41	2461	1437
6 Wholesale and retail trade	4001	597	333	178
7 Transport, storage and communication	1070	251	62	34
8 Finance, insurance etc services	307	60	4	2
9 Community and social services.	1188	251	202	26
Total	26,287	8320	3739	2076



The number of women employed in establishments  
in Addis Ababa as on 31 March 1971

Industry	No. of women employed			Total
	Public sector	Private sector establishments		
		of 50 or more employees	of less than 50 employees	
1 Agriculture	17	--	7	24
2 Mining & quarrying	-	-	121	121
3 Manufacturing	477	7120	4,560	12,157
4 Electricity, gas, water	58	-	-	58
5 Construction	110	41	-	151
6 Wholesale and retail trade	49	597	30,766	31,412
7 Transport, storage and communication	490	251	104	845
8 Finance, insurance etc. services	252	60	28	340
9 Community and social services	4903	251	4,690	9,844
Total	6356	8320	40,276	54,952

