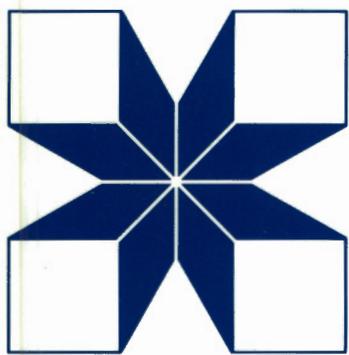


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C A N A D A

UNE STRATÉGIE DU DÉVELOPPEMENT DES RESSOURCES HUMAINES

COMMUNICATIONS DÉCOULANT
DU SÉMINAIRE-ATELIER TENU
À YAOUNDÉ, CAMEROUN,
DU 2 AU 5 FÉVRIER 1988

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Une stratégie du développement des ressources humaines

Communications découlant du séminaire-atelier
tenu à Yaoundé, Cameroun, du 2 au 5 février 1988

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**ESTIMATING FUTURE OCCUPATIONAL NEEDS IN
SIERRA LEONE : A POLICY APPROACH**

Presented by

CLAUDIUS J. THOMAS

for the

**MANPOWER POLICY SEMINAR,
YAOUNDE, CAMEROUN, SEPT., 1987**

The connection between population, the labour force, education and training and economic development is well known in manpower studies and therefore needs little elaboration. A consideration of the harnessing of a country's human resources however is bifunctional, in that, there is an investment and a consumption dimension involved. Sierra Leone like most African countries, or third world countries have to contend with the problem of a relatively high growth rate of population. Even though according to the statistics, Sierra Leone has a gross reproduction rate, slightly lower than the African region in general, a birth rate approaching 3.0% per annum is not a very encouraging proposition. The 1985 Preliminary Census Report, for the inter-census period 1974-1985, claims that the gross reproduction rate, is approximately 2.7% per annum¹. It appears as if the infant mortality rate is rather high at 225 per thousand, raising the crude death rate 28 per thousand compared to 19 per thousand, as is the case for most African countries.

The generally accepted view is that a high population growth rate is not very desirable, as it retards economic advancement. This argument is relevant to most developing countries, because much needed capital for investment purpose is consumed. This situation is shown in the per capita income growth statistics of Sierra Leone. According to the 1974 National Development Plan, Gross Domestic Product (1963-64 prices) grew at an average of 4.3 per annum during the period 1963-1971. However, in terms of Gross Domestic Product per capita, half of the gains was wiped out by a 2.2% per annum, population growth rate. During the period 1980-85 population growth rate was 2.7% per annum, making it more difficult to increase the per capita income, and harness a higher proportion of domestic resources for capital formation necessary for economic development.² Studies done in India, by Hoover and Coale, demonstrate the debilitating effects of fast net additions to the labour force, reduce productivity per worker.³

¹ The statistics also show a "Younging" of the population, with training facilities they become an indisputable national asset.

² Viz S. Enke, "Economic Consequences of Rapid Population Growth. *Economic Journal*, December, 1971.

³ E. Hoover and A. Coale, "Population Growth and Economic Development in Low Income Countries", Princeton University Press, 1958.

Simon's contention to the work of Enke is that though an increase in population has an initially negative effect on per capita income, within fifty years, the pressures of the growth in population would eventually stimulate economic growth activities ⁴.

The ideal situation of course is a theoretical growth level of the "Optimum population growth rate". This condition is in harmony with economic performance of the country, where productivity is highest in relation to the population level. Hence, per capita income is at the highest attainable level. So where the economy is rapidly expanding, an increase in population may be desirable, in affording an enlarged labour force and by increasing the size of the market, to absorb the increased economic output. What is crucial therefore, is an understanding, that for increased economic welfare, economic performance must exceed population growth performance. A conflict of policy objectives seem to be the case in Sierra Leone. The economic performance has not been satisfactory for the last ten years, with all indications of deterioration in the economic, from the oil and energy crisis of 1973/74 to the falling prices of most agricultural commodities in the world market in the early 1980's causing real economic growth rate to fall. At the same time, family planning activities by the Sierra Leone Planned Parenthood Association and increased maternal and child care programmes have the net effect of reducing the infant mortality rates, whilst not able to suppress the rate of fertility⁵. Naturally, the per capita income level has fallen and greater consideration on the deployment of manpower in the economic production function become necessary, as the labour force expands employment opportunities shrink.

Manpower development is a relatively recent phenomena in Sierra Leone. The first major document on training for economic development captioned "Education and Economic Development in Sierra Leone" was published in 1961. However, Ministry of Labour, has always been part of the pre and post independence eras of the national Government, whether as part of the Ministry of Lands, Mines and Labour, or as a separate Ministry. More recently, the Ministry of Development and Economic Planning, has organized a budding Manpower Planning Unit, within the Ministry, to contend with manpower and human resource management problems.

⁴ J. Simon, *"The Economics of Population Growth"*, Princeton University Press, 1977.

⁵ The Ministry of Health categorically states that "the goal of family planning is not to reduce population growth, but safeguard the health and welfare of mothers and children through appropriate spacing of pregnancies". *National Development Plan, 1974-1979*.

It is recognised that Sierra Leone suffers from a basic problem akin to most developing countries, namely the under-utilization of manpower, where the work done by the population is less than what can or is willing to perform⁶. The four major forms of under-utilization of manpower which policy measures seek to eliminate are identified as :

- a) Visible unemployment
- b) Visible underemployment
- c) Invisible unemployment
- d) Invisible underemployment.

This paper seeks to view from a policy perspective, the proper utilization of manpower, for enhanced economic growth in Sierra Leone, particularly in the area of future occupational requirements. Another dimension is of course the socio-political concern of the government. The ruling party, the APC, has some very fundamental social tenets, that emphasise among other things, the "right to work". It is also easy to imagine that apart from fundamental human rights, political stress, must be put on the government, in cases of major phases of unemployment, in the economy, over time⁷. The tensions created may not be nationwide, but urban tensions, are more likely to be significant politically, than in rural areas, resulting in a more definite response to urban problems. From the foregoing reasons it may be concluded that the supply of labour may therefore not be in direct response to labour demand as far as government demand is concerned. The position may be entirely different in the private sector, where labour productivity, in relation to other factors of production, particularly capital, determines the level of labour demand.

The Theoretical issues of Manpower

Forecasting for manpower demand and supply tends to be slightly more complicating, than for the other factors of production, land and capital. This is so, because of the uniqueness of the labour factor. Labour, produces and consumes economic output. It is sometimes the least mobile and may require a substantial time-lag to upgrade for employment and deployment. But the most crucial aspect is the fact that, it has a bargaining power.

6 The current President's inaugural speech on the 26th of January, 1986 pointed out that unemployment and low productivity, are some of the major causes of a deteriorating economy.

7 Viz The APC Manifesto. Pub. by the APC Secretariat.

An understanding of the relationship between a predicted supply of labour, by the population and labour participation, in the labour market, is a pointer to the crucial "X" factor, involving many determinants.

Predictions of manpower needs in the various economic sectors, could be undertaken in the short, medium and long-term periods from a policy view point. For short-term forecasting, the manipulation of policy instruments or a sudden increased change in labour demand, may only likely produce a supply of unskilled labour, in many occupational areas. On the long-term period, a deliberate policy particularly from government, would control in a more convenient way, the occupational needs of the economy, through systematic training, appropriate labour mobility and incentive programmes⁸. This is more so for the higher skilled areas, than in lower skilled ones, which do not demand extensive training that sometimes has to be calculated in ten-year gestation periods. The medium term is a compromise between the short and long term predictions. In terms of accuracy of forecasting, therefore, short-term employment forecast are more reliable than long-term forecast, the reason being that major policy shifts or structural adjustments are less likely, to take place in the short than in the long-term⁹.

Forecasting can be undertaken in terms of educational, industrial and occupational needs ; but the emphasis here is on occupational needs. The prediction goals should therefore take cognisance, not only of the quantitative requirements, but the crucial qualitative requirements as well. The ability to transform unskilled labour to skilled labour, through training by educational and vocational programmes where an acceptable policy path has been identified, calls up financial commitments, which may not be easily forthcoming.

Another theoretical issue of importance in the Sierra Leone case, is the tussle between economic efficiency and socio-political objectives. This issue where stress is laid more so on an "institutional approach", to manpower projections and development, than on the tenets of economic theory, becomes a vital variable, in any theoretical model of manpower development in Sierra Leone. In other words, the labour market is more or less supply-side oriented, rather than demand-side oriented. This important phenomenon has to do with the relatively low private capital formation, which necessitated massive government intervention in the economy, both for infrastructural development objectives and direct participation in business enterprise.¹⁰

8 J. Fourastie, "Employment forecasting in France", *Employment Forecasting : International Seminar in Employment forecasting Techniques*. (OECD, 1963)

9 J. R. Crossley, "Forecasting manpower demand and supply" *Manpower Policy and Employment Trends*, ed. B.C. Roberts and J.A. Smith, Pub. G. Bell and sons Ltd., 1968.

10 Apart from government being the largest employer, it also is the largest trainer, by a wide margin, because private sponsored training is progressively diminishing due to fall in real household income levels.

The basic course of economic development, as perceived by the policy makers, is likely to determine a future course of occupational requirements in the country. The use of the word "perceived" is deliberate, if it is firmly established that the institutional approach is dominating. Therefore, even if structural adjustments are necessary to determine, future occupational needs, if the policy makers do not feel sufficiently impressed, a "guided" economic policy may be adopted which may cause imminent economic dislocations but which may eventually, be the sensible course of action, for overall long-term development.¹¹

Finally, the fact that Sierra Leone is a developing country with significant domestic and foreign exchange gaps, would imply that high skilled occupational requirements, involving overseas training in more technologically or modernized countries, would be constrained.¹² This situation makes foreign aid in terms of educational training, a functional variable, in any serious model of future high skilled occupational requirements.

Even though it may be possible to set up training facilities for some high skills, the smallness of the total requirement, may not justify the initial outlay.

The Methodology for Predicting Manpower Needs

The basic principle involved in determining future occupational requirements, is to extrapolate, past and present relationships or trends, into the future. A survey of the demographic situation becomes the starting point and various statistical (particularly specialised statistical tool in the nature of econometric analysis) techniques can then be applied, in varying degrees of sophistication, to achieve the requisite objectives¹³. Relevant techniques include 'Enrolment Ratio Technique' of student projections, projections by 'Labour Force Participation Rates', projections of employment using 'Employment-output Ratios and Employment-output Functions', 'Cobb-Douglas Production Functions' and the 'Constant Elasticity of Substitution' or (CES) function. All these techniques have their strong points and their shortcomings, but future development in forecasting techniques may also incorporate not only alternative feasible paths of development, but social preference criteria, in an optimal growth path.

11 The track record of the policy makers, has shown that the thrust of manpower development, through the educational training system, was subject to change, within the plan or forecast period.

12 Sierra Leone currently suffers a severe foreign exchange constraint and this makes maintaining students abroad a less attractive alternative for the use of scarce foreign exchange, for direct consumption items.

13 Viz appendix on key methods, identified in the Proceedings of the United Nations ad hoc Expert Group Meeting on the "Manual on Integrating Population variables into Development Planning", N.Y.11-14 December 1984.

Survey of the Manpower Situation and Relevant Data

The sophistication of the projection techniques will depend on the accuracy and dependability of data. In Sierra Leone the data base is extremely weak in terms of specific information on the labour force and occupational disaggregation. Two recent censuses have provided the fundamental base-line data, though computerization has not been completed, to furnish more analytical information.

Table 1 shows the absolute increase in population since the turn of the Century giving an indication of basic growth trends. Table 2 shows the sex ratios. This information may help in training and occupational distribution according to sex. Table 3 provides age distribution figures and this can reflect the theoretical limits of the labour force, as well as possible occupational opportunities, by age. Table 4 shows gross reproduction rates in comparison with other regions and should serve as a basis of broad comparisons on applicable policies. Table 5 and Table 6 are more specific for predicting occupational requirements. Table 7 and 8 are the most important. Tables 9 - 13 are relevant for the spatial distribution of employment and hence occupational opportunities, economic activity and changing trends in labour migration.

Crossley cautions that three general principles of methodology call for special emphasis.

“First, if past and present shortcomings are not to be projected into the future, the forecasters need to be well-informed about present imbalances between supply and demand.

Secondly, because total manpower resources are limited, a forecast made for any particular sector necessarily implies some kind of forecast for the rest of the labour force and a good forecasting system should include a procedure for examining and checking, those implications..... to ensure that (the forecasts) be mutually consistent.

Thirdly... the effective use of forecasts is likely to require a much expanded programme of labour market studies ¹⁴.”

In Sierra Leone these problems are omnipresent, Estimates are made out of estimates, providing a tenuous base for predictions on future needs. Limited financial resources and a negative research culture make specific research of little consequence. Only broad research usually “free-funded are normally undertaken. A corollary to these problems relate to the process of data collection itself. The enumerators and statisticians are not well trained and are often poorly paid. Inaccurate listings and analysis inconsequence are inevitable. A 1983 assessment of the Sierra Leone Labour market highlighted some of these deficiencies. For example :

14 J.R. Crossley, *op cit*.

“Although notification of vacancies by employers of ten or more workers is obligatory under the Employers and Employed Act, data from the ES provide only a limited picture of the labour market” because the legal provisions are often disregarded¹⁵.

Other handicaps include a low-rate of questionnaire return and inordinate delays in publishing survey results¹⁶.

In order to achieve accurate predictions on employment trends, additional data is necessary for employment by occupation. Essentially, the situation would demand more frequent returns on the current state of affairs in the economy. An annual labour force matrix should be prepared, at least for formal sector activities. Such informative data would not only be necessary to equilibrate demand and supply of labour, but is also relevant, to the training institutions, for appropriate changes in their curricular, in direct response to actual skills demanded in the future.

Future Occupational Requirements : a Policy Approach

Establishing a concrete estimation in terms of future occupational requirements, is a “Chancy affair”, at its best, because of the numerous predicaments aforementioned. Therefore, except the fundamental changes towards accurate manpower statistical information is achieved, the sensible approach, is a broad policy formulation one; as has been the hitherto institutionalised approach.

The first distinguishing feature of the economy of Sierra Leone is the fact that it is a largely subsistence economy in which over 70% of the labour force is in the primary sector. This is clearly shown in Tables 5 and 6 and the primary sector appears to be expanding, between 1963 and 1974. The secondary sector shows a disconcerting drop of 17.6%, whilst the tertiary sector is the fastest growing area, that is 86.2%.

The trend has not changed significantly in 1987, though the latest figures are not available.

¹⁵ “Upgrading of Labour Market reporting systems in English speaking African Countries.” *David/ILO/JASPA Seminar Report. Nairobi, 13-19 December, 1983.*

¹⁶ About ten years was taken to analyse the 1974 Population Census, though the greater part was completed in 1981. The household survey of 1976 is yet to be processed.

The next important feature, is that mining which is the second largest contributor to the GDP figures, is a capital intensive activity and Table 5 shows a 26.5% fall for workers in that sector. This is explained by the fact that a lot of capitalisation took place in the mining sector during 1970's. The negative changes in labour force activity in the mining sector, accounts for the positive changes in agriculture, forestry and fishing activities. These workers seem to fall back into traditional, subsistence existence, when they lose jobs in the monetized economy.

The commercial sector, is the fastest growing area, because of a conscious effort by Sierra Leoneans, to engage in commercial business activities, which has been dominated by foreigners for quite a few decades.¹⁷

Tables 7 and 8 showing distribution of the labour force, by occupational groups reflect the above trends. Sales workers in the commercial sector, that is item 5 of Table 7, show a large growth percentage, and also in terms of actual numbers. Craftsmen, artisans and labourers in terms of numbers are high in ranking. In the case of craftsmen and artisans, the increase suggested in Table 7, may be due to migrant workers from Guinea and other neighbouring countries. Transport and Communication workers is the third fastest growing occupational group, as private or non-government participation, in the transport sector increased, after the phasing of the railways, midway between the period 1963-1974 Road transportation, less efficient in haulage capacity, attracted more private haulage and passenger vehicles, in order to fill the vacuum created by the loss of rail transportation-Middle-level technicians may account for the increase under item 7 that is, Professional, Technical and Related Workers (including middle level Technicians), because government's training policy, emphasising a general lack of technical skills, at "blue collar" level.¹⁸ In Table 8 the absolute number of the professional occupational group is small, some 22,000 by the end of 1974. Some "miscategorization" is suspected, for example, architects under item 2 seem unduly high. Architectural training in the normal professional sense, requires some 5 - 7 years of training. The explanation might be that builders, and "unqualified" architects (these persons that did not undergo formal architectural training), make up the 1427 figure.

In assembling a model for predicting future occupational requirements from a policy perspective for Sierra Leone, much weighting should therefore be given to the future likely economic situation, that can explain any structural changes in the economy, that would ultimately affect changing patterns of employment and occupational requirements. The other factor is government policy, relating to the development strategy, especially for government's sponsored projects.

17 Legislation such as "The Non-Citizen Trading Act of 1965" and numerous policy pronouncements, encourage indigenous participation in commercial activities.

18 Viz, Education Programme for the National Development Plan 1974/75 - 1978/79 . Pub. by the Government of Sierra Leone, 1974.

For the short term, the government policy has been directed towards the agricultural sector with the advent of the "Green Revolution," enunciated by the present government in 1986. This policy emanates from a long standing strategy that minerals are a wasting asset and the economy could not be sustained for ever on them. Agricultural development will not only create economic development, but would also increase the spread of welfare, as the bulk of the population, is in that sector. The Government sponsored IADP projects (Integrated Agricultural Development Project) currently in operation, and other agricultural schemes, ensure professional and ancillary workers, employment. These include agriculturists, agricultural economists, extension workers, agricultural machine technicians and so on.

Mining activities will scarcely show any recovery, because of the capital intensiveness of its operations. Very few mining engineers would therefore be required, except if mineral oil strikes occur.

Industrial development has slumped, because the initial policy of import substitution failed. Inhibited by small markets and falling per capita income, industry in Sierra Leone is characterised by high cost of low level of production. An expanded output in industry could only be possible by massive capital investment in research and machinery development (not necessarily of a sophisticated nature), so that industries set up, will adopt the new industrial policy of increased "value added" in industrial production, using local resources. This is particularly true for agro-based industries. Therefore expansion in occupational requirements in industry is not probable in the short-term because of domestic financial constraints, low foreign investments and low productive capacity. Floor workers and technicians are likely to be qualitatively improved as replacements to existing cadres take place.¹⁹

As has been mentioned, the most likely growth of occupational requirements would be the commercial sector, in the short-term. The departure of virtually all multi-national and foreign business firms have left a vacuum in the commercial life of Sierra Leon. Foreign businessmen, Indian and Lebanese, in the wholesale and Foulah traders in the retail trade dominate commercial activities. Sierra Leonean commercial awakening, with the formation of the Indigenous Businessmen Association and other lobbyist groups, encourage commercial expansion. With the falling national industrial output, in manufactured items, international trading activities have increased, even though future growth, would be determined by a healthier balance of payments situation. The types of occupational personnel required would include, accounts clerks, typists, clerks and middlemanagement workers, more so than top accountancy and management staff.

¹⁹ *"The Development of Industries Act 1983" stipulates that tax incentives are given to industrial concern for the training of Sierra Leoneans.*

The tourist industry also offers a strong potential for future occupational opportunities. There are likely to be more tour operator services, restauranting and handicraft production creating job opportunities, in the medium and long runs. The opportunities for hoteliers is a long-term possibility, because of the high capital investment required and low foreign investment participation, in building and operating top flight hotels.

The Government sector will continue to be the single most important source of employment. The types of occupational needs, of a necessity, would be more technically skilled personnel, as it is already "busting in its seams", with redundant clerical and unskilled general staff. Public works programmes, which are sometimes used to provide employment primarily for unskilled labour will not likely be increased, so subsequently general labourers are not likely to have easy employment.²⁰

The demand for labour in economic terms is very limited, because the labour market consists of the government sector, a small manufacturing, and mining sectors and a growing commercial sector, whilst the greater percentage of economic productivity are undertaken by self-employed persons.

The supply of skilled labour, is dependent to a large extent, on the public educational training, which in turn depends on the ability of government to finance the programmes. According to Table 10, expenditures on education for the period 1979/80 - 1983/84, seem to be increasing in absolute terms, from approximately Le30 million to Le50 million, but in real terms, the expenditure on education has drastically fallen.

The spatial distribution of occupational requirements will in the short-term continue to be dependent on the nature of economic activity in the various areas. For example, informal mining activities are concentrated in the Eastern part of the country and fishing activities are concentrated in the West:coastal areas. Except a decentralization policy is embarked on, industrial and manufacturing as well as formal commercial occupations, will remain in the Freetown, urban area. Urban unemployment will inevitably be a continuing problem, if an improved industrialization policy is not pursued. Table 9 clearly demonstrates this phenomenon, for every province of the country.

Even though the number of women is rising in the labour force, much emphasis is not put on future occupational trends of women per se because there is no institutional policy, against "equal opportunity" in Sierra Leone. Virtually all job opportunities are open to women on the professional level. Physical disadvantages will cause males in securing heavy manual and heavy machine engineering occupations, and the trend is likely to be a continuation of traditional women's occupations.

20 One suggested conditionality by the IMF was to drastically reduce the number of workers in the Public Sector which conflicts with Government's policy to provide as many jobs as possible.

Any future policy restricting immigrant craftsmen, artisans and traders will necessitate Sierra Leonean occupational participation.²¹ An industrial policy and a more generally cooperation policy within the Mano River Union, will most likely expand job opportunities all round, if there is high mobility of labour, among the MRU States.

A final comment relates to the psycho-sociological aspect of job types. In the past the prestigious occupation had been medicine and law but highly distorted wage differentials, with high job risk and abnormally well-paid positions for even moderately qualified management, accountancy insurance and banking personnel have caused a change in trend into those occupations. It is now more socially acceptable for seeking private instead of public sector jobs.

Another psychological factor concerns training without employment. Sierra Leone like some other developing countries have a surplus of unskilled labour, a shortage of middle-level technicians and a surplus of high skilled specifically trained personnel. High skill personnel who cannot find employment in the occupation, they have been trained, cannot give of their best. Some blatant cases of incompatibility and wastage are, training of an aeronautical engineer who becomes a rice dealer, agronomist becoming tour operators, engineer being Secondary School maths teacher, an auto-car designer, turned farmer and marine communication engineer becoming a book seller. An exodus of high skilled cadre become unavoidable.²²

21 With a change of government in the Republic of Guinea a substantial amount of Guinean taxi drivers returned to Guinea, causing a temporary shortage in taxi transportation.

22 Sierra Leoneans have long sought employment opportunities in Liberia, especially in their commercial and education sectors and are also seeking job opportunities everywhere.

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TABLE 1

YEAR	TOTAL POPULATION
1901	1,024,278
1911	1,400,149
1921	1,540,554
1931	1,768,480
1948	1,858,275
1963	2,180,235
1974	2,735,159
1985	3,515,812*

* Upward adjustment by 5% to 3,700,000 for possible under enumeration.

Source : National Population Census Secretariat, 1985.

TABLE 2

GENERAL SEX RATIOS FROM THE
1974 AND 1963 CENSUSES OF SIERRA LEONE

Population Segment	Sex Ratio 1974	(No of Males per 1000 Females) 1964
Total Population	98.8	98.4
National Population	97.4	96.9
Non-Nationals	155.5	167.3

Source : Census Analysis Project, 1981.

TABLE 3

PERCENTAGE OF TOTAL POPULATION IN BROAD AGE GROUPS

Age Group in Years and Indices of Age Distribution	Reported Percentage Age Distribution, Sierra Leone 1974	Graduated or Corrected % Age Distribution 1974
00 - 14	40.6%	40.8%
15 - 44	42.3 %	43.4%
15 - 60	54.0%	55.6%
45 and Over	17.1%	15.8%
65 and Over	5.4%	3.6%
Medium Age (Years)	20	19
Mean Age (Years)	24	23
Dependency Ratio	85.1	79.9
Child/Woman Ratio (per thousand)	669	705
Aged Child Ratio	13.2%	8.9%

Source : Census Analysis Project, 1981

TABLE 4

GROSS REPRODUCTION RATES 1980/85

	1965/70	1970/75	1975/80	1980/85
World total	2.3	2.3	2.2	2.1
More-devel. regions	1.3	1.3	1.3	1.3
Less-devel. regions	2.8	2.7	2.6	2.4
Africa Approx.	3.1	3.1	3.1	3.0
Sierra Leone "	2.8	2.8	2.8	2.9

Source: U.N.

TABLE 5
TRENDS IN THE SECTORAL DISTRIBUTION OF
THE EMPLOYED LABOUR FORCE 1963 & 1974

Sector	(000)	1963	1974	Changes 1963-74	Percentage Change
1. Agriculture Forestry, Fisheries		703	735	32	31.4
2. Mining and Quarrying		48	21	-27	-26.5
3. Manufacturing		41	48	7	6.8
4. Electricity, Gas and Water		2	2	0	0.0
4. Construction		16	18	2	2.0
6. Commerce		53	98	45	44.1
7. Transport, Storages & Communications		16	27	11	10.8

Notes : Figures rounded up and "non Stated" distributed to make totals consistent.

Source: Census Analysis Project, 1981.

TABLE 6

TRI-SECTORAL DISTRIBUTION OF THE
EMPLOYED LABOUR FORCE, 1963 & 1974

Year	Primary ¹	(000) Secondary ²	Tertiary ³	Total
1963	703	105	100	908
1974	735	87	188	1010
1963 -74	32	- 18	88	102
% Change	31.4	- 17.6	86.2	100

- Notes :
- 1) Primary includes agriculture, fishing and hunting.
 - 2) Secondary includes mining and quarrying, manufacturing and Construction.
 - 3) Tertiary includes others such as electricity, gas, water, commerce, transport, storage and communications etc.

Source : Census Analysis Project, 1981.

* Viz. Analysis of date p. 64.

TABLE 7
DISTRIBUTION OF THE EMPLOYED LABOUR FORCE
BY OCCUPATIONAL GROUPS

Major Occupational Groups	(000)		Changes 1964-74	%
	1963	1974		
1. Professional, Technical & Related Workers (including Middle-level Technicians)	11	21	10	9.8
2. Managerial, Administrative & Executive Workers	2	2	0	0.0
3. Clerical Workers	7	16	9	8.8
4. Sales Workers	47	88	41	40.3
5. Service, Sport and Related Workers	14	29	15	14.7
6. Farmers, Fishermen and Related Workers	700	727	27	26.5
7. Miners , Quarrymen and Related Workers	43	15	-28	-27.5
8. Transports & Communications	14	37	23	22.5
9. Craftsmen, Artisans and Labourers	70	75	5	4.9
Total Working Population	908	1010	102	100.0

Notes : Figures rounded up to the nearest .

Source : Census Analysis Project, 1981.

TABLE 8

DISTRIBUTION OF PERSONS IN THE PROFESSIONAL,
TECHNICAL AND ADMINISTRATIVE CATEGORIES - 1974

CODE NO.	OCCUPATIONAL GROUPS	STOCKS AS DEC. 1974
1	Physical Scientists	101
2	Architects	1427
3	Veterinarians and Life Scientists	931
4	Medical Doctors, Dentists & Pharmacists	295
5	Statisticians, Accountants and Economists	924
6	University and Higher Education Teachers	373
7	Secondary Education Teachers	1904
8	Primary Education Teachers	2940
9	Other Teachers	1209
10	Other Professional Workers	3261
11	Production Technicians	861
12	Paramedical Technicians	1960
13	Professional Nurses and Midwives	1387
	SUBTOTAL FOR PROFESSIONAL	20528
14	Legislative Officials	460
15	Government Administrators	784
16	Managers	636
	SUBTOTAL FOR ADMINISTRATORS	1880

Sources : Census Analysis Project, 1981

TABLE 9

ESTIMATES OF VISIBLE UNEMPLOYMENT BY PROVINCE

	Percentage of Visibly <u>Unemployed</u>
WESTERN AREA (end 1967)	
FREETOWN	15.5
OTHER URBAN	13.5
RURAL	3.6
SOUTHERN PROVINCE	
URBAN (end 1968)	10.1
RURAL (end 1969)	0.5
NORTHERN PROVINCE	
URBAN (end 1968)	11.0
RURAL (end 1969)	0.5
EASTERN PROVINCE	
URBAN (end 1968)	9.5
RURAL (end 1969)	0.8

TABLE 10

MINISTRY OF EDUCATION, ACTUAL RECURRENT AND DEVELOPMENT EXPENDITURES
1979/80 - 1983/84

(Le millions & percentages)

YEAR	EXPENDITURE	% OF TOTAL RECURRENT EXPENDITURES a/a)	DEVELOPMENT EXPENDITURES	% OF TOTAL DEVELOPMENT EXPENDITURE
1979/80	29.9	11.5 (16.5)	5.0	3.7
1980/81	41.0	14.2 (19.6)	4.5	7.1
1981/82	42.2	14.6 (20.4)	0.8	1.1
1982/83	56.3	20.7 (25.6)	2.4	2.9
1983/84	47.1 b/	-(28.2)	3.8 c/	2.8 c

Source : Min. of Education & Development Estimates

a) The figures in parenthesis exclude public debt charges.

b) The figure relate to first eight months Fy/1983/84

c) Estimates figures

TABLE 11

POPULATION DISTRIBUTION BY DISTRICT, PERCENTAGE CHANGE
AND GROWTH RATES 1963, 1974 and 1985 CENSUSES

DISTRICT	POPULATION			PERCENTAGE CHANGE		AVERAGE ANNUAL PERCENTAGE GROWTH RATE	
	1963	1974	1985**	1963-74	1974 - 85	1963 - 74	1974 - 85
BO*	209,754	217,711	268,671	3.8	23.4	0.32	1.93
BONTHE	80,139	87,561	105,007	9.3	19.9	0.76	1.67
(BONTHE RURAL)	(73,245	80,606	97,975	10.0	21.5	0.82	1.79)
(SHERBO URBAN)	(6,894	6,955	7,032	0.9	1.1	0.01	0.10)
MOYAMBA	167,425	188,745	250,514	12.7	32.7	1.03	2.61
PUJEHUN*	84,869	102,741	117,185	21.1	14.1	1.65	1.20
KAILAHUN	150,236	180,37	233,839	20.1	29.6	1.58	2.39
KENEMA	227,428	266,636	337,055	17.2	26.4	1.37	2.15
KONO	167,915	328,930	389,657	95.9	18.5	5.93	1.55
BOMBALI	198,776	233,626	317,729	17.5	35.2	1.39	2.78
KAMBIA	137,806	155,341	186,231	12.7	19.9	1.03	1.66
KOINADUGU	129,061	158,626	183,286	22.9	15.6	1.78	1.32
PORT LOKO	247,463	292,244	329,344	18.1	12.7	1.44	1.09
TONKOLILI	184,460	206,321	243,051	11.9	17.8	0.96	1.02
WESTERN AREA	195,023	316,312	554,243	62.2	75.2	4.23	5.23
(FREETOWN) *	(127,917	276,247	469,776	116.0	70.1	6.82	4.95)
(WESTERN AREA R	(67,106	40,065	84,467	N. A.	110.8	N. A.	7.02)
	2,180,355	2,735,159	3,515,812	25.4	28.5	1.96	2.31

N.A. Not Available
 * Boundary Changes between 1963 and 1974
 ** 1985 Figures are provisional
 *** Census Dates : April 1963
 December-1974
 December-1985

TABLE 12

POPULATION BY DISTRICT AND BY PERCENTAGE URBAN, 1963, 1974 AND 1985 CENSUSES

DISTRICT	1963		1974		1985**	
	TOTAL POPULATION	PERCENTAGE URBAN	TOTAL POPULATION	PERCENTAGE URBAN	TOTAL POPULATION	PERCENTAGE URBAN
BO*	209,754	17.8	217,711	23.3	268,671	30.4
BONTHE	80,139	20.0	87,561	11.8	105,007	16.3
(BONTHE RURAL)	(73,245	4.0	80,606	4.8	97,975	10.2)
(SHERBRO URBAN)	(6,894	100.0	6,955	100.0	7,032	100.0)
MOYAMBA	167,425	6.2	188,745	10.4	250,514	9.1
PUJEHUN*	84,869	2.4	102,741	4.8	117,185	7.3
KAILAHUN	150,236	11.0	180,365	18.4	233,839	25.8
KENEMA	227,428	16.2	266,636	24.2	337,055	29.7
KONO	167,915	32.6	328,930	45.0	389,657	38.1
BOMBALI	198,776	8.0	233,626	13.5	317,729	17.4
KAMBIA	137,806	11.7	155,341	15.4	186,231	18.8
KOINADUGU	129,061	5.2	158,626	10.7	183,286	11.6
PORT LOKO	247,463	9.7	292,244	13.3	329,344	14.6
TONKOLILI	184,460	4.8	206,321	9.8	243,051	13.2
WESTERN AREA	195,023	87.4	316,312	91.4	554,243	88.4
(FREETOWN) *	(127,917	100.0	276,247	100.0	469,776	100.0)
(WESTERN AREA RURAL) *	(67,106	63.4	40,065	32.4	84,467	23.4)
SIERRA LEONE	2,180,355	18.9	2,735,159	26.5	3,515,812	31.9

* Boundary Changes between 1963 and 1974

** 1985 Figures are provisional

*** Settlements of 2,000 or more people are regarded as Urban

TABLE 13
PERCENTAGE DISTRIBUTION OF POPULATION BY DISTRICT, 1963, 1974, and 1985 CENSUSES

DISTRICT	1963		1974		1985**	
	POPULATION	PERCENTAGE	POPULATION	PERCENTAGE	POPULATION	PERCENTAGE
BO*	209,754	9.6	217,711	8.0	268,671	7.6
BONTHE	80,139	3.7	87,561	3.2	105,007	3.0
(BONTHE RURAL)	(73,245	3.4	80,606	2.9	97,975	2.8)
(SHERBRO URBAN)	(6,894	0.3	6,955	0.3	7,032	0.2)
MOYAMBA	167,425	7.7	188,745	6.9	250,514	7.1
PUJEHUN*	84,869	3.9	102,741	3.8	117,185	3.3
KAILAHUN	150,236	6.9	180,365	6.6	233,839	6.7
KENEMA	227,428	10.4	266,636	9.7	337,055	9.6
KONO	167,915	7.7	328,930	12.0	389,657	11.1
BOMBALI	198,776	9.1	233,626	8.5	317,729	9.0
KAMBIA	137,806	6.3	155,341	5.7	186,231	5.3
KOINADUGU	129,061	5.9	158,626	5.8	183,286	5.2
PORT LOKO	247,463	11.3	292,244	10.7	329,344	9.4
TONKOLILI	184,460	8.5	206,321	7.5	243,051	6.9
WESTERN AREA	195,023	8.9	316,312	11.6	554,243	15.8
(FREETOWN) *	(127,917	5.9	276,247	10.1	469,776	13.4)
(WESTERN AREA RURAL)*	(67,106	3.1	40,065	1.5	84,467	2.4)
SIERRA LEONE	2,180,355	100.0	2,735,159	100.0	3,515,812	100.0

* Boundary Changes between 1963 and 1974
** 1985 Figures are Provisional

TABLE 14

POPULATION DENSITY BY DISTRICT, 1963, 1974 & 1985 CENSUSES

DISTRICT	1963		1974		1985**	
	POPULATION	DENSITY	POPULATION	DENSITY	POPULATION	DENSITY
BO*	209,754	104	217,711	108	268,671	133
BONTHE	80,139	60	87,561	65	105,007	78
(BONTHE RURAL)	(73,245	55	80,606	60	97,975	73)
(SHERBRO URBAN)	(6,894	1,724	6,955	1,739	7,032	1,758)
MOYAMBA	167,425	63	188,745	71	250,514	94
PUJEHUN*	84,869	54	102,741	65	117,185	774
KAILAHUN	150,236	101	180,365	121	233,839	157
KENEMA	227,428	97	266,636	114	337,055	144
KONO	167,915	77	328,930	151	389,657	179
BOMBALI	198,776	64	233,626	76	317,729	103
KAMBIA	137,806	115	155,341	129	186,231	155
KOINADUGU	129,061	28	158,626	34	183,286	39
PORT LOKO	247,463	112	292,244	132	329,344	149
TONKOLILI	184,460	68	206,321	76	243,051	90
WESTERN AREA	195,023	907	316,312	1,471	554,243	2,578
(FREETOWN) **	(127,917	25,583	276,247	55,249	469,776	93,955)
(WESTERN AREA RURAL)***	(67,106	320	40,065	191	84,467	402)
SIERRA LEONE	2,180,355	79	2,735,159	99	3,515,812	127

* Population per Square Mile
 ** Boundary Changes between 1963 and 1974
 *** 1985 Figures are Provisional

TABLE 15

MALE AND FEMALE POPULATION BY DISTRICT, 1963, 1974, and 1985 CENSUSES

DISTRICT	1963			1974			1985*		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
BO**	209,754	106,847	102,847	217,711	105,973	111,738	268,671	132,131	136,540
BONTHE	80,139	38,967	40,772	87,561	42,741	44,820	105,007	51,611	53,396
(BONTHE RURAL)	(73,245	35,513	37,732	80,606	39,337	41,269	97,975	48,122	49,853
(SHERBRO URBAN)	(6,894	3,454	3,440	6,955	3,404	3,551	7,032	3,489	3,543
MOYAMBA	167,425	81,187	86,238	188,745	91,242	97,242	250,514	121,213	129,301
PUJEHUN*	84,869	39,952	44,917	102,741	48,941	53,800	117,185	56,174	61,011
KAILAHUN	150,236	70,026	80,210	180,365	86,430	93,935	233,838	114,318	119,521
KENEMA	227,428	122,845	104,583	266,636	136,278	130,358	337,055	172,084	164,971
KONO	167,915	90,918	76,997	328,930	183,232	145,698	389,657	205,670	183,987
BOMBALI	198,776	91,470	107,306	233,626	109,132	124,498	317,729	151,920	165,809
KAMBIA	137,806	66,139	71,667	155,341	73,880	81,461	186,231	88,887	97,344
KOINADUGU	129,061	62,266	66,795	158,626	75,985	82,641	183,286	87,587	95,699
PORT LOKO	247,463	120,721	126,742	292,244	141,002	151,242	329,344	158,035	171,309
TONKOLILI	184,46	87,002	97,458	206,321	98,020	108,301	243,051	119,191	123,350
WESTERN AREA	195,023	102,783	92,240	316,312	166,465	149,847	554,243	287,234	267,009
(FREETOWN) **	(127,917	67,251	60,666	276,247	145,912	130,335	469,776	243,526	226,250)
(WESTERN AREA RURAL)**	(67,106	35,532	31,574	40,065	20,553	19,512	84,467	43,708	40,759
SIERRA LEONE	2,180,355	1,081,123	1,099,232	2,735,159	1,359,321	1,375,838	3,515,812	1,746,055	1,769,757

* 1985 Figures are Provisional

** Boundary Changes Between 1963 and 1974

TABLE 16

SEX RATIO BY DISTRICT, 1963, 1974 AND 1985 CENSUSES

DISTRICT	1963	1974	1985*
BO*	1.04	0.95	0.97
BONTHE	0.95	0.95	0.97
(BONTHE RURAL)	(0.94)	0.95	0.97)
(SHERBRO URBAN)	(1.00)	0.96	0.98)
MOYAMBA	0.94	0.94	0.94
PUJEHUN**	0.89	0.90	0.92
KAILAHUN	0.87	0.92	0.96
KONO	1.18	1.26	1.12
BOMBALI	0.85	0.88	0.92
KAMBIA	0.92	0.91	0.91
KOINADUGU	0.93	0.92	0.92
PORT LOKO	0.95	0.93	0.92
TONKOLILI	0.89	0.91	0.96
WESTERN AREA	1.11	1.11	1.08
(FREETOWN) **	(1.11)	1.12	1.08)
(WESTERN AREA RURAL)**	(1.13)	1.05	1.07)
SIERRA LEONE	0.98	0.99	0.99

* 1985 Figures are Provisional

** Boundary Changes Between 1963 and 1974