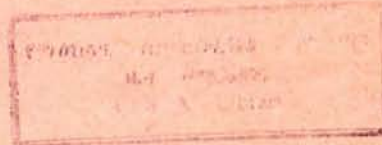


THE ADDIS ABABA CITY GOVERNMENT
LABOR AND SOCIAL AFFAIRS BUREAU



GROUP MANPOWER STUDIES IN
GOVERNMENTAL ESTABLISHMENTS

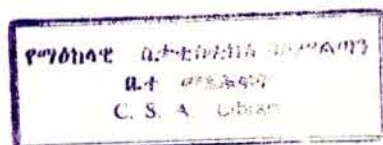
(JUNE 1993)



ADDIS ABABA
FEBRUARY 1999

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PREFACE

Effective manpower planning in general and employment promotion in particular demands a highly developed and efficient system of collection and utilization of up to date information. For this end, the Group Manpower Study was carried out in 1993 to collect data on various aspects of employment such as occupation, industry, education, salary, age, and employment category.

Although this report has been issued after a considerable delay since the period of the data collection from governmental establishments, it is hoped that the report would be significant as a background for other studies. It is also hoped that the data will serve as a basis of record.

The report is arranged so as to comprise three divisions: part one consists of seven sections and explanations are given on background, objectives, methodology, and scope of the survey. Part two is devoted to presenting tabular summary of essential facts on government sector employment. Attempts have been made as much as possible to compare the data with those of the 19986 and 1993 governmental establishments survey results. In the annex part are listed important items likely to be sought by users.

We would take this opportunity of thanking the staff members of Manpower Research and Employment Team and all others who have helped for the completion of data consolidation and preparation of this report.

Mulugeta Berhae
Head of Labor and social Affairs Bureau



INTRODUCTION

1 INTRODUCTION

1.1 SOME HIGHLIGHTS

The importance of manpower data for economic and social development has been increasingly recognized in both developed and developing countries. Despite such an immense importance, the adequacy of existing manpower data in Ethiopia has not been satisfactory. There is hardly any timely and continuous data on employment and unemployment aspects. The labor statistics compiled annually are deficient with respect to type, quantity, and quality. The inadequacy is particularly appealing concerning employment situation, working conditions, hours of work, labor turnover, labor absenteeism, vacancies, wages, occupational scarcity, etc.

To fill this vital gap, a series of comprehensive manpower surveys need to be undertaken. As an effort towards this end, a number of studies have been proposed. This report is one such a study. It has been prepared for Addis Ababa for the second time since its inception in 1990. The intention has been simply to organize unorganized and scattered manpower data from public establishments in five standard tables presented according to five major variables: occupational group, educational level, salary range, age group, and employment category (Annex 3).

1.2 OBJECTIVES

- To provide manpower data to policymakers, planners, researchers, and any other institution interested in human resource development.
- To serve as a basis for the future to organizing manpower data in a systematic manner so as to understand employment situation from year to year in public sector establishments.

- To help minimize the gap between the required and available manpower data of the public sector.
- To build the capacity at the Labor and Social Affairs Bureau for undertaking various manpower-related surveys and for the study of trends over time.
- To help establish firm institutional relationships with the respective public sector establishments.
- To help generate and update the regional directory of public sector establishments.

1.3 SCOPE AND COVERAGE

This survey has been styled as *Group Manpower Studies*. This aspect of work consists in the collection and consolidation of manpower data and their yearly presentation in five standard tables (section 1.1 above). Initially, it was envisaged that all public sector establishments be captured by the Group Manpower Studies. However, due mainly to technical and financial constraints, the study was practically limited to governmental establishments.

The different governmental establishments expected to have provided the data according to the prescribed tables fall under the supervision of three categories:

- those establishments supervised by the Public Service Commission/Bureau,
- those establishments supervised by the Labor Law Proclamation Number 42 of the 1985 EC,
- those establishments supervised neither by the PSC nor the Labor Law.

1.4 METHODOLOGY

In line with the previous survey practices, the sample frame was set from the already prepared directory of public sector establishments. Based on this current directory, a whole sample of 277 governmental establishments was taken.

The questionnaire, designed by the ILO senior expert and developed by experts in the field, was distributed by means of extensive personal traveling to the location of each establishment. Strict follow-up through personal visits and telephone contacts has been had so as to ensure reliability and consistency and increase response rate. Despite such an effort, 40 of these governmental establishments (14%) resisted to respond.

1.5 CONSTRAINTS AND LIMITATIONS

It was observed by the pertinent staff that a large number of the establishments had problems either in comprehending or taking care of table 1 and table 5 of the questionnaire (annex 3). The data presented in these tables were very crude indeed. The second problem encountered was the negligence by many establishments of checking the consistency that the total number of employees in each of the five tables be equal. Because of these, the staff felt constrained to do extensive as well as intensive checking and consequently to take urgent measures, such as making some establishments complete the questionnaire again.

Another type of problem was an exceptionally wide gap between the period of data collection and preparation of this report. The sole reason for this was that the expert responsible for the execution of this task has been assigned project works for more than three years. Even after such a considerable lag, there has been a conviction that issuance of this report is significant in light of scarce manpower statistics.

The major drawback of the study was that some establishments were not volunteer to furnish the required data. However, the cooperation received from the majority of the establishments was really appreciable. Another drawback as regards the characteristic

features of the employees was omission of a table on their monthly average salary. If there were such a table, a better picture about the nature of the pay system would be perceived. Nevertheless, the main reason for non-inclusion was that it was impossible to compute average figures within the time allotted for word-processing of the report.

1.6 DATA PROCESSING

Data processing is an important part of the whole survey operation. For this purpose, manual method was preferred to computer analysis from the following point of view:

- a) Manual processing does not require much clerical work and specialized operations;
- b) The questionnaire has been pre-formatted and does not involve so many variables which need complex cross-classification, thus necessitating the hand tabulation;
- c) It is simpler in manual processing to detect and check errors produced at sorting, editing, coding, or from the source establishments;
- d) Cost of manual processing is much less than that involved by mechanical processing;
- e) Time is another important advantage of the manual method which is comparatively helpful to process the data in a very short time.

The manual processing of the data was done in 1994 immediately after the receipt of the returns. The operation was run through editing of consistency of the data, verification of the edited data, coding of occupational and industrial groups, and production of tables for final statistical analysis.

It was initially scheduled that the execution of the raw data be finalized and the report printed by the end of May 1994. But, because of the reason mentioned in section 1.5 above, this report was word-processed during December 1998 – after a delay of almost more than four years.

1.7 CONCEPTS AND DESCRIPTIONS

1. **Public sector** is supposed to indicate ownership of the government and the public.
2. **Government establishments** are those establishments which are wholly or partially owned by the government, and which are supervised as described in section 1.3 above.
3. **Permanent employees** are employees who are employed after satisfactorily completing probation period required for permanent government service.
4. **Other employees** are all other employees than permanent.
5. **Industrial classification** is based on the International Standard Classification of All Economic Activities (ISIC 1968). Major industrial divisions and their corresponding descriptions are given below:

Major Industrial Division	Description
1	Agriculture, Hunting, Forestry, and Fishing
2	Mining and Quarrying
3	Manufacturing
4	Electricity, Gas, and Water
5	Construction
6	Wholesale and Retail Trade
7	Transport, Storage, and Communications
8	Finance, Insurance, and Business Services
9	Community, Social, and Personal Services

6. **Occupational classification** is based on the Ethiopian Classification of Occupations (ECO 1978). Major occupational divisions and their corresponding descriptions are given below:

Major Occupation Division	Description
0/1	Professional, Technical, and Related Workers
2	Administrative, Managerial, and Related Workers
3	Clerical and Related Workers
4	Sales workers
5	Service Workers
6	Agriculture, Animal Husbandry, and Forestry Workers, Fishermen, and Hunters
7/8/9	Production and Related Workers, Transport Equipment Operators and Laborers



THE RESULTS OF
THE STUDY

Table 2.1 Employment Distribution by Category and Supervising Agency

Employment Category by Sex		Number of Employees						Percentage Distribution					
		June 1993		June 1991		Dec. 1986		June 1993		June 1991		Dec. 1986	
		PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL
Permanent	male	30585	61388	34058	75744	43278	52747	33.3	66.7	31.0	69.0	45.1	54.9
	female	19453	28173	20500	33070	17488	20782	40.8	59.2	38.3	61.7	45.7	54.3
Others	male	3402	6436	3321	10050	4778	11938	34.6	65.4	24.8	75.2	28.9	71.1
	female	1515	1801	2652	4787	2393	2631	45.7	54.3	35.7	64.3	48.2	51.8
Foreigners	male	131	45	445	100	420	115	74.4	25.6	81.7	18.3	78.5	21.5
	female	54	1	111	26	115	4	98.2	1.8	81.0	19.0	96.6	3.4
<i>All Employees</i>	male	34118	67869	37824	85894	48476	64800	33.5	66.5	30.6	69.4	42.8	57.2
	female	21022	29975	23263	37883	19996	23417	41.2	58.8	38.0	62.0	46.0	54.0
	total	55140	97844	61087	123777	68472	88217	36.0	64.0	33.0	67.0	43.7	56.3

Notes:

PSC = Organizations supervised by Public Service Commission/Bureau.

LL = Organizations supervised by Labor Law Proclamation No. 42/1985 EC.

Table 2.2 Employment Distribution by Category and Industry

Employment		Number of Employees									Percentage Distribution								
Category	Sex	1 Agriculture	2 Mining	3 Manufacturing	4 Electricity	5 Construction	6 Trade	7 Transport	8 Finance	9 Comnty Servs	1 Agriculture	2 Mining	3 Manufacturing	4 Electricity	5 Construction	6 Trade	7 Transport	8 Finance	9 Comnty Servs
Permanent	male	5032	1097	27391	5577	1838	4267	13068	5798	27905	5.5	1.2	29.8	6.1	2.0	4.6	14.2	6.3	30.3
	female	1630	340	16606	1352	410	1775	4032	3162	18419	3.2	0.7	34.9	2.8	0.9	3.7	8.5	6.6	38.7
Others	male	631	445	1783	537	1751	298	688	310	3395	6.4	4.5	18.1	5.5	17.8	3.0	6.9	3.2	34.5
	female	190	101	714	93	309	49	97	130	1633	5.7	3.1	21.5	2.8	9.3	1.5	2.9	3.9	49.3
Foreigners	male	.....	.....	2	.....	....	....	42	.....	132	....	....	1.1	....	....	....	23.9	....	75.0
	female	....	....	....	....	....	....	1	....	54	....	....	....	....	....	....	1.8	....	98.2
<i>Total Employment:</i>																			
June 1993	male	5663	1542	29176	6114	3589	4565	13798	6108	31432	5.6	1.5	28.6	6.0	3.5	4.5	13.5	6.0	30.8
	female	1720	441	17320	1445	719	1824	4130	3292	20106	3.4	0.9	33.9	2.8	1.4	3.6	8.1	6.5	39.4
June 1991	male	5037	231	34263	6073	9604	7744	14354	10922	35490	4.1	0.2	27.7	4.9	7.8	6.3	11.6	8.8	28.7
	female	1554	100	18820	1564	2155	4869	4324	5651	22109	2.5	0.2	30.8	2.6	3.5	8.0	7.1	9.2	36.2
Dec. 1986	male	1960	300	19673	4645	20452	6036	13095	8131	38984	1.7	0.3	17.4	4.1	18.1	5.3	11.6	7.2	34.4
	female	402	55	9857	828	2713	3851	2842	3834	19031	0.9	0.1	22.7	1.9	6.2	8.9	6.5	8.8	43.8

Table 2.3 Employment Distribution by Occupation and Supervising Agency

Occupation Group by Sex		Number of Employees						Percentage Distribution					
		June 1993		June 1991		Dec. 1986		June 1993		June 1991		Dec. 1986	
		PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL
0/1 Professional and Technical Workers	male	11683	4246	13897	7059	12628	4255	73.3	26.7	66.3	33.7	74.8	25.2
	female	5228	1201	6688	2561	4550	1035	81.3	18.7	72.3	27.7	80.4	18.6
2 Administrative and Managerial Workers	male	522	1097	468	1046	885	921	32.2	67.8	30.9	69.1	49.0	50.9
	female	78	106	68	82	114	54	42.4	57.6	45.3	54.7	67.9	32.1
3 Govt. Executive Offls and Clerical Workers	male	7542	14412	10692	19194	11544	14190	34.4	65.6	35.8	64.2	44.8	55.1
	female	8008	9529	9657	12430	8200	8174	45.7	54.3	43.7	56.3	72.1	27.9
4 Sales Workers	male	223	1104	410	1906	327	1150	16.8	83.2	17.7	82.3	22.1	77.9
	female	153	588	171	950	144	440	20.6	79.4	15.3	84.7	24.6	75.4
5 Service Workers	male	3171	10767	5049	13427	5710	9110	22.8	77.2	27.3	72.7	38.5	61.5
	female	3940	4320	4783	5285	4991	3155	47.7	52.3	47.5	52.5	61.3	38.7
6 Agricultural Workers	male	937	584	1021	230	1153	352	61.6	38.4	81.6	18.4	76.6	23.4
	female	53	30	603	68	109	16	63.9	36.1	89.9	10.1	87.2	12.8
7/8/9 Prodn. Workers, Transport Equip. Operators, and Laborers	male	4391	33757	6263	43006	15968	33817	11.5	88.5	12.7	87.3	32.8	67.2
	female	708	12921	1280	16502	1792	10404	5.2	94.8	7.2	92.8	14.7	85.3
00 Unclassified	male	5649	1902	24	26	261	1005	74.8	25.2	52.0	48.0	20.6	79.4
	female	2854	1280	13	5	96	139	69.0	31.0	72.2	27.8	40.9	59.1
All Employees	male	34118	67869	37824	85894	48476	64800	33.5	66.5	30.6	69.4	42.8	57.2
	female	21022	29975	23263	37883	19996	23417	41.2	58.8	38.0	62.0	46.0	53.9
	total	55140	97844	61087	123777	68472	88217	36.0	64.0	33.0	67.0	43.7	56.3

Notes:

PSC = Organizations supervised by Public Service Commission/Bureau.

LL = Organizations supervised by Labor Law Proclamation No. 42/1985 EC.

Table 2.4 Employment Distribution by Occupation and Category

Occupation Group by Sex		Number of Employees									Percentage Distribution								
		June 1993			June 1991			Dec. 1986			June 1993			June 1991			Dec. 1986		
		Permanent	Others	Foreigners	Permanent	Others	Foreigners	Permanent	Others	Foreigners	Permanent	Others	Foreigners	Permanent	Others	Foreigners	Permanent	Others	Foreigners
0/1 Professional and Technical Workers	male	15359	400	170	19438	1549	205	15568	858	457	71.2	70.4	76.9	69.9	72.7	75.4	75.3	70.4	81.2
	female	6210	168	51	8365	581	67	5118	361	106	28.8	29.6	23.1	30.1	27.3	24.6	24.7	29.6	18.8
2 Administrative and Managerial Workers	male	1588	27	4	1419	23	21	1771	23	12	89.7	96.4	100.0	88.2	71.9	91.3	91.7	79.3	92.3
	female	183	1	....	190	9	2	161	6	1	10.3	3.6	....	11.8	28.1	8.7	8.3	20.7	7.7
3 Govt. Executive Offs. and Clerical Workers	male	20210	1744	....	28072	1631	259	24127	1594	13	55.4	58.1	....	58.0	49.6	81.4	62.0	50.3	65.0
	female	16275	1260	2	20296	1656	59	14791	1576	7	44.6	41.9	100.0	42.0	50.4	18.6	38.0	49.7	35.0
4 Sales Workers	male	1261	66	....	2226	35	....	1355	122	....	63.7	75.0	....	66.2	46.1	....	70.6	86.5	....
	female	718	22	1	1135	41	....	565	19	....	36.3	25.0	100.0	33.8	53.9	....	29.4	13.5	....
5 Service Workers	male	11949	1989	....	15625	2767	26	13298	1522	....	61.2	74.7	....	63.6	70.3	76.5	63.9	70.7	....
	female	7587	672	1	8951	1167	8	7516	630	....	38.8	25.3	100.0	36.4	29.7	23.5	36.1	29.3	....
6 Agricultural Workers	male	1412	109	....	997	191	3	1364	141	....	95.3	88.6	....	78.0	29.8	100.0	92.2	94.0	....
	female	69	14	....	282	449	....	116	9	....	4.7	11.4	....	22.0	70.2	....	7.8	6.0	....
7/8/9 Prodn. Workers, Transport Equip. Operators, and Laborers	male	33758	4389	1	41980	7175	31	37470	12304	11	72.7	82.6	100.0	74.6	67.0	96.9	79.2	83.9	91.7
	female	12702	927	....	14328	3536	1	9830	2365	1	27.3	17.4	....	25.4	33.0	3.1	20.8	16.1	8.3
00 Unclassified	male	6436	1114	1	45	....	....	1072	152	42	62.4	81.6	100.0	66.2	....	....	86.1	72.4	91.3
	female	3882	252	....	23	....	....	173	58	4	37.6	18.4	....	33.8	....	....	13.9	27.6	8.7
All Employees	male	91973	9838	176	109802	13371	646	96026	16716	636	66.9	74.8	76.2	67.2	64.3	79.9	71.6	76.9	81.8
	female	47626	3316	66	53670	7439	137	38270	6024	119	34.1	25.2	23.8	32.8	36.7	20.1	28.6	23.1	18.2
	total	139599	13154	231	163372	20810	682	134296	21740	654	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 2.5 Employment Distribution by Occupation and Industry (June 1993)

Occupation Group		Number of Employees									Percentage Distribution								
		1 Agriculture	2 Mining	3 Manufacturing	4 Electricity	5 Construction	6 Trade	7 Transport	8 Finance	9 Comnty Servs	1 Agriculture	2 Mining	3 Manufacturing	4 Electricity	5 Construction	6 Trade	7 Transport	8 Finance	9 Comnty Servs
0/1 Professional and Technical Workers	male	466	539	922	1014	588	187	1193	739	10905	2.8	3.3	5.6	6.1	3.6	1.1	7.2	4.5	65.9
	female	217	82	310	192	71	91	202	309	4944	3.4	1.3	4.8	3.0	1.1	1.4	3.1	4.8	77.0
2 Administrative and Managerial Workers	male	116	11	311	107	17	126	126	331	447	7.3	0.7	19.5	6.7	1.1	7.9	7.9	20.8	28.1
	female	18	1	46	5	1	5	12	25	57	10.6	0.6	27.1	2.9	0.6	2.9	7.1	14.7	33.5
3 Govt. Executive Offcls and Clerical Workers	male	1160	206	3756	1439	704	1401	3681	3163	6452	5.3	0.9	17.1	6.6	3.2	6.4	16.8	14.4	29.4
	female	799	223	2593	777	453	1074	2471	2246	6916	4.6	1.3	14.8	4.4	2.6	6.1	14.1	12.8	39.4
4 Sales Workers	male	144	....	326	31	66	225	157	39	135	12.8	....	29.0	2.8	5.9	20.0	14.0	3.5	12.0
	female	65	....	197	3	8	271	73	11	89	9.1	....	27.5	0.4	1.1	37.8	10.2	1.5	12.4
5 Service Workers	male	654	143	2558	741	320	1387	1927	1530	4686	4.7	1.0	18.3	5.3	2.3	9.9	13.8	11.0	33.6
	female	190	57	1154	319	143	289	814	619	4703	2.3	0.7	13.9	3.8	1.7	3.5	9.8	7.5	56.7
6 Agricultural Workers	male	780	51	268	21	21	17	34	16	308	51.5	3.4	17.7	1.4	1.4	1.1	2.2	1.1	20.3
	female	32	1	1	....	1	1	....	2	46	38.1	1.2	1.2	....	1.2	1.2	....	2.4	54.8
7/8/9 Prodn. Workers, Transport Equip. Operators, and Laborers																			
	male	1943	471	19740	2368	1719	1069	6647	290	3891	5.1	1.2	51.8	6.2	4.5	2.8	17.4	0.8	10.2
	female	157	10	11930	86	42	41	554	12	805	1.2	0.1	87.5	0.6	0.3	0.3	4.1	0.1	5.9
00 Unclassified	male	400	121	1295	393	154	153	33	....	4608	5.6	1.7	18.1	5.5	2.2	2.1	0.5	....	64.4
	female	242	67	1089	63	....	52	4	68	2546	5.9	1.6	26.4	1.5	....	1.3	0.1	1.6	61.6
All Employees	male	6663	1642	29176	6114	3689	4666	13798	6108	31432	76.7	77.8	62.7	80.9	83.3	71.6	77.0	66.0	61.0
	female	1720	441	17320	1446	719	1824	4130	3292	20106	23.3	22.2	37.3	19.1	16.7	28.6	23.0	36.0	39.0
	total	7383	1983	46496	7560	4308	6389	17928	9400	51538	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 2.6 Employment Distribution by Education and Industry

Education Level by Sex		Number of Employees									Percentage Distribution									Total	
		1 Agriculture	2 Mining	3 Manufacturing	4 Electricity	5 Construction	6 Trade	7 Transport	8 Finance	9 Comnty Servs	1 Agriculture	2 Mining	3 Manufacturing	4 Electricity	5 Construction	6 Trade	7 Transport	8 Finance	9 Comnty Servs	June 1993	June 1991
Illiterate	male	2	....	216	26	20	....	....	....	344	0.3	....	35.5	4.3	3.3	....	....	....	56.6	0.40	14.01
	female	....	....	155	10	8	....	....	....	114	....	....	54.0	3.5	2.8	....	....	....	39.7	0.19	5.91
Read & Write	male	1643	140	10954	726	301	1015	3095	125	3697	7.6	0.6	50.5	3.3	1.4	4.7	14.3	0.6	17.0	14.18	12.10
	female	242	17	5330	76	38	100	267	36	1986	3.0	0.2	65.9	0.9	0.5	1.2	3.3	0.4	24.5	5.29	5.52
Subtotal	male	1645	140	11170	752	321	1015	3095	125	4041	7.4	0.6	50.1	3.4	1.4	4.6	13.9	0.6	18.1	14.58	26.11
	female	242	17	5485	86	46	100	267	36	2100	2.9	0.2	65.5	1.0	0.5	1.2	3.2	0.4	25.1	5.48	11.43
Grades 1...6	male	500	134	4942	990	601	858	1581	716	3161	3.7	1.0	36.7	7.3	4.5	6.4	11.7	5.3	23.4	8.81	5.79
	female	144	38	3785	168	74	176	331	431	2137	2.0	0.5	52.0	2.3	1.0	2.4	4.5	5.9	29.3	4.76	3.17
Grades 7...8	male	241	74	2713	482	174	424	1008	549	2152	3.1	0.9	34.7	6.2	2.2	5.4	12.9	7.0	27.5	5.11	12.99
	female	87	29	2318	87	41	124	525	273	1648	1.7	0.6	45.2	1.7	0.8	2.4	10.2	5.3	32.1	3.35	8.16
Grades 9...12	male	805	357	5384	1117	637	1390	2317	1297	7347	3.9	1.7	26.1	5.4	3.1	6.7	11.2	6.3	35.6	13.50	2.70
	female	537	137	3618	356	206	722	1209	757	6032	4.0	1.0	26.7	2.6	1.5	5.3	8.9	5.6	44.4	8.87	1.75
Vocational/Technical Certificate	male	115	9	340	541	44	95	1002	1055	807	2.9	0.2	8.5	13.5	1.1	2.4	25.0	26.3	20.1	2.62	0.39
	female	84	18	306	260	51	179	400	436	768	3.4	0.7	12.2	10.4	2.0	7.2	16.0	17.4	30.7	1.64	0.33
Subtotal	male	1661	574	13379	3130	1456	2767	5908	3617	13467	3.6	1.2	29.1	6.8	3.2	6.0	12.9	7.9	29.3	30.04	21.87
	female	852	222	10027	871	372	1201	2465	1897	10585	3.0	0.8	35.2	3.1	1.3	4.2	8.7	6.7	37.2	18.62	13.41
Vocational/Technical Complete	male	218	124	170	340	256	211	1361	151	1400	5.2	2.9	4.0	8.0	6.1	5.0	32.2	3.6	33.1	2.77	2.91
	female	178	76	61	163	105	273	545	231	1558	0.2	0.1	0.1	0.2	0.1	0.3	0.7	0.3	1.9	2.09	1.60
Vocational/Technical Incomplete	male	35	....	1919	120	3	34	218	53	292	1.3	....	71.8	4.5	0.1	1.3	8.2	2.0	10.9	1.75	5.63
	female	20	....	857	47	1	16	186	22	203	1.5	....	63.4	3.5	0.1	1.2	13.8	1.6	15.0	0.88	2.76

Table 2.6 continued....

Education Level by Sex		Number of Employees									Percentage Distribution									Total	
		1 Agriculture	2 Mining	3 Manufacturing	4 Electricity	5 Construction	6 Trade	7 Transport	8 Finance	9 Comnty Servs	1 Agriculture	2 Mining	3 Manufacturing	4 Electricity	5 Construction	6 Trade	7 Transport	8 Finance	9 Comnty Servs	June 1993	June 1991
Subtotal	male	253	124	2089	460	259	245	1579	204	1692	3.7	1.8	30.3	6.7	3.8	3.5	22.9	3.0	24.5	4.51	8.54
	female	198	76	918	210	106	289	731	253	1761	4.4	1.7	20.2	4.6	2.3	6.4	16.1	5.6	38.8	2.97	4.36
College Incomplete	male	31	18	170	176	76	17	206	188	460	2.3	1.3	12.7	13.1	5.7	1.3	15.4	14.0	34.3	0.88	1.27
	female	9	4	59	16	33	5	53	57	135	2.4	1.1	15.9	4.3	8.9	1.3	14.3	15.4	36.4	0.24	0.77
College Diploma	male	380	120	668	163	111	165	279	1103	2121	7.4	2.3	13.1	3.2	2.2	3.2	5.5	21.6	41.5	3.34	0.84
	female	163	64	323	82	75	100	146	726	1316	5.4	2.1	10.8	2.7	2.5	3.3	4.9	24.2	43.9	1.96	0.23
Other Diploma	male	93	5	136	340	22	62	1711	189	1547	2.3	0.1	3.3	8.3	0.5	1.5	41.7	4.6	37.7	2.68	2.40
	female	47	3	87	60	....	42	291	171	1188	2.5	0.2	4.6	3.2	....	2.2	15.4	9.1	62.9	1.23	0.43
Subtotal	male	504	143	974	679	209	244	2196	1480	4128	4.8	1.4	9.2	6.4	2.0	2.3	20.8	14.0	39.1	6.90	4.50
	female	219	71	469	158	108	147	490	954	2639	4.2	1.4	8.9	3.0	2.1	2.8	9.3	18.2	50.2	3.43	1.43
B.A.	male	102	38	319	146	57	132	417	479	2145	2.7	1.0	8.3	3.8	1.5	3.4	10.9	12.5	55.9	2.51	1.60
	female	15	8	66	27	15	30	97	111	502	1.7	0.9	7.6	3.1	1.7	3.4	11.1	12.7	57.6	0.57	0.15
B.Sc.	male	85	232	168	332	65	15	233	70	835	4.2	11.4	8.3	16.3	3.2	0.7	11.4	3.4	41.0	1.33	0.20
	female	9	15	17	19	5	3	17	6	109	4.5	7.5	8.5	9.5	2.5	1.5	8.5	3.0	54.5	0.13	0.06
M.D.	male	5	....	7	....	1	....	4	....	332	1.4	....	2.0	....	0.3	....	1.1	....	95.1	0.23	0.05
	female	....	....	1	....	....	....	....	....	92	....	....	1.1	....	....	....	....	....	98.9	0.06	0.01
D.V.M.	male	23	....	2	....	....	....	....	17	7	46.9	....	4.1	....	....	....	....	34.7	14.3	0.03	0.15
	female	1	....	....	....	....	....	....	....	2	33.3	....	....	....	....	....	....	....	66.7	0.00	0.02
Other 1st. Degree	male	11	5	119	....	27	14	90	8	393	1.6	0.7	17.8	....	4.0	2.1	13.5	1.2	58.9	0.44	0.56
	female	3	2	26	....	6	1	38	1	109	1.6	1.1	14.0	....	3.2	0.5	20.4	0.5	58.6	0.12	0.08

Table 2.6 continued....

Education Level		Number of Employees									Percentage Distribution									Total	
by Sex		1 Agriculture	2 Mining	3 Manufacturing	4 Electricity	5 Construction	6 Trade	7 Transport	8 Finance	9 Comnty Servs	1 Agriculture	2 Mining	3 Manufacturing	4 Electricity	5 Construction	6 Trade	7 Transport	8 Finance	9 Comnty Servs	June 1993	June 1991
Subtotal	male	226	275	615	478	150	161	744	574	3712	3.3	4.0	8.9	6.9	2.2	2.3	10.7	8.3	53.5	4.53	2.58
	female	28	25	110	46	26	34	152	118	814	2.1	1.8	8.1	3.4	1.9	2.5	11.2	8.7	60.2	0.88	0.33
M.A.	male	27	5	49	6	3	21	26	49	508	3.9	0.7	7.1	0.9	0.4	3.0	3.7	7.1	73.2	0.45	0.77
	female	10	1	8	....	....	3	15	10	74	8.3	0.8	6.6	....	....	2.5	12.4	8.3	61.2	0.08	0.08
M.Sc.	male	92	159	117	213	50	18	127	33	475	7.2	12.4	9.1	16.6	3.9	1.4	9.9	2.6	37.0	0.84	0.61
	female	9	5	21	11	4	3	3	6	70	6.8	3.8	15.9	8.3	3.0	2.3	2.3	4.5	53.0	0.09	0.06
Other 2nd. Degree	male	2	20	8	....	35	1	3	4	214	0.1	0.5	0.2	....	0.9	0.0	0.1	0.1	5.5	0.19	0.22
	female	....	1	1	....	2	....	....	1	112	....	0.9	0.9	....	1.7	....	....	0.9	95.7	0.08	0.01
Subtotal	male	121	184	174	219	88	40	156	86	1197	5.3	8.1	7.7	9.7	3.9	1.8	6.9	3.8	52.8	1.48	1.62
	female	19	7	30	11	6	6	18	17	256	5.1	1.9	8.1	3.0	1.6	1.6	4.9	4.6	69.2	0.24	0.16
3rd. Degree	male	12	7	4	5	1	....	2	16	311	3.35	1.96	1.12	1.40	0.28	....	0.56	4.47	86.87	0.23	0.17
	female	1	....	1	....	....	....	....	....	14	6.3	....	6.3	....	....	....	....	....	87.5	0.01	0.02
Unclassified	male	1241	95	771	391	1105	93	118	6	2884	18.5	1.4	11.5	5.8	16.5	1.4	1.8	0.1	43.0	4.38	1.81
	female	161	23	280	63	55	47	7	17	1937	6.2	0.9	10.8	2.4	2.1	1.8	0.3	0.7	74.8	1.69	1.9

Table 2.7 Employment Distribution by Age Group and Category

Age Group by Sex		Number of Employees						Percentage Distribution					
		June 1993			June 1991			June 1993			June 1991		
		Permanent	Others	Foreigners	Permanent	Others	Foreigners	Permanent	Others	Foreigners	Permanent	Others	Foreigners
18...23	male	3558	808	....	6960	2250	....	52.9	56.7	....	59.9	57.9	....
	female	3172	616	....	4666	1639	....	47.1	43.3	....	40.1	42.1	....
24...29	male	13965	1922	....	18818	3082	76	58.6	63.3	....	58.2	62.6	79.2
	female	9884	1112	....	13496	1841	20	41.4	36.7	....	41.8	37.4	20.8
30...34	male	15263	1505	5	19615	2023	65	56.2	73.8	100.0	59.0	74.5	82.3
	female	11901	534	....	13656	693	14	43.8	26.2	....	41.0	25.5	17.7
35...39	male	16313	1207	10	20928	1574	60	64.4	85.2	83.3	69.3	77.1	77.9
	female	9035	209	2	9255	467	17	35.6	14.8	16.7	30.7	22.9	22.1
40...44	male	15467	823	19	17531	872	73	74.4	89.9	90.5	75.7	86.3	83.9
	female	5320	92	2	5614	139	14	25.6	10.1	9.5	24.3	13.7	16.1
45...49	male	11084	430	24	13059	445	56	76.5	89.8	96.0	78.7	85.4	80.0
	female	3399	49	1	3539	76	14	23.5	10.2	4.0	21.3	14.6	20.0
50...54	male	8397	316	16	8635	302	52	83.6	96.3	94.1	85.0	96.2	86.7
	female	1642	12	1	1528	12	8	16.4	3.7	5.9	15.0	3.8	13.3
55 and above	male	959	482	28	1443	336	59	86.5	98.6	93.3	88.6	98.8	93.7
	female	150	7	2	185	4	4	13.5	1.4	6.7	11.4	1.2	6.3
Unclassified	male	6967	2345	74	2813	2487	104	69.0	77.4	61.2	63.3	49.2	69.3
	female	3123	685	47	1631	2568	46	31.0	22.6	38.8	36.7	50.8	30.7
All Employees	male	91973	9838	176	109802	13371	545	65.9	74.8	76.2	67.2	64.3	79.9
	female	47626	3316	55	53570	7439	137	34.1	25.2	23.8	32.8	35.7	20.1
	total	139599	13154	231	163372	20810	682	100.0	100.0	100.0	100.0	100.0	100.0

Table 2.8 Employment Distribution by Salary Range, Category, and Industry

Salary Range by Category and Sex			1 Agriculture		2 Mining		3 Manufacturing		4 Electricity		5 Construction		6 Trade		7 Transport		8 Finance		9 Comnty Servs	
			PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL
Under Birr 105	Permanent	male	....	....	....	....	....	1	....	....	....	....	....	....	....	1	....	....	....	....
		female	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....
	Others	male	....	....	....	....	....	67	....	....	....	....	....	....	....	156	....	5	....	....
		female	....	....	....	....	....	145	....	....	....	....	....	....	....	4	....	3	....	....
105...150	Permanent	male	152	428	23	....	17	2739	46	175	94	48	....	399	22	530	87	58	2058	366
		female	241	105	47	....	12	3104	60	72	58	13	....	105	23	202	97	52	3081	252
	Others	male	33	103	205	....	54	751	201	39	12	349	....	161	7	253	12	254	464	846
		female	13	81	36	....	93	129	13	8	10	76	....	12	....	11	21	97	369	562
151...200	Permanent	male	214	357	21	....	30	4124	25	341	35	88	....	558	18	714	65	117	1926	677
		female	90	73	21	....	11	3344	22	90	16	17	....	131	21	461	71	58	2011	437
	Others	male	15	12	78	....	39	53	35	3	7	78	....	8	2	60	....	14	582	178
		female	2	2	9	....	63	8	4	1	8	14	....	2	5	10	3	5	282	56
201...250	Permanent	male	109	319	31	....	16	3404	27	334	32	43	....	494	15	956	98	181	1977	619
		female	27	46	23	....	15	2364	27	61	6	10	....	252	15	299	124	93	1774	384
	Others	male	21	5	26	....	26	72	38	11	9	64	....	9	7	32	....	....	544	149
		female	4	....	13	....	9	16	3	2	29	10	....	....	47	....	....	....	134	37
251...300	Permanent	male	77	119	13	....	16	2564	29	373	14	62	....	444	8	1175	131	162	1728	449
		female	31	75	10	....	8	1161	19	131	5	8	....	176	15	224	84	106	1010	144
	Others	male	6	2	51	....	4	67	31	9	3	69	....	....	....	138	....	....	229	69
		female	6	3	14	....	....	13	9	5	5	17	....	....	1	7	....	....	74	3
301...400	Permanent	male	121	311	128	....	55	3349	48	907	81	125	....	892	20	2467	168	641	2833	696
		female	107	127	47	....	54	1265	67	173	32	34	....	434	22	573	189	288	2177	351
	Others	male	5	2	30	....	27	47	38	39	13	143	....	32	....	13	....	4	91	66
		female	3	1	10	....	2	3	13	2	4	28	....	6	....	5	....	....	52	15
	Foreigners	male	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....
		female	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....

Table 2.8 continued...

Salary Range by Category and Sex			1 Agriculture		2 Mining		3 Manufacturing		4 Electricity		5 Construction		6 Trade		7 Transport		8 Finance		9 Comnty Servs	
			PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL
401...500	Permanent	male	162	235	149	....	44	2062	171	867	68	206	....	503	30	1963	272	921	2895	435
		female	137	95	64	....	29	695	74	169	30	43	....	316	31	563	233	475	2466	198
	Others	male	7	1	16	....	....	23	23	13	15	78	....	6	....	1	....	9	40	13
		female	7	....	4	....	....	2	16	6	5	40	....	....	....	2	....	1	21	2
	Foreigners	male	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....
		female	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....
501...600	Permanent	male	148	141	136	....	43	1490	75	720	34	95	....	363	19	1187	287	486	2301	307
		female	57	77	18	....	27	394	21	185	9	33	....	176	14	421	112	250	1152	149
	Others	male	7	2	11	....	....	12	9	16	5	36	....	3	....	7	....	....	18	17
		female	2	1	....	....	....	3	1	....	....	16	....	....	....	4	....	....	11	3
601...700	Permanent	male	127	135	154	....	19	805	94	357	26	121	....	205	10	904	166	393	1748	163
		female	48	36	10	....	3	214	15	62	5	27	....	69	2	290	54	298	723	51
	Others	male	2	....	1	....	....	9	2	2	3	11	....	4	....	2	....	....	13	4
		female	....	....	....	....	....	....	2	....	....	5	....	....	....	....	....	....	....	....
701...800	Permanent	male	72	67	131	....	17	544	89	372	14	122	....	195	10	742	167	442	1610	200
		female	10	20	8	....	1	173	8	50	1	34	....	84	1	305	70	291	347	32
	Others	male	2	2	....	....	1	7	13	1	8	10	....	1	....	3	....	....	20	7
		female	2	....	2	....	....	....	5	1	....	....	....	....	....	....	....	....	2	....
	Foreigners	male	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	30	....
		female	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	25	....
801...900	Permanent	male	45	82	68	....	23	265	45	201	11	74	....	62	7	501	67	331	776	45
		female	7	6	3	....	2	39	4	30	1	8	....	18	1	211	14	127	137	5
	Others	male	3	2	4	....	....	3	6	1	1	5	....	....	....	2	....	....	10	3
		female	2	....	1	....	....	....	2	....	....	....	....	....	....	....	....	....	....	1
	Foreigners	male	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
		female	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....
901...1000	Permanent	male	37	56	6	....	2	159	20	55	8	51	....	55	....	677	35	229	460	55
		female	2	1	....	....	1	10	....	5	....	2	....	8	....	175	3	44	86	1
	Others	male	4	....	....	....	....	1	....	2	....	....	....	1	....	1	....	6	5	....
		female	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....

Table 2.8 continued...

Salary Range by			1 Agriculture		2 Mining		3 Manufacturing		4 Electricity		5 Construction		6 Trade		7 Transport		8 Finance		9 Comnty Servs	
Category and Sex			PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL	PSC	LL
1001...1250	Permanent	male	49	69	29	....	9	222	31	96	8	58	....	61	4	518	49	142	610	50
		female	1	5	1	....	....	16	....	3	3	....	....	6	1	108	2	20	43	2
	Others	male	....	1	....	....	....	3	2	2	3	2	....	....	....	2	....	3	7	1
		female	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	2	....
	Foreigners	male	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	8	....
		female	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....
1251...1500	Permanent	male	16	39	6	....	....	61	9	43	3	27	....	32	....	172	17	55	242	27
		female	1	1	....	....	....	4	....	2	....	....	....	....	....	27	1	2	18	1
	Others	male	....	1	....	....	....	3	1	....	1	....	....	....	....	....	....	....	7	....
		female	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....
	Foreigners	male	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	5	....
		female	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....
Above Birr 1500	Permanent	male	8	12	....	....	....	19	7	20	....	11	....	4	....	398	7	24	166	11
		female	....	....	....	....	....	....	1	1	....	1	....	....	....	27	....	4	3	....
	Others	male	....	1	....	....	....	....	....	....	....	....	....	....	....	2	1	2	5	....
		female	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....
	Foreigners	male	....	....	....	....	....	....	....	....	....	....	....	....	....	42	....	....	43	....
		female	....	....	....	....	....	2	....	....	....	....	....	....	....	1	....	....	4	....
Unclassified	Permanent	male	1325	....	....	202	....	5292	....	....	....	279	....	....	....	....	....	....	2475	....
		female	104	....	....	88	....	3659	....	....	16	14	....	....	....	....	....	....	1384	....
	Others	male	182	210	....	23	....	514	....	....	....	826	....	73	....	....	....	....	2	....
		female	50	11	....	12	....	228	....	....	....	42	....	29	....	....	....	....	2	....
	Foreigners	male	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	44	....
		female	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	21	....
All Employees:																				
	Permanent	male	2662	2370	896	202	291	27100	716	4861	428	1410	....	4267	163	12906	1616	4182	23806	4100
		female	863	667	262	88	163	16443	318	1034	166	244	....	1776	146	3886	1064	2108	16412	2007
	Others	male	287	344	422	23	161	1632	399	138	80	1671	....	298	16	672	13	297	2042	1363
		female	91	99	89	12	167	647	68	26	61	248	....	49	63	44	24	106	964	679
	Foreigners	male	....	....	....	....	....	....	....	....	....	....	....	....	....	42	....	....	132	....
		female	....	....	....	....	2	....	....	....	....	....	....	....	1	....	....	....	64	....

Table 2.9 Employment Distribution by Category and Sex

Employment Category	Employees under PSC		Employees under LL		All Employees		
	male	female	male	female	male	female	total
1. <i>Permanent employees at the end of June 1993</i>	30585	19453	61388	28173	91973	47626	139599
1.1 Permanent employees at the end of June 1992	32403	19419	63408	27644	95811	47063	142874
1.2 Accessions during the 1993 fiscal year	1755	1449	2523	1448	4278	2897	7175
1.2.1 New recruitment from the labor market	1227	855	1103	384	2330	1239	3569
1.2.2 Transfers in from other organizations	480	580	1178	537	1658	1117	2775
1.2.3 Reinstatement of former employees	48	14	242	527	290	541	831
1.3 Separations during the 1993 fiscal year	3573	1415	4543	919	8116	2334	10450
1.3.1 Transfers out of the organization	2373	1036	761	174	3134	1210	4344
1.3.2 Retired, dismissed, deaths, etc. in 1993	1200	379	3782	745	4982	1124	6106
2. <i>Contractual employees at the end of June 1993</i>	2559	1013	2993	575	5552	1588	7140
2.1 Contractual employees at the end of June 1992	2554	942	2917	479	5471	1421	6892
2.2 Accessions during the 1993 fiscal year	355	256	580	181	935	437	1372
2.3 Separations during the 1993 fiscal year	350	185	504	85	854	270	1124
3. <i>Temporary employees at the end of June 1993</i>	834	502	3443	1226	4277	1728	6005
3.1 Temporary employees at the of June 1992	878	568	3293	1261	4171	1829	6000
3.2 Accessions during the 1993 fiscal year	92	8	1085	285	1177	293	1470
3.3 Separations during the 1993 fiscal year	136	74	935	320	1071	394	1465
4. <i>Expatriate employees at the end of June 1993</i>	131	54	45	1	176	55	231
5. <i>Other employees (excluding perm., contr., temp.) at the end of June 1993</i>	9	....	....	....	9	....	9
Total	34118	21022	67869	29975	101987	50997	152984

Notes:

$$\begin{aligned}
 \text{Row (1)} &= \text{Row (1.1)} + \text{Row (1.2)} - \text{Row (1.3)} \\
 \text{Row (1.2)} &= \text{Row (1.2.1)} + \text{Row (1.2.2)} - \text{Row (1.2.3)} \\
 \text{Row (1.3)} &= \text{Row (1.3.1)} + \text{Row (1.3.2)} \\
 \text{Row (2)} &= \text{Row (2.1)} + \text{Row (2.2)} - \text{Row (2.3)} \\
 \text{Row (3)} &= \text{Row (3.1)} + \text{Row (3.2)} - \text{Row (3.3)} \\
 \text{Total} &= \text{Row (1)} + \text{Row (2)} + \text{Row (3)} + \text{Row (4)} + \text{Row (5)}
 \end{aligned}$$

THREE

ANNEXES

Annex 1 Employment Distribution by Three-Level Occupational Breakdown and Industry

Occupational Breakdown	1 Agriculture		2 Mining		3 Manufacturing		4 Electricity		5 Construction		6 Trade		7 Transport		8 Finance		9 Comnty Servs		Total	
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
011 Chemist	1	1	27	1	91	37	11	1	2	....	....	....	....	....	....	....	38	7	170	47
012 Physicist	....	....	19	3	3	....	....	....	....	....	....	....	....	....	....	....	13	1	35	4
013 Physical Scientists n.e.c.	....	....	242	17	....	....	33	....	4	....	....	....	....	....	....	....	140	21	419	38
021 Biologist	42	17	....	....	1	4	1	1	....	....	....	....	....	....	....	....	58	25	102	47
022 Agronomist	37	5	....	....	8	....	23	2	....	....	....	....	....	....	....	....	71	11	139	18
031 Medical Doctor	....	....	....	....	9	2	....	....	1	....	....	....	5	....	....	....	379	122	394	124
032 Dentist	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	12	18	12	18
033 Health Officer	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	10	....	11	....
034 Veterinarian	1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	18	1	19	1
036 Pharmacist	....	....	....	....	5	5	1	2	....	....	13	2	10	7	....	....	72	50	101	66
036 Medical Laboratory Technologist	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	4	3	4	3
037 Physiologists, Pharmacologists, and Related Medical Scientists	....	....	....	....	....	....	....	....	....	....	....	....	6	2	....	....	4	....	10	2
039 Medical, Dental, Veterinary, Biomedical, and Related Workers n.e.c.	49	8	....	....	1	....	....	2	....	....	....	....	....	....	....	....	57	20	107	30
041 Architect	1	....	4	....	2	3	3	....	1	....	1	....	....	....	....	....	20	4	32	7
042 Civil Engineer	8	2	14	2	24	2	152	16	353	35	1	....	18	1	35	5	97	7	702	70
043 Electrical Engineer	1	....	....	....	13	....	223	6	....	....	....	....	44	1	....	....	24	2	306	9
044 Mechanical Engineer	4	....	1	....	48	1	7	1	....	....	....	....	10	....	....	....	18	....	88	2
046 Chemical Engineer	....	....	38	....	8	2	....	....	....	....	....	....	....	....	5	....	6	....	67	2
046 Metallurgist	....	....	1	....	20	2	....	....	....	....	....	....	....	....	1	....	1	....	23	2
047 Mining Engineer	....	....	2	....	....	....	....	....	....	....	....	....	....	....	....	....	2	....	4	....
048 Industrial Engineer	....	....	....	....	6	....	....	....	....	....	....	....	....	....	....	....	1	....	7	....
049 Agricultural Engineer	2	....	1	....	10	3	11	....	....	....	....	....	....	....	....	....	26	4	60	7
061 Physical Science Technician	1	1	67	4	5	5	....	....	....	....	....	....	....	....	....	....	55	16	128	26
062 Life Science Technician	46	34	....	....	1	....	....	....	....	....	....	....	....	....	....	....	28	19	76	63
060 Nurse	....	....	....	....	3	16	3	3	2	2	....	....	3	7	....	2	323	748	334	778
063 Physiotherapist	....	....	....	....	....	....	....	....	....	....	....	....	2	....	....	....	2	4	4	4
064 X-Ray Technician	....	....	....	....	....	....	....	....	....	....	....	....	7	2	....	....	33	5	40	7

Note: n.e.c. = not elsewhere classified.

Annex 1 continued....

Occupational Breakdown	1 Agriculture		2 Mining		3 Manufacturing		4 Electricity		5 Construction		6 Trade		7 Transport		8 Finance		9 Comnty Servs		Total	
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
065 Medical Laboratory Technician	....	....	....	....	11	3	1	1	....	....	....	1	5	....	....	....	215	89	232	94
066 Sanitary Technician	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	1	....	2	....
069 Junior Health Assistant	6	....	....	1	105	34	4	....	19	3	4	....	10	2	2	....	642	744	792	784
070 Surveyor	8	1	27	4	4	....	55	16	....	1	1	....	11	....	21	4	49	14	176	40
071 Draughtsman	2	4	10	3	20	9	21	30	1	1	4	1	8	2	....	....	201	66	267	116
072 Civil Engineering Technician	3	....	8	....	1	....	12	....	89	4	....	....	1	....	1	....	2	....	117	4
073 Electrol & Electrnics Engineering Tech.	....	....	1	4	2	....	41	3	....	....	2	....	49	2	5	....	65	20	166	29
074 Mechanical Engineering Technician	....	....	....	....	5	....	145	9	30	1	4	....	206	25	3	....	253	24	646	69
076 Chemical Engineering Technician	....	....	6	3	....	....	23	....	....	....	....	....	....	....	....	....	....	....	29	3
076 Metallurgy Technician	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....	....	1
076 Engineering Technicians n.e.c.	....	....	....	....	5	....	....	....	....	....	....	....	....	....	....	....	....	....	6	....
081 Aircraft Pilots, Navigators, & Flight Eng..	....	....	....	....	....	....	....	....	....	....	....	....	227	4	....	....	6	....	233	4
082 Ships' Deck Officers and Pilots	....	....	....	....	....	....	....	....	....	....	....	....	66	....	....	....	....	....	66	....
083 Ships' Engineer	....	....	....	....	....	....	....	....	....	....	....	....	70	....	....	....	....	....	70	....
091 Statistician	5	5	1	....	24	12	4	....	2	....	3	1	20	4	....	1	242	55	301	78
092 Mathematician	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	4	....	4	....
093 Systems Analysts and Computer Progm	....	....	6	....	9	1	20	5	4	1	3	....	25	5	13	3	61	14	141	29
Subtotal	217	78	476	42	444	142	796	98	508	48	36	6	803	64	87	16	3263	2114	6618	2606
110 Accountant	75	62	36	30	164	139	144	81	32	15	63	54	161	76	477	260	436	267	1688	984
120 Economist	12	1	5	2	10	3	16	1	4	1	9	....	12	5	27	4	282	51	377	68
121 Sociologists and Psychologists	....	26	....	....	....	....	1	....	....	....	....	....	....	....	....	....	68	22	68	48
122 Social Worker	....	....	....	....	....	....	3	2	....	....	....	....	....	....	....	....	12	6	16	8
123 Jurist	12	....	5	1	29	2	33	3	12	1	11	....	24	2	64	4	126	22	316	36
124 Librarian	....	2	3	4	2	2	1	2	3	1	1	....	3	4	9	7	155	123	177	146
126 Personnel & Occupational Specialist	1	....	3	1	2	....	2	2	....	1	1	....	1	3	....	....	45	21	66	28
126 Philologists & Translators	....	....	....	....	....	....	....	....	....	....	....	....	1	....	12	....	24	12	37	12
129 Other Social Science Specialists	2	....	4	1	1	4	8	3	....	....	1	....	3	....	2	1	33	17	64	26
130 University Lecturer	....	....	....	....	....	....	6	....	....	....	....	....	5	....	....	....	713	53	724	63
130 Secondary School Teacher	....	....	....	....	....	....	....	....	1	....	....	....	....	....	4	....	4243	1840	4248	1840
133 Pre-Elementary School Teacher	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	14	....	14
139 Other Teachers, Instructors, & Related Occupations n.e.c.	....	....	....	....	1	1	....	....	....	....	....	1	5	1	5	1	67	16	78	20

Annex 1 continued....

Occupational Breakdown	1 Agriculture		2 Mining		3 Manufacturing		4 Electricity		5 Construction		6 Trade		7 Transport		8 Finance		9 Comnty Serve		Total	
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
141 Workers in Religion	....	....	....	....	3	....	....	....	....	....	....	....	....	....	....	....	1	....	4	....
161 Authors, Journalists, & Related Writers	6	1	1	1	4	1	1	....	2	....	....	1	4	6	1	....	283	93	302	103
161 Sculptors, Painters, Designers, & Related Artists	....	....	1	....	8	3	....	....	....	....	18	4	3	....	1	....	49	7	80	14
162 Photographers	2	....	....	....	2	....	3	....	1	2	2	....	4	....	1	....	94	7	109	9
171 Composers, Musicians, Singers	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	141	35	141	36
172 Choreographers and Dancers	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	33	26	33	26
173 Actors, Stage Directors, & Producers	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	65	22	65	22
174 Performing Artists n.e.c.	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	15	10	15	10
180 Athletes, Sportsmen, & Reid. Workers	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	51	12	51	12
Subtotal	110	92	58	40	226	165	218	94	55	21	106	60	226	97	603	277	6936	2676	8638	3512
201 Legislative Official	1	1	....	1	....	....	....	....	....	....	....	....	2	....	2	....	73	6	78	8
202 Government Administrator	14	1	7	....	23	3	17	1	11	1	5	....	16	4	26	2	255	39	374	61
211 General Manager (Top Management)	16	....	1	....	50	7	5	....	3	....	4	....	26	3	17	2	28	1	160	13
212 Manager, Production	2	....	....	....	89	5	....	....	1	....	3	2	....	....	1	....	2	....	98	7
213 Manager, Finance	1	....	....	....	33	3	1	....	....	....	2	....	4	1	273	19	12	3	328	26
214 Manager, Transport & Communications	....	....	....	....	....	....	....	....	....	....	....	....	56	2	....	....	1	....	57	2
215 Manager, Sales and Purchasing	1	1	....	....	37	7	1	....	....	....	110	3	1	....	....	....	5	1	166	12
216 Manager, Lodging and Catering	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	35	1	36	2
217 Manager, Construction	....	....	....	....	1	....	3	....	2	....	....	....	....	....	....	....	2	....	8	....
218 managers n.e.c.	6	....	3	....	40	4	80	4	....	....	2	....	4	....	12	2	34	6	181	16
Subtotal	41	3	11	1	273	30	107	6	17	1	128	6	109	10	331	26	447	67	1462	137
300 Government Executive Official	395	64	101	26	1464	298	445	27	159	12	546	150	778	108	780	185	2094	525	6762	1396
310 Clerical Supervisor	25	20	4	1	49	15	7	15	70	11	43	18	128	50	49	34	204	180	679	344
321 Stenographers, Typists, & Teletypists	2	165	3	81	4	531	3	291	1	138	4	188	....	451	5	537	72	1911	94	4293
322 computing Machine Operator	2	7	....	....	25	31	6	12	1	8	1	11	12	34	78	74	16	23	141	200
331 Bookkeepers, Accounting Clerks, Cashiers, and Related Workers	106	131	23	28	318	440	127	70	72	64	201	321	190	185	749	450	811	1061	2697	2760
341 Stock, Material, & Prodn. Clerks	97	63	43	18	827	334	50	42	116	4	139	84	435	87	39	37	537	428	2283	1097
342 Library, Filing, & Corresponding Clerks	126	78	16	24	707	459	373	161	255	128	235	155	311	248	971	524	1164	1117	4168	2894
343 Statistical Clerk	10	6	1	2	28	32	17	6	2	22	96	35	129	53	23	15	817	264	1123	436
344 Receptionists & Travel Agency Clerks	....	....	....	....	2	1	....	....	....	....	2	....	....	....	....	....	56	42	69	43
349 Clerks n.e.c.	3	5	....	1	29	12	345	31	....	....	2	3	122	29	11	9	31	32	643	122
361 Transport & Communications Supervisor	3	1	....	....	2	....	....	....	....	....	2	....	134	18	....	....	5	1	146	20
361 Mail and Postal Clerks	23	48	14	36	127	269	55	109	20	52	123	84	293	224	427	301	353	961	1436	2084
362 Telegraph & Telephone Operators	7	18	1	6	5	77	11	13	8	14	5	25	120	357	2	43	109	181	268	734
371 Transport Conductor	2	....	....	....	6	2	....	....	....	....	2	....	5	....	1	....	5	6	21	8
Subtotal	801	606	206	223	3693	2501	1439	777	704	463	1401	1074	2667	1844	3136	2209	6274	6732	20210	16419

Occupational Breakdown	1 Agriculture		2 Mining		3 Manufacturing		4 Electricity		5 Construction		6 Trade		7 Transport		8 Finance		9 Comnty Servs		Total	
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
410 Sales Supervisor	20	4	...	...	42	16	7	1	2	...	2	4	4	...	...	...	18	18	96	43
411 Buyer	23	10	...	...	147	41	24	2	64	8	53	7	46	2	4	6	111	50	472	126
441 Salesmen and Demonstrators	41	17	...	...	321	131	...	...	...	...	169	260	9	1	35	5	6	21	581	436
449 Street Vendors & Sales Workers n.e.c.	60	34	...	...	16	9	...	...	...	...	1	...	98	70	...	...	...	...	176	113
Subtotal	144	66	...	...	626	197	31	3	66	8	226	271	167	73	39	11	136	89	1323	717
501 Supervisors, Catering & Lodging	...	...	1	...	2	...	10	...	5	6	...	1	...	...	...	3	107	93	126	103
510 cook	...	...	2	6	2	6	4	7	6	4	...	1	24	...	...	14	415	407	463	446
511 Waiters and Bartenders	...	...	1	3	2	3	2	10	...	...	6	...	28	...	8	18	567	345	614	379
512 Stewards & Hostesses	...	...	...	...	...	...	...	...	...	...	...	...	24	...	...	...	29	...	29	24
513 Maids and Related Workers	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1	83	1	83
514 Building Caretakers, Cleaners, & Reld.	5	110	...	...	45	310	22	294	1	130	42	278	63	403	74	504	276	3240	793	6034
520 Launderers, Pressers, Dry Cleaners	...	...	...	...	10	2	...	...	...	...	...	...	7	...	2	6	138	194	167	202
530 Barbers, Beauticians, & Hairdressers	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	29	9	29	9
541 Fire Fighter	...	...	...	...	58	...	...	...	...	...	...	...	57	...	...	...	258	...	373	...
542 Policemen and Detectives	...	...	...	...	...	...	...	...	...	...	...	...	...	...	25	1	4	...	29	1
543 Guards, Watchmen, & Related workers	495	2	139	3	2174	109	701	8	308	3	1339	9	1069	23	1421	73	2747	258	10393	488
559 Other Service Workers n.e.c.	...	...	...	...	...	4	2	...	...	...	...	...	18	...	...	...	80	18	100	22
Subtotal	600	112	143	67	2648	1164	741	319	320	143	1387	289	1286	460	1630	619	4661	4647	13096	7790
611 Farm Managers & Supervisors	4	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	5	...	10	...
621 Farm Worker	132	28	...	...	...	...	...	...	...	...	...	...	...	...	...	...	3	2	136	30
622 Agrtl. & Animal Husbandry Wkrs. n.e.c.	614	1	51	1	263	...	21	...	21	1	17	1	34	...	16	2	261	29	1298	36
631 Logging and Forestry Workers	30	3	...	...	4	1	...	...	...	...	...	...	...	...	...	...	39	15	73	19
Subtotal	780	32	61	1	268	1	21	...	21	1	17	1	34	...	16	2	308	46	1616	84
700 Production Supervisor/Foreman	22	3	11	...	628	182	237	10	45	...	23	5	142	3	...	...	259	49	1367	262
711 Miners, Quarrymen, & Stone Treathers	...	...	7	...	3	...	...	...	...	...	...	...	...	...	...	...	...	...	10	...
712 Well Drillers and Borens	...	...	111	6	41	3	25	...	...	2	...	...	...	...	...	...	1	...	178	11
721 Metal Fabricator	31	3	...	...	78	...	...	...	...	...	...	...	...	...	...	...	...	...	109	3
722 Molders, Coremakers, & casters	...	...	...	...	141	4	...	...	5	4	...	...	...	...	...	...	...	...	146	8
723 Metal Rollers, Drawers, & Extruders	...	...	...	...	97	10	...	...	...	...	...	...	...	...	...	...	...	...	97	10
724 Metal Anneliers, Temperers, Hardeners	...	...	...	...	5	15	...	...	...	...	...	...	...	...	...	...	...	...	6	16
726 Metal Platters and Coaters	...	...	...	...	8	...	...	...	...	...	...	...	...	...	...	...	...	...	8	...

Occupational Breakdown	1 Agriculture		2 Mining		3 Manufacturing		4 Electricity		5 Construction		6 Trade		7 Transport		8 Finance		9 Comnty Servs		Total	
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
731 Wood Preparers, & Paper Makers	....	....	....	....	129	13	....	....	....	....	....	....	....	....	....	....	....	....	129	13
732 Paper Maker	....	....	....	....	11	148	....	....	....	....	....	....	....	....	....	....	....	....	11	148
741 Chemical Processor	....	....	....	....	387	191	....	....	....	....	....	....	....	....	....	....	2	....	387	193
742 Petroleum Refining Worker	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	2	1	2
761 Textile Fiber Preparer	....	....	....	....	1199	1136	....	....	....	....	....	....	....	....	....	....	....	....	1199	1136
762 Spinners and Weavers (Textile )	....	....	....	....	205	687	....	....	....	....	....	....	....	....	....	....	....	....	206	687
763 Weavers and Related Workers	....	....	....	....	1125	210	....	....	....	....	2	....	....	....	....	....	30	32	1167	242
754 Knitters and Crocheters	....	....	....	....	57	84	....	....	....	....	....	....	....	....	....	....	1	1	68	86
766 Bleachers, Dyers, & Textile Finishers	....	....	....	....	572	1761	....	....	....	....	....	....	....	....	....	....	2	4	674	1766
769 Spinners, Weavers, Reld. n.e.c.	....	....	....	....	119	46	....	....	....	....	....	....	....	....	....	....	....	....	119	46
761 Hide, Skin, & Pelt Processors	....	....	....	....	425	82	....	....	....	....	....	....	....	....	....	....	....	....	426	82
771 Flour & Grain Millers and Reeled. Works	15	....	....	....	292	37	....	....	....	....	....	....	....	....	....	....	7	....	307	44
773 Slaughters & Meat Preparers	5	9	....	....	332	1	....	....	....	....	....	....	....	....	....	....	1	....	338	10
	1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....
776 Dairy Product Preserver	3	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	3	....
776 Bakers & Confectionery Makers	....	....	....	....	174	127	1	....	....	....	....	....	....	....	....	6	37	79	212	212
777 Beverage Processor	....	....	....	....	488	39	....	....	....	....	....	....	....	....	....	....	....	....	488	39
781 Tobacco Preparer	....	....	....	....	3	....	....	....	....	....	....	....	....	....	....	....	....	....	3	....
782 Tobacco Product Maker	....	....	....	....	73	15	....	....	....	....	....	....	....	....	....	....	....	....	73	16
791 Tailors, Dressmakers, Patternmakers	....	....	....	....	172	1804	....	....	....	....	13	3	....	....	....	....	26	37	211	1844
792 Sewers and Embroiders	....	....	....	....	67	844	....	....	....	....	....	....	....	....	....	....	2	....	67	846
793 Upholsters and Related workers	....	....	....	....	127	11	....	....	....	....	4	....	....	....	....	....	21	....	162	11
799 Tailors, Sewers, Upholsters, Rel. n.e.c.	....	....	1	....	18	14	....	....	....	....	....	1	....	....	....	....	1	....	19	16
Subtotal	77	16	130	6	6976	7464	263	10	60	6	42	9	142	3	....	6	379	216	8069	7736
801 Shoemakers and Repairers	....	....	....	....	607	838	....	....	....	....	....	....	....	....	....	....	....	....	607	838
802 Leather Products Maker	....	....	....	....	....	5	....	....	....	....	....	....	1	....	....	....	....	....	1	6
811 Cabinet and Wood Furniture Maker	....	....	....	....	5	....	....	....	....	....	7	1	....	....	....	....	....	....	12	1
812 Woodworking Machine Operator	2	....	....	....	178	139	....	....	....	....	2	3	....	....	....	....	9	....	191	142
819 Wooden Products Makers n.e.c.	....	....	....	....	4	....	....	....	....	....	....	....	....	....	....	....	....	....	4	....
820 Stone Cutters and Finishers	....	....	....	....	39	....	....	....	4	....	....	....	....	....	....	....	1	....	44	....
831 Forging Worker	....	....	....	....	54	....	....	....	....	....	....	....	....	....	....	....	....	....	54	....
832 Toolmakers, Metal Sharpeners, Polishers	6	....	....	....	222	1	....	....	....	....	3	....	2	....	....	....	....	....	233	1

Annex 1 continued....

Occupational Breakdown	1 Agriculture		2 Mining		3 Manufacturing		4 Electricity		5 Construction		6 Trade		7 Transport		8 Finance		9 Comnty Serv:		Total	
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
833 Machine Tool Setters & Operators	....	....	....	....	197	45	1	1	631	....	....	....	....	....	....	....	....	....	829	46
841 Machinery Fitters, Assemblers, Instrs.	21	1	....	....	373	13	5	1	1	1	12	....	21	....	4	....	24	1	461	17
842 Machinery Mechanic	31	1	....	....	1810	103	646	16	252	13	64	5	285	7	3	....	106	7	3197	162
843 Motor Vehicle Mechanic	162	6	66	2	370	10	155	....	90	....	14	2	741	16	11	....	184	7	1793	43
844 Aircraft Mechanic	....	....	....	....	....	....	....	....	....	....	....	....	745	15	....	....	12	....	767	16
851 Eictrl. & Elctmc. Fitters & Assemblers	....	....	1	1	31	1	....	....	....	....	....	....	1	....	....	....	....	....	33	2
852 Electrical Wireman	42	3	10	1	419	64	111	10	40	5	11	1	92	14	....	....	163	20	888	118
853 Radio and Television Repairmen	....	....	....	....	....	....	....	....	....	....	1	....	2	....	....	....	3	....	6	....
854 Telephone Installer & Repairer	....	....	....	....	....	....	....	....	....	....	....	....	3	....	....	....	....	....	3	....
856 Electrical Linemen & Cable Jointers	....	....	....	....	3	....	257	1	....	....	....	....	674	....	....	....	....	....	934	1
856 Wet & Dry-Cell Battery Makers	....	....	....	....	40	15	2	....	1	....	2	....	....	....	....	....	....	....	46	16
861 Broadcasting & Sound Equipment Operators & Motion Picture Projectionists	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	20	1	20	1
871 Plumbers and Pipe Fitters	25	....	2	....	58	....	5	....	22	2	4	....	10	....	2	....	62	3	190	6
872 Welders and Flame Cutters	11	....	7	....	239	5	10	....	30	....	3	....	3	....	1	....	72	1	376	6
873 Sheet & Structural Metal Workers	....	....	....	....	19	5	....	....	....	....	....	....	....	....	....	....	8	2	27	7
880 Jewelry Precious Metal Workers	....	....	....	....	....	....	....	....	....	....	7	....	....	....	....	....	....	....	7	....
891 Glass Formers & Related Workers	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....
892 Clay Formers & Related Workers	....	....	....	....	5	....	....	....	....	....	4	5	....	....	....	....	....	....	9	6
893 Stone Formers & Related Workers	....	....	....	....	200	24	....	....	....	....	....	....	....	....	....	....	....	....	200	24
Subtotal	294	11	86	4	4862	1267	1192	29	1071	21	131	17	2678	62	21	0	664	42	10689	1443
901 Rubber & Plastic Product Workers	....	....	....	....	342	137	....	....	....	....	....	....	....	....	....	....	....	....	342	137
902 Tyre Makers	27	....	....	....	346	11	4	....	4	....	1	....	69	....	....	....	2	....	463	11
921 Printing Compositors & Type Setters	1	2	....	....	567	310	....	2	....	....	....	....	17	6	5	1	53	15	643	336
922 Printing & Photo Engravers	....	....	2	....	12	9	....	....	....	....	....	....	....	....	....	....	....	1	14	10
923 Book Binders & Related Workers	....	....	....	....	85	328	....	....	....	....	....	....	....	....	....	....	25	23	110	361
924 Photographic Dark Room Processors	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	1	....	2
929 Printers n.e.c.	1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....
931 Painter	2	....	....	....	89	25	4	....	2	....	12	....	15	....	....	....	106	16	230	41
949 Basketry Weavers & Other Prodn. Wrk.	....	....	....	....	8	....	....	....	....	....	1	2	....	....	....	....	1	....	10	2
951 Brick & Tile Layers, Stone Masons	....	....	....	....	64	1	2	....	30	....	1	....	14	....	....	....	191	23	302	24
952 Cnstruction Carpenter	18	....	1	....	471	16	2	1	41	....	23	....	21	....	7	....	262	8	848	26
953 Plasterers	....	....	....	....	9	....	....	....	....	....	....	....	....	....	....	....	72	....	81	....

Occupational Breakdown	1 Agriculture		2 Mining		3 Manufacturing		4 Electricity		5 Construction		6 Trade		7 Transport		8 Finance		9 Comnty Servs		Total	
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
954 Reinforced Concreters & Terrazo Wrk.	....	....	....	....	58	....	....	....	6	....	....	....	....	....	....	....	....	....	64	....
969 Other Construction Workers n.e.c.	1	....	....	....	28	....	20	8	....	....	12	....	81	....	13	....	47	....	202	8
961 Power-Generating Machinery Opers.	....	....	....	....	17	....	93	4	....	....	....	....	....	....	....	....	....	....	110	4
962 Stationary Engine & Rel. Equip. Opers.	7	....	....	....	121	2	4	....	2	....	....	....	....	....	....	12	....	....	146	2
971 Material Handling Equip. Operators	....	....	9	....	118	1	4	....	41	....	2	....	5	....	9	....	1	....	189	1
972 Eath-Moving Machine Operators & Rel.	10	....	....	....	57	....	1	....	80	....	5	....	....	....	....	....	2	....	166	....
981 Motor Vehicle Driver	455	....	218	1	955	1	475	2	169	....	335	1	1513	....	220	1	1539	29	5879	36
982 Railway Engine-Drivers & Firemen	....	....	....	....	....	....	....	....	....	....	....	....	25	....	....	....	....	....	26	....
983 Ship's Engine-Room Ratings, deck Ratings, Barge Crews, & Boatmen	....	....	....	....	....	....	....	....	....	....	....	....	171	....	....	....	4	....	176	....
991 Dockers & Freight Handlers	4	....	....	....	1112	763	5	....	....	....	....	....	154	....	....	....	23	....	1298	763
992 Riggers & Cable Splicers	....	....	8	....	....	....	....	....	....	....	....	....	1	....	....	....	5	....	14	....
993 Packers & Related Workers	....	....	....	....	336	316	....	....	....	....	4	5	2	....	9	2	26	15	377	338
999 Laborers n.e.c.	397	102	18	....	3005	1079	247	29	223	15	499	8	162	....	4	....	327	411	4882	1644
subtotal	923	104	266	1	7800	3000	861	46	698	16	896	16	2260	6	267	4	2698	642	16548	3734
Occupations as Reported by Major Groups or Left Unspecified	1776	602	126	66	1860	1409	446	64	179	2	199	77	3576	1531	79	124	5687	2945	13928	6820
Grand Total	6663	1720	1642	441	29176	17320	6114	1446	3589	719	4866	1824	13798	4130	6108	3292	31432	20106	101987	60997

Annex 2 List of Governmental Establishments Included in the Study

Serial No.	Name of Establishment	Number of Employees					
		total	male	female	Permanent	Others	Foreigners
1	Education Bureau	10563	6688	3875	10452	8	103
2	Akaki Textile Factory	6434	4422	2012	6434	344	....
3	Commercial Bank of Eth.	4962	3451	1511	4577	385	....
4	Eth. Electric Light & Power Auth.	4487	3637	850	4487	....	....
5	Eth. Freight Transport Corp.	4249	3620	629	3857	392	....
6	Agency for the Admin. of Rented Houses	4151	2799	1352	2231	1930	....
7	Public Transport Entp.	3955	2903	1052	3940	15	....
8	Adei Ababa Yarn Factory	3845	1082	2763	3845	....	....
9	Health Bureau	3643	1501	2142	3638	....	5
10	Eth. Telecommunications Auth.	3208	2333	873	3050	158	....
11	Addis Ababa University	2923	1669	1254	2436	440	....
12	Eth. Airlines Corp.	2742	2142	600	2742	....	....
13	Merchandize Wholesale & Import Trades Entp.	2660	2126	534	2660	....	....
14	Eth. Water Works Construction Auth	1972	1697	275	569	1403	....
15	Eth. Fiber Products Factory	1689	1059	630	1689	....	....
16	Meher Fiber Products Factory	1667	1068	599	1665	2	....
17	Central Statistical Auth.	1634	1317	317	488	1146	....
18	Akaki Garment Factory	1574	298	1276	1556	18	....
19	Agricultural Mechanization Service Corp.	1380	1228	152	1148	232	....
20	Addis Ababa Water & Sewerage Service Auth.	1319	1141	178	1319	....	....
21	Office of Region 14 Admin.	1276	811	465	1251	25	....
22	Relief and Rehabilitation Commission	1218	821	397	936	282	....
23	Urban Development & Works Bureau	1189	978	211	1157	32	....
24	Berhanena Selam Printing Press	1129	663	466	1129	....	....
25	Eth. Canvas & Rubber Shoe Factory	1103	630	473	1103	....	....
26	Eth. Geological Survey Institute	1101	856	245	932	169	....
27	Abbay Mesk Soft Drinks Factory	1083	712	371	1083	....	....
28	Min. of Finance	1080	541	539	1080	....	....
29	Tikur Anbessa Hospital	1025	488	537	1025	....	....
30	Eth. Insurance Corp.	1014	611	403	1014	....	....
31	Addis Ababa Cigarettes Factory	1002	626	376	1002	....	....
32	Edget Yarn Factory	996	412	584	919	77	....
33	Water Resources Development Auth.	963	773	190	509	454	....
34	Livestock Development & Marketing Entp.	940	844	96	717	223	....
35	Awash Tannery	923	740	183	864	59	....
36	Ghion Hotels Admin.	883	587	296	883	....	....
37	Anbessa Shoe Factory	872	488	384	872	....	....
38	The Rehabilitation Agency	851	480	371	851	....	....
39	Agricultural Equipment & Technical Service Corp.	843	664	179	843	....	....
40	Pension & Social Security Auth.	829	321	508	716	113	....

Serial No.	Name of Establishment	Number of Employees					
		total	male	female	Permanent	Others	Foreigners
41	Min. of Natural Resources Devt. & Envir. Protection	820	472	348	651	169	....
42	Addis Tyre Factory	809	717	92	774	35	....
43	Ras Hotels Entp.	809	519	290	809	....	....
44	Blue Nile Construction Entp.	803	724	79	338	465	....
45	Awash Winery	774	535	239	773	....	1
46	Education Material Production & Distribution Agency	772	442	330	454	318	....
47	Tikur Abay Shoe Factory	751	465	286	749	2	....
48	Addis Ababa Abattoirs Agency	741	691	50	741	....	....
49	Eth. road Transport Auth.	735	508	227	594	141	....
50	Gullale Garment Factory	726	111	615	726	....	....
51	National Bank of Eth.	707	440	267	700	7	....
52	St. George Brewery	706	559	147	706	....	....
53	Maritime & Transit Service Corp.	699	478	221	699	....	....
54	Ethio-Japanese Synthetic Textiles, S.C.	693	565	128	693	....	....
55	Eth. Valleys Development Studies Auth.	664	530	134	389	275	....
56	Civil Aviation Auth.	664	511	153	653	11	....
57	Kaliti Food Factory	654	449	205	571	83	....
58	Min. of Education	635	365	270	635	....	....
59	All African Leprosy Rehab. & Training Center (alert)	631	380	251	428	195	10
60	Natural Resources Devt. & Envir. Protection Bureau	626	383	243	626	....	....
61	Akaki Spare Parts & Hand Tools Factory	626	523	103	610	16	....
62	Ethio-Djibouti Railway Co.	622	559	63	518	104	....
63	Eth. Postal Service Auth.	618	413	205	599	19	....
64	Spa Services Entp.	600	378	222	600	....	....
65	Eth. Household & Office Furniture Entp.	585	422	163	574	11	....
66	Office of the Cement Products Industries	582	384	198	336	246	....
67	Food Stuff & General Goods Entp.	580	343	237	549	31	....
68	Culture and Sports Bureau	576	346	230	508	68	....
69	Eth. Tourist Trading Corp.	570	335	235	570	....	....
70	Addis Soft Drinks Factory	569	474	95	566	3	....
71	Wanza Woodworks	565	515	50	474	91	....
72	Ethiopia Hotels Entp.	563	393	170	563	....	....
73	Addis Ababa Cement Factory	554	504	50	554	....	....
74	The United Abilities Co.	551	354	197	544	7	....
75	Eth. Iron & Steel Foundry	536	504	32	513	22	1
76	Water Supply & Sewerage Auth.	538	342	196	525	13	....
77	Eth. Natural Oil & Gas Exploration & Devt. Organzn.	532	442	90	191	341	....
78	Eth. Shipping Lines Corp.	528	480	48	466	19	43
79	Yekatit Paper Converting Factory	523	283	240	523	....	....
80	Misrak Flour & Bread Factory	516	388	148	432	84	....
81	St. Paulo's Hospital	516	212	304	513	....	3

Serial No.	Name of Establishment	Number of Employees					
		total	male	female	Permanent	Others	Foreigners
82	Eth. Television Entp.	513	349	164	513	.....	.....
83	Eth. Radio Entp.	511	344	167	511	.....	.....
84	Artistic Printing Entp.	507	323	184	505	2	.....
85	Children, Youth, & Family Welfare Organization	500	225	275	488	32	.....
86	Commercial Printing Entp.	495	279	216	495	.....	.....
87	Min. of Culture & Sports Affairs	489	294	195	472	17	.....
88	Min. of Trade	482	271	211	482	.....	.....
89	Eth. Drugs Factory	478	223	255	478	.....	.....
90	Customs Auth.	476	295	181	476	.....	.....
91	Addis Garment Factory	465	99	366	465	.....	.....
92	Nefas Silk Thread Factory	465	132	333	465	.....	.....
93	Ethio Plastic Factory	463	268	195	463	.....	.....
94	Agricultural Inputs Supply Corp.	446	358	88	379	67	.....
95	Construction & Fuelwood Prodn. & Marketing Entp.	439	337	102	439	.....	.....
96	Wabe Shebelle Hotels Entp.	438	276	162	438	.....	.....
97	Min. of Works Urban Development	435	252	183	435	.....	.....
98	Addis Tannery	433	341	92	373	60	.....
99	Min. of State Farms and Coffee & Tea Development	430	245	185	430	.....	.....
100	Fire Brigade, People's Police	423	410	13	423	.....	.....
101	Office of the Auditor General	421	270	151	421	.....	.....
102	Min. of Planning and Economic Development	417	280	137	417	.....	.....
103	Eth. Pickling	408	320	88	408	.....	.....
104	Addis Ababa Bottle & Glass Factory	407	245	162	296	111	.....
105	Prefabricated Building Parts Production Entp.	405	354	51	62	343	.....
106	Eth. Management Institute	404	222	182	404	.....	.....
107	Housing and Savings Bank	403	229	174	403	.....	.....
108	Saw Mills & Joineries Prodn. & Marketing Entp.	400	334	66	400	.....	.....
109	National Engineers & Contractors Entp.	400	345	55	400	.....	.....
110	Eth. Mapping Auth.	398	273	125	359	39	.....
111	Transport Construction Design Entp.	398	315	83	347	51	.....
112	Eth. Plywood Factory	393	222	171	393	.....	.....
113	Prime Minister's Office	392	220	172	375	17	.....
114	Dairy Development Entp.	388	306	82	388	.....	.....
115	Transport & Communication Bureau	378	179	199	309	69	.....
116	Eth. Crafts Center	374	221	153	374	.....	.....
117	Kaliti Metal Factory	367	328	39	333	34	.....
118	Universal Leather Articles	359	128	231	340	19	.....
119	Footwear & leather Articles Market Entp.	356	254	102	338	18	.....
120	Faffa Food Factory	348	260	88	345	3	.....
121	Eth. Meat Concentrate	347	155	192	347	.....	.....
122	Textiles & Leather Products Entp.	339	218	121	317	22	.....

Serial No.	Name of Establishment	Number of Employees				
		total	male	female	Permanent	Others Foreigners
123	Poultry Development Entp.	331	265	66	327	4
124	Agricultural Bureau	330	181	149	330	....
125	Eth. Mineral Resources Development Corp.	325	225	100	290	35
126	Anbessa Flour & Pasta Factory	325	220	105	325	....
127	Kokeb Flour & Pasta Factory	324	232	92	314	10
128	Inland Revenue Auth.	317	194	123	317	....
129	Agricultural & Industrial Development Bank	314	188	126	298	18
130	Eth. Fruit & Vegetables Marketing Entp.	311	222	89	209	102
131	Labor & Social Affairs Bureau	308	156	152	308	....
132	Public Service Commission	307	177	130	307	....
133	National Research Institute of Health	305	196	109	305	....
134	Prison Office	299	157	142	299	....
135	Kotebe College of Teacher Training	298	210	88	298	....
136	Bakery Entp.	289	172	117	289	....
137	Addis cement Products Entp.	281	202	79	43	238
138	Akaki Metal Products Factory	281	257	24	281	....
139	Eth. Meteorological Services Agency	280	204	76	247	32
140	Ethio-Swedish Children's Hospital	277	90	187	272	5
141	Repi Soap Factory	275	206	69	256	19
142	Eth. Pharm. & Medical Supplies Corp., Central Branch	267	180	87	267	....
143	Tea Development & Marketing Entp.	262	139	123	135	127
145	National Tour Operation Agency	260	191	69	250	10
146	Kotebe Metal Tools Factory	252	220	32	252	....
147	Min. of Industry	252	154	98	252	....
148	Amanuel Hospital	247	160	87	247	....
149	Main Department for Physical Training & Sports	247	154	93	242	5
150	Warka Furniture Factory	245	215	30	243	2
151	Eth. Science Technology Commission	243	166	77	227	16
152	Min. of Foreign Affairs	242	154	88	242	....
153	Blue Nile Furniture Factory	241	212	29	234	7
154	Org. or Control of Malaria & Other Vector Borne Diseases	240	147	93	240	....
155	Comm. for Rehab. of Former Army & the Disabled War Veterans	239	139	100	229	10
156	Min. of Mines Energy	238	138	100	231	7
157	Finfine Office & Household Furniture factory	233	205	28	206	27
158	Institute of Agricultural Research	231	153	78	218	13
159	Min. of Information	226	122	104	226	....
160	Addis Ababa Foam & Plastic Factory	225	179	46	214	11
161	Eth. Auth. for Standardization	224	151	73	224	....
162	Eth. News Entp.	220	162	58	218	....
163	Kuraz Publishing Agency	219	135	84	197	22
164	Eth. National Theater	219	149	70	219	....

Serial No.	Name of Establishment	Number of Employees				
		total	male	female	Permanent	Others Foreigners
165 Eth. Press Entp.		218	130	88	218	....
166 Water well Drilling Agency		216	192	24	87	129
167 Addis Gas & Plastic Crates Factory		206	138	68	183	23
168 Peasant Devt. & Project Implementation Department		201	150	51	201	....
169 National Lottery Administration		199	135	64	181	18
170 Kolfe Household Utensils Factory		196	132	64	196	....
171 ETHARSO Factory		192	161	31	188	4
172 St. Petros Hospital		191	88	103	191	....
173 Audit Service Corp.		187	124	63	185	....
174 Office of the Council of Representatives		186	79	107	186	....
175 Akaki Pump Factory		183	136	47	177	6
176 Finance Bureau		183	73	110	171	12
177 Eth. Crown Cork & Can Manufacturing Entp.		182	142	40	157	25
178 Akaki Oil Mills		180	161	19	180	....
179 Chora Gas & Chemical Products Factory		177	134	43	177	....
180 Teramaj Edible Oil Mills		175	141	34	175	....
181 Automotive & Spare Parts Entp.		175	123	52	169	6
182 Eth. Energy Auth.		174	122	52	135	27
183 Min. for Foreign Economic Cooperation		171	108	63	171	....
184 Eth. Petroleum Corp.		169	115	54	169	....
185 Addis Ababa Commercial College		169	111	58	168	....
186 North West Agricultural Development Corp.		166	112	54	166	....
187 Fish Production & Marketing Corp.		165	101	64	165	....
188 Stationery Entp.		157	98	59	137	20
189 Dil Edible Oil Factory		156	139	17	156	....
190 Eth. Nutrition Institute		155	95	60	150	5
191 Addis Block Products Entp.		155	132	23	31	124
192 Construction Materials Supply Entp.		154	129	25	52	102
193 Coffee Technology Expansion & Engineering Entp.		150	128	22	146	4
194 Eth. Tourism Commission		149	61	88	149	....
195 Eth. Film Corp.		143	95	48	143	....
196 Nefas Silk Paints Factory		140	111	29	140	....
197 Eth. Seed Entp.		133	101	32	121	12
198 Eth. Spice Extraction Factory		131	102	29	131	....
199 Tuberculosis Demonstration & Training Center		128	63	65	128	....
200 Eth. Retail Trade Corp.		119	73	46	109	10
201 Addis Ababa Edible Oil Complex Project		118	85	33	98	20
202 The Urban Development Project Office		115	82	33	22	93
203 Coffee Plantation Development Corp.		115	74	41	115	....
204 Plant Genetic Resources Center		109	67	42	102	7
205 Relief and Rehabilitation Bureau		108	65	43	105	3

Serial No.	Name of Establishment	Number of Employees				
		total	male	female	Permanent	Others Foreigners
206	Addis Car Battery Factory	105	87	18	99	6
207	Kore Relief & Rehabilitation Center, Min. of Health	104	54	50	104	....
208	Min. of Justice	104	36	68	104	....
209	Natural Gum Processing & Manufacturing Entp.	101	69	32	101	....
210	Engineering Design & Tool Entp.	101	79	22	101	....
211	Forestry Research Center	97	67	30	72	25
212	Tatek Sene 18 Hospital	97	54	43	97	....
213	U.D.A. Pharmacies Entp.	93	47	46	90	3
214	Edget Edible Oil Factory	90	73	17	90	....
215	Industry & Handicrafts Bureau	89	40	49	89	....
216	Min. of Transport & Communications	86	43	43	86	....
217	Wild Life Conservation & Development Entp.	83	59	24	80	3
218	3rd Livestock Development Project	82	63	19	24	58
219	Hibret Metal Works Factory	77	58	19	73	4
220	Planning Economic Development Bureau	75	50	25	75	....
221	Public Prosecution Office	73	29	44	73	....
222	Justice Bureau	73	31	42	73	....
223	Eth. Pharmaceuticals & Medical Supplies Corp.	71	40	31	71	....
224	Forestry Products Utilization. Research Center	66	47	19	62	4
225	Catering Tourism Training Institute	63	37	26	63	....
226	Small Farms Coordinating Office	60	33	27	57	3
227	Biomass Inventory Planning Project	58	49	9	23	35
228	Hygiene & Environmental Health Service	55	37	18	55	....
229	Office for the Study of Wages & Other Remunerations	53	35	18	53	....
230	Eth. Investment Office	39	22	17	39	....
231	Information Bureau	39	26	13	36	3
232	Police Commission	37	7	30	37	....
233	Pile Foundation & Water Well Drilling Entp.	36	29	7	2	34
234	Fuelwood Plantation Project Coordination Office	35	22	13	12	23
235	Mines Energy Bureau	25	19	6	24	1
236	Public Service Bureau	24	6	18	24	....
237	Tourism Bureau	14	9	5	14	....

ANNEX 3 THE QUESTIONNAIRE

GENERAL

1. NAME OF THE ESTABLISHMENT
2. SUPERVISED BY
3. NAME AND DESIGNATION OF THE PERSON FILLING THE RETURN.....

SIGNATURE

NOTE

REFERENCE DATE FOR EACH OF THE TABLES 1 UP TO 5 IS AS ON AT THE END
OF JUNE OF THE 1985 ETHIOPIAN FISCAL YEAR.,

ANNEX 3 CONTINUED...

TABLE 1 DISTRIBUTION OF EMPLOYEES BY SEX AND CATEGORY IN EACH OCCUPATION

DETAILED OCCUPATION	NUMBER OF EMPLOYEES								Remark
	Permanent		Expatriate		Others		Total		
	male	female	male	female	male	female	male	female	
1	2	3	4	5	6	7	8	9	10
Total									

ANNEX 3 CONTINUED.....

TABLE 2 DISTRIBUTION OF EMPLOYEES BY SEX AND CATEGORY IN EACH EDUCATIONAL LEVEL

EDUCATIONAL LEVEL	NUMBER OF EMPLOYEES								Remark
	Permanent		Expatriate		Others		Total		
	male	female	male	female	male	female	male	female	
1	2	3	4	5	6	7	8	9	10
Illiterate									
Read & Write									
Subtotal									
Grades 1...6									
Grades 7...8									
Grades 9...12									
Vocational/Technical									
Certificate									
Subtotal									
Vocational/Technical									
Complete									
Vocational/Technical									
Incomplete									
Subtotal									
College Incomplete									
College Diploma									
Other Diploma									
Subtotal									
1st. Degree:									
B.A.									
B.Sc.									
M.D.									
D.V.M.									
Other 1st. Degree									
Subtotal									
2nd. Degree:									
M.A.									
M.Sc.									
Other 2nd. Degree									
Subtotal									
3rd. Degree									
Others (specify)									
Total									

ANNEX 3 CONTINUED...

TABLE 3 DISTRIBUTION OF EMPLOYEES BY SEX AND CATEGORY IN EACH SALARY RANGE

SALARY RANGE	NUMBER OF EMPLOYEES								Remark
	Permanent		Expatriate		Others		Total		
	male	female	male	female	male	female	male	female	
1	2	3	4	5	6	7	8	9	10
Under Birr 105									
105....150									
151....200									
201....300									
301....400									
401....500									
501....600									
601....700									
701....800									
801....900									
901....1000									
1001....1250									
1251....1500									
Above Birr 1500									
Total									

ANNEX 3 CONTONUED...

TABLE 4 DISTRIBUTION OF EMPLOYEES BY SEX AND CATEGORY IN EACH AGE GROUP

AGE GROUP	NUMBER OF EMPLOYEES								Remark
	Permanent		Expatriate		Others		Total		
	male	female	male	female	male	female	male	female	
1	2	3	4	5	6	7	8	9	10
18....23									
24....29									
30....34									
35....39									
40....44									
45....49									
50....54									
55 and above									
Total									

ANNEX 3 CONTINUED...

TABLE 5 DISTRIBUTION OF EMPLOYEES BY SEX AND EMPLOYMENT CATEGORY

EMPLOYMENT CATEGORY 1	NUMBER OF EMPLOYEES			Remark 5
	Male 2	Female 3	Total 4	
<i>1. Permanent employees at the end of June 1993</i>				
1.1 Permanent employees at the end of June 1992				
1.2 Accessions during the 1993 fiscal year				
1.2.1 New recruitment from the labor market				
1.2.2 Transfers in from other organizations				
1.2.3 Reinstatement of former employees				
1.3 Separations during the 1993 fiscal year				
1.3.1 Transfers out of the organization				
1.3.2 Retired, dismissed, deaths, etc. in 1993				
<i>2. Contractual employees at the end of June 1993</i>				
2.1 Contractual employees at the end of June 1992				
2.2 Accessions during the 1993 fiscal year				
2.3 Separations during the 1993 fiscal year				
<i>3. Temporary employees at the end of June 1993</i>				
3.1 Temporary employees at the of June 1992				
3.2 Accessions during the 1993 fiscal year				
3.3 Separations during the 1993 fiscal year				
<i>4. Expatriate employees at the end of June 1993</i>				
<i>5. Other employees (excluding perm., contr., temp.) at the end of June 1993</i>				
Total				