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International definitions
Introduction to measurement methods
Labour force surveys
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Derived variables and indicators
Informality in the national accounts
Introduction

Overview

What is informality?

Relevance

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Why is it difficult to measure informality?

Informal sector

Characteristics

Motives for participation

The informal sector and the hidden economy

Limitations of the concept

The Delhi group

Informal employment

Informal employment outside of the informal sector
Introduction

What is informality?

Umbrella concept

Describes a variety of activities producing goods and services through which persons derive employment and incomes

Two concepts

The informal sector
Informal employment

Related concepts

Complement each other
Refer to different aspects of informality
Need to be measured in a coherent way
Important to keep them separate for measurement, analysis, and policymaking purposes
Introduction

Informal sector and informal employment are related concepts.
Introduction
Objectives of statistics on informality

Formulation, monitoring and evaluation of policies and programmes
- That increase productive potential of the informal sector
- That promote decent work and reduce poverty
- To develop appropriate regulatory frameworks
- To promote the organization of informal sector units

Advocacy purposes: recognize contribution of informal sector in

- Job creation, production, income generation
- Human capital formation
- Mobilization of financial resources

Improvement of statistics
- Labour, social and economic statistics, including national accounts
  (exhaustiveness of GDP measurement)

Research and analysis
- Analyse situation of particular groups (e.g., women, children, migrants)
Introduction

Relevance of the informal sector and informal employment

The informal sector plays a major role in employment and income generation in many developing countries. The informal sector is likely to remain important in the future or will even continue to expand. Their contribution to GDP is significant.

Informal employment accounts for a substantial portion of employment today.

Non-standard contractual arrangements are replacing full-time permanent employment developed and developing countries.
Persons employed in the informal sector and in informal employment

- Number of persons
- Demographic and labour characteristics

Informal sector units

- Numbers
- Characteristics (such as size, industry, etc.)
- Production, sales and costs

Informal sector entrepreneurs

- Number
- Demographic and labour characteristics of entrepreneurs
- Demographic and labour characteristics of their households
Introduction

Data collection programme

Coherent and integrated with regular national production and labour statistics

Based on surveys that measure the informal sector and informal employment directly

High priority body of statistics

Few countries have such a national statistical programmes:
(a) because there is a lack of interest from policy makers and
(b) because it is difficult to measure
Introduction
Why is informality difficult to measure?

Ambiguity of international definitions

Complexity of phenomenon
- Large number of small units
- High mobility and turnover
- Spatial distribution
- Seasonal variations in informal sector activity

Difficult identification of informal sector units
- Lack of recognizable features (no signposts, no identifiable premises)
- Lack of written records on production and sales
- Low level of education of entrepreneurs
- Reluctance to provide information
Introduction

The informal sector

Refers to...

Economic units that produce goods or services for sale in the market, whose primary objective is generation of employment and income, rather than maximization of profits or return of investments.

Examples:

Street vending, Shoe shining, Petty trade, Food processing, Small scale manufacturing, Tailoring, Repair of vehicles, personal and household goods, Transport of passengers and goods, Construction and renovation of dwellings, Money lending and currency exchange.

Employed persons in the informal sector...

Are persons who work in informal sector units (either in their main or secondary jobs).
**Introduction**

The informal sector - Characteristics

**Market oriented production**
At least some of the goods or services produced are meant for sale/barter

**Ownership**
Are owned by individual household members, several members of the same household, or members of different households

**Small scale**
Undertaken by single individuals working on their own account with family help or by micro-entrepreneurs engaging a few regular employees
Labour relations (if any) based on casual employment, kinship, or personal/social relations rather than written contracts with formal guarantees
Introduction

The informal sector - Characteristics

Unregistered economic units

Do not pay taxes, do not keep accounts

Often invisible

Carried out in the street, in small workshops, within living quarters or without a fixed location

Often not recognised nor supported by the Government

Have little or no access to organized markets, credit institutions, modern technology, formal education, public services and amenities

Workers in these units are often not covered by social protection, labour legislation, or protective measures at the workplace
Introduction
The informal sector - Motives for participation

Survival strategies
- Lack of other or adequate jobs and social protection

Independence
- Desire to enjoy flexible work arrangements

Profits
- Possibility to not comply with regulations (tax payments, social security contributions, labour laws), thus reducing production costs and increasing income-earning opportunities (overlap with hidden/underground economy)

Tradition
- Work methods based on tradition, using simple technology
Introduction
The informal sector - Links with the non-observed economy

Classification of productive activities
- Activities which are legal and not underground
- Activities which are legal but underground
- Activities which are illegal

Informal sector activities are generally neither illegal nor underground, even if they do not comply with legislation

Illegal production
The production of goods or services whose sale, distribution or possession is forbidden by law (e.g., drug trafficking, prostitution)
Other production of goods or services not forbidden by law but carried out by unauthorised producers (e.g., abortions)

Underground production
Production activities that are legal but concealed deliberately from public authorities to avoid paying income, value added or other taxes, paying social security contributions, and provided labour benefits to employees (e.g., undeclared sale of services)
Introduction

The informal sector - Limitations of the concept

Terminology

The term “sector” suggests that it is made of homogeneous units, but it covers in fact a very heterogeneous set of units.

The term “sector” gets confused with “kind of economic activity” (industry).

Dichotomy “formal/ informal” is confusing

- Units which are not informal are not necessarily formal.
- Units are in fact in a continuum from informal to formal.

Incomplete coverage of informality

Does not capture all informality: non-standard, atypical, alternative, irregular, precarious employment that occurs in formal sector units and developed countries.

Persons working at home, may not report to be employed or self employed.
Introduction

The Delhi Group

Group of experts on statistics of the informal sector
Created in 1997 by the United Nations

Objectives:

- Exchange experience in the measurement of the informal sector
- Document national data collection practices, including definitions and survey methodologies
- Observed the lack of international comparability of statistics of the informal sector
  - Adopted recommendations for international reporting in its third meeting in 1999
- Observed the incomplete coverage
  - Recommended the concept of informal employment to complement informal sector in 2001
Introduction

Informal employment

Refers to ...

Employed persons who by law or in practice, hold jobs that are not protected by labour legislation, are not subject to income tax or entitled to social protection and employment benefits.

It includes:

Informal employment within the informal sector
  Most employed persons who work in the informal sector (except employees covered by labour laws)

Informal employment outside the informal sector
  Informal employment in the formal sector
  Informal employment in households

International Labour Office
Department of Statistics
Non-declared jobs or employees

- Many paid domestic workers (employed by households)
- Many outworkers without employment contract
- Casual jobs or jobs of a limited short duration
- Jobs with hours of work or wages below a specified threshold (e.g. for social security)

Jobs, for which labour regulations are not applied, not enforced, or not complied with for other reasons

- Contributing family workers
- Persons who work producing goods exclusively for own final use (carrying water, making clothes, etc.)
International definitions
International definitions

Overview

Informal sector
  Principles and definitions
  Particular activities
  Employment in the informal sector
  Recommendations of the Delhi Group

Informal employment
  Principles and definition
  Types of informal jobs
  Special cases
Adopted by the 15th ICLS in 1993

Resolution concerning statistics of employment in the informal sector

Principles

1. The informal sector is a characteristic of economic units
2. The informal sector is a subsector of the “household” sector
   The informal sector is part of, and coherent with, the System of National Accounts (SNA)
3. The informal sector comprises two types of enterprises:
   Informal own account enterprises
   Enterprises of informal employers
   Separate definition criteria for each group
International definitions
Informal sector - Principle 1. A characteristic of economic units (or enterprises)

What is an enterprise?
Any unit engaged in the production of goods and services (SNA) that can own assets and incur liabilities. May have fixed visible premises or not. May be operated by a person working alone or may be a legal entity (corporation). It may have one establishment or more (very rare even in the formal sector).

What is an establishment?
An enterprise or part of an enterprise that is situated in a single location and in which only a single (non-ancillary) productive activity is carried out or in which the principal productive activity accounts for most of the value added.
International definitions

Informal sector - Principle 1: a characteristic of economic units

**Persons are classified in the informal sector**

If they work in an economic unit that has the characteristics of the informal sector

Persons employed in units outside of the informal sector are excluded from the informal sector, even if their job is precarious

They may be classified in informal employment
International definitions

Informal sector - Principle 1: a characteristic of economic units

- Economic unit A: Formal sector
- Economic unit B: Informal sector
- Economic unit C: Informal sector

Person 1: Main job: Employed in the formal sector
Person 2: Main job: employed in the formal sector
Person 3: Second job: employed in the informal sector
Person 4: Main job: Employed in the informal sector

Persons employed in the informal sector in the main job (=2)

Persons employed in the informal sector in any job (=3)
International definitions

Informal sector - Principle 2: a subsector of the “household” sector

“Household” sector: an institutional sector used by SNA to classify enterprises (institutional units)

Other sectors: Government, Corporation (financial and non-financial), Non-profit institutions serving households (NPISH) and Households.

Characteristics of household enterprises:

- Are not constituted as separate legal entities
- Do not have complete accounts (i.e., excludes quasi-corporations)
- Includes households that produce goods and services for sale or barter
- Includes households that produce goods and services exclusively for own final use
  - Including households that employ paid domestic employees

The informal sector relates to a subset of “household enterprises”

- Those that produce at least some goods or services for sale or barter in the market
International definitions

Informal sector - Principle 2: a subset of SNA
“household enterprises”

- Non financial corporations
- Financial corporations
  - Households
    - (unincorporated enterprises owned by households)
    - Not constituted as separate legal entities
    - No complete accounts available (i.e. Excludes quasi-corporations)
    - May include households producing domestic or personal services, employing paid domestic employees
- General government
- Non-profit institutions serving households
International definitions

Informal sector - Principle 3: there are two types of informal sector enterprises

<table>
<thead>
<tr>
<th>Informal sector enterprises</th>
<th>Other own-account enterprises</th>
</tr>
</thead>
<tbody>
<tr>
<td>Informal own-account enterprises</td>
<td>Other enterprises of employers</td>
</tr>
<tr>
<td>Own-account Enterprises</td>
<td>Employ at least one employee on a continuous basis</td>
</tr>
<tr>
<td>Do not employ any employee on a continuous basis</td>
<td></td>
</tr>
<tr>
<td>Enterprises of Employers</td>
<td>Employ at least one employee on a continuous basis</td>
</tr>
<tr>
<td>Household enterprises</td>
<td></td>
</tr>
</tbody>
</table>

Household enterprises in the formal sector or as “households”
International definitions
Informal sector - Informal own-account enterprises

Depending on national circumstances:

Either all own-account enterprises
Or only those which are not registered under specific forms of national legislation
Factories’/ commercial acts,
Tax/social security laws,
Professional groups’ regulatory acts, etc.
as distinct from local regulations for issuing trade licenses or business permits
Because they are governed by administrative regulations that may vary from region to region and in time
Because they do not affect the way the units operate and behave
International definitions
Informal sector - Enterprises of informal employers

Defined in terms of one or more of the following 3 criteria:

1. Small size of each establishment within the economic unit in terms of employment
   Size is correlated with informality, as governments and unions will tend to concentrate on larger units, they go unnoticed and tend to use more traditional production methods.
   No size was specified but should take into account the size limits used in formal sector establishment surveys, some overlap may be advisable.

2. Non-registration of the enterprise
   Defined in the same way as for informal own-account enterprises.

3. Non-registration of its employees
   A unit is informal if none of its employees is registered for tax or social security purposes.
International definitions

Informal sector - Small size

Small size can be formulated in terms of:

1. The number of employees employed on a continuous basis
2. The total number of employees, including those employed on an occasional basis
3. The total number of persons engaged during the specific reference period, including the entrepreneur, the business partners, and the contributing family workers

Option 1 is the ideal measure but the information may not be easily reported.

In economic units with more than one establishment, the requirement should be met for each and every establishment.

In order to ensure comparability with regular formal sector establishment surveys.
Was questioned as a useful criterion for defining the informal sector

Because it depends on:
- The administrative and legal framework in the country
- The quality of the registers kept by the relevant agencies
- The degree to which information is easily obtained from respondents to a survey

Because it does not reflect the way informal units are organized and carry out their activities

The Delhi Group recommends to view registration as a characteristic of the informal sector and not as a defining criterion
International definitions
Informal sector - Activities excluded

Activities beyond the SNA production boundary
Unpaid production of services for own final use and for the use of other households

Production of goods exclusively for own final use when none of the production is sold or bartered
Subsistence agriculture, construction of own dwellings, manufacture of wearing apparel, furniture, water and fuel collection, etc.

Paid domestic workers
Are excluded because they do not work in market enterprises
Self-employed domestic workers may be included if they satisfy the definition criteria
International definitions

Informal sector - Activities included, if they satisfy the definition criteria

Agricultural and related activities*
- Especially when the objective is to measure employment in the informal sector
- But may be excluded from measurement for practical purposes, especially if they can be covered in agricultural surveys

Rural areas
- But may be excluded for practical reasons, especially if carrying out the first informal sector survey

Professional and technical services
Outworkers who are self employed *
- Outworkers who are employees are excluded
- Outworkers who are self employed are included if they satisfy the criteria

Production of goods mainly for own final use when some of the production is sold or bartered
- Broader definition of market enterprise than SNA because important to include all market activities into account, even if marginal

Illegal and underground activities
International definitions

Informal sector - Agriculture

Challenge

Conceptual - rural labour markets are different than urban labour markets

Operational - questions that work well in urban context do not work in rural context (e.g., on bookkeeping, registration)

Informal sector includes:

Agricultural activities of small informal farms
  Small scale activities (size of enterprise)
  Mostly contributing family workers with some employees

Agricultural activities of producers mainly for own final use (subsistence agriculture) if some of its production is marketed
  But only if the production is significant to household’s consumption is it considered in employment, and therefore in the informal sector
International definitions
Informal sector - Agriculture

Does the agricultural unit employ paid labour?

Yes

Are all persons engaged paid employees?

Yes

The person is not employed in the “informal sector”

No

Does the agricultural activity sell some of its output?

Yes

Is it generally a small scale activity most of whose workers are contributing family workers?

No

The person is not employed in the “informal sector”

No

Are all persons engaged paid employees?

Yes

The person is employed in “formal employment”

No

Is the person an employer or own-account worker?

Yes

Does the person have a written contract enforceable under labour regulations?

Yes

The person is in “formal employment”

No

Does the person have access to health care system or other social security benefits?

Yes

The person is in “formal employment”

No

The person is not employed in the “informal sector” but she/he is in “informal employment”

The person is both employed in the “informal sector” and in “informal employment”

The person is in “formal employment”

International Labour Office
Department of Statistics
International definitions
Informal sector - Outworkers

What the international definition of informal sector says:

If self employed, they are in the informal sector if satisfying the criteria for inclusion
If paid employees, outside of the informal sector

The issue is to determine when they are employees or self employed: possible operational criteria

Lack supervision in daily activities
Incur in economic risk or have to meet certain costs (rent, electricity)
Has employees working for them
Payment is for work done as well as for profits
Have many “clients” as opposed to only one “client”
## International definitions

### Informal sector - Summing up: Definition criteria and purpose

<table>
<thead>
<tr>
<th>Criterion</th>
<th>Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Legal organization: enterprise not constituted as a legal entity separate from its owner(s)</td>
<td>Identification of unincorporated enterprises</td>
</tr>
<tr>
<td>2. Ownership: enterprise owned and controlled by member(s) of household(s)</td>
<td>Identification of household unincorporated enterprises</td>
</tr>
<tr>
<td>3. Type of accounts: no complete set of accounts, including balance sheets</td>
<td>Exclusion of quasi-corporations from household unincorporated enterprises</td>
</tr>
<tr>
<td>4. Product destination: at least some market output</td>
<td>Identification of household unincorporated enterprises with at least some market production; exclusion of household unincorporated enterprises producing goods exclusively for own final use by the household</td>
</tr>
<tr>
<td>5. Kind of economic activity</td>
<td>Exclusion of households employing paid domestic workers; possible exclusion of enterprises engaged in agricultural and related activities</td>
</tr>
<tr>
<td>6.1 Number of persons engaged/employees/employees employed on a continuous basis: fewer than ‘n’. and/or 6.2 Non-registration of the enterprise, and/or 6.3 Non-registration of the employees of the enterprise</td>
<td>Identification of informal sector enterprises as a subset of household unincorporated enterprises with at least some market production</td>
</tr>
</tbody>
</table>
All persons who are employed in at least one informal sector enterprise

Can be in the main job, in a secondary job, or in all jobs

Two groups can be distinguished:

a) Persons exclusively employed in the informal sector
b) Persons employed both in and outside the informal sector
   b1) Persons whose main job is in the informal sector
   b2) Persons whose secondary job is in the informal sector

Group b2) will probably be important numerically

Essential that information about the informal sector be collected for main AND secondary jobs
International definitions

Employment in the informal sector - Analytical groups

Economic unit A
Formal sector

Economic unit B
Informal sector

Economic unit C
Informal sector

Person 1
Main job: Employed in the formal sector

Person 2
Main job: employed in the formal sector
Second job: employed in the informal sector

Person 3
Main job: Employed in the informal sector

Person 4
Main job: Employed in the informal sector
Second job: Employed in the informal sector

b) Persons employed both in and outside the informal sector (=1)

a) Persons exclusively employed in the informal sector (=2)

b1) Persons whose main job is in the informal sector (=0)

b2) Persons whose secondary job is in the informal sector (=1)
International definitions
Informal sector - International comparability

Definition criteria allow different national definitions
  Different industry coverage
  Different set of criteria
    Legal organization is not always used
  Different cut-off points for size, when used

Differences in national practices
  Exclusion of secondary jobs
  Inclusion of paid domestic employees
  Exclusion of professionals and technicians
International definitions
Recommendations of the Delhi Group, 1999 to increase international comparability

Minimum set of criteria in national definitions
- Legal organization of the enterprise
- Type of accounts
- Destination of products

Separate statistics for enterprises with fewer than 5 employees
- In the case of enterprises with more than one establishment, the size limit applies to the largest unit

If using size criterion
- Disaggregate between registered and unregistered units

If using the non-registration criterion
- Disaggregate by size (less than 5, 5 or more employees)

If including agriculture
- Disaggregate by agriculture and non-agriculture units

Include paid domestic services
- Unless provided by employees

Provide separate statistics for outworkers (home-based workers)

If covering the rural areas
- Disaggregate by urban and rural areas

Cover all jobs of persons
- In order to identify persons who work in the informal sector only in their secondary activities
International definitions
Informal employment - International definition

Adopted by the 17th ICLS in 2003

Guidelines concerning a statistical definition of informal employment
Following recommendations of the Dehli Group in 2001

Principles:

1) Informal employment is a characteristics of the job
2) An informal job is defined on the basis of a combination of three criteria:
   The status in employment
   The type of production unit in which the job is carried out and
   Employment relationship
International definitions

Informal employment - Principle 1: a characteristic of the job

A person can have more than one informal and/or formal jobs

A person is in informal employment if at least one of the jobs held is in an informal job

Whether the main or secondary job

An informal job can be carried out in any type of production unit:

- Formal economic units
- Informal economic units
- Households
International definitions

Informal employment - Principle 2 - Status in employment

Adopted by the 15th ICLS in 1993

International Classification of Status in Employment (ICSE-93)

Five types of jobs:

- Own-account workers
- Employers
- Members of producers' cooperatives
- Contributing family workers
- Employees

\[ \text{Entrepreneurs} \]

International Labour Office

Department of Statistics
International definitions
Informal employment - Principle 2 - Type of production unit

**Formal sector enterprises:**
Corporations (incl. quasi-corporate enterprises), non-profit institutions, government units including unincorporated enterprises own by governments, and those private unincorporated enterprises producing goods or services for sale or barter which are not part of the IS (owned by government and by households)

**Informal sector enterprises:**
As defined by 15th ICLS, excluding households employing paid domestic workers (as recommended by Delhi Group)

**Households:**
Households producing goods exclusively for their own final use, including households employing paid domestic workers
International definitions
Informal employment - Principle 2 - Employment relationship

- Coverage by social security system (if not universal)
- Entitlement/possibility to benefit from
  - Paid annual or sick leave, maternity leave
  - Compensation in case of dismissal
- Risk of dismissal without advance notice
- Other criteria (not sufficient)
  - Written contract, casual/temporary nature of job

Criteria to be determined by countries in accordance with national circumstances and data availability (during processing stage)

De jure informal jobs: Those where employees are not covered by national legislation
De facto informal jobs: Those where employees are covered by national legislation, etc., but not in practice
International definitions

Informal employment - Principle 2 -
combining the three criteria

**Entrepreneurs:**
All those working in informal sector production units

**Own account workers:**
Who produce exclusively for own final use (if considered employed)

**Contributing family workers:**
All

**Employees:**
All those working with informal employment relationships
All volunteer workers (if considered employed)
### International definitions

#### Informal employment - Framework

<table>
<thead>
<tr>
<th>Production units by type</th>
<th>Jobs by status in employment</th>
<th>Own account Workers</th>
<th>Employers</th>
<th>Contributing family workers</th>
<th>Employees</th>
<th>Members of producers’ cooperatives</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>[ ]</td>
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<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>Formal Sector Enterprise</td>
<td></td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7, 8</td>
</tr>
<tr>
<td>Informal Sector Enterprise</td>
<td></td>
<td>1</td>
<td>2</td>
<td>1</td>
<td></td>
<td>10</td>
</tr>
<tr>
<td>Households</td>
<td></td>
<td>9</td>
<td></td>
<td>10</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note: Dark cells refer to jobs that, by definition, do not exist (e.g. contributing family workers in household non-market production units); light cells refer to formal jobs (e.g. employees holding formal jobs in formal sector enterprises); unshaded cells refer to informal jobs.
**International definitions**

Informal employment - categories of workers included

1. **Informal sector entrepreneurs (cells 3, 4 and 8)**
   Employers, Own account workers, and Members of producers' cooperatives whose economic unit is in the informal sector

2. **All contributing family workers (cells 1 and 5)**
   Even if they work in formal sector units: they do not have written employment contracts, their employment is not subject to labour legislation, social security regulations, etc.

3. **Own account workers who produce goods exclusively for own final use (cell 9)**
   Subsistence farmers, Do-it-yourself construction of own dwelling, producers of goods for own final use, including carrying water and fuel, if considered in employment
   Volunteer workers, if considered in employment

4. **Employees who have informal jobs (cells 2, 6 and 10)**
   Employees with an employment relationship that is, in law or in practice, not subject to national labour legislation, income taxation, social protection or entitlement to certain employment benefits (advance notice of dismissal, severance pay, paid annual or sick leave, etc.)
International definitions
Informal employment - Special cases

Outworkers - are all included, irrespective of status in employment, if they satisfy criteria for inclusion

If they are self employed, they may be included in the informal sector and informal employment
If they are employees, they may be in informal employment

Measurement of informal employment

When the informal sector is not measured
When the informal sector measurement does not cover agriculture

Special questions to identify informal jobs of own account workers, employers and members of producers’ cooperatives (all or only those in agriculture)
International definitions

Informal employment - category of workers excluded

Formal employment in the informal sector (cell 7)

There may be employees working in an informal sector unit who have formal employment

Because they have right to vacation
Because they are covered by social security schemes
Etc.

Tend to be few in number

If they are not few then consider why:

Is the informal sector defined only in terms of size?
Is social security universal in the country?
Perhaps should include the criterion of non-registration of employees

To exclude from the informal sector those persons who are covered by social security schemes, who pay taxes, etc.
Employees in the informal sector who have formal employment
(own account workers, employers and members of producers' cooperatives in the formal sector) - cells 3, 4, 8

Employees in the formal sector who have informal employment
(Own account workers, employers and members of producers' cooperatives in the informal sector) - cell 7

Employees in the formal sector who have formal employment
- cell 2

Employees in the informal sector who have informal employment
- cell 6

Employees in households producing exclusively for own final use who have informal employment
- cell 10

Employees in households producing exclusively for own final use
- cell 5

Own account workers in households producing exclusively for own final use
- cell 9

Contributing family workers in the informal sector
- cell 1

Contributing family workers in the formal sector
- cell 1

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Department of Statistics
International definitions
Informal sector and informal employment

Informal employment
Cells 1 + 2 + 3 + 4 + 5 + 6 + 8 + 9 + 10

Informal sector
Cells 3 to 8

Informal employment outside the informal sector
Cells 1, 2, 9, 10

Formal employment in the informal sector
Cell 7
Employment in the informal sector and informal employment as a percentage of non-agricultural employment, selected African countries

- Lesotho (2008)
- Liberia (2010)
- Madagascar (2005)
- South Africa (2010)
- Uganda (2010)
- Zambia (2008)
- Zimbabwe (2004)*

*Data from Zimbabwe (2004) is not included in the chart but is mentioned in the text.