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**Who Is Leaving African Agriculture? Nine Stylized Facts on Youth,
Women, and Agrifood Employment in 15 Countries**

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Abstract

Sub-Saharan Africa faces an unprecedented labor market challenge: over the next decade, hundreds of millions of young people will enter a workforce still concentrated in the agrifood system (AFS). Yet the demographic structure of AFS employment remains poorly understood, i.e., how youth and women participate across farming, processing, trade, and food services across the region. Here we analyze disaggregated employment data across 15 sub-Saharan African countries, differentiating AFS employment by age and sex across three country groups defined by their stage of structural transformation. We report nine stylized facts that challenge prevailing narratives. Contrary to common belief, youth are not disproportionately exiting agriculture relative to adults. Women and youth are more concentrated in the nonfarm AFS, especially in diversified economies where such opportunities are more prevalent, but gender segmentation deepens with transformation as male employment becomes more concentrated in commercial agriculture and women dominate downstream food-service roles. These patterns call for differentiated, transformation-aware policies to make AFS employment more productive and inclusive for Africa's youth and women.

Acknowledgments

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1. Introduction

Sub-Saharan Africa (SSA) will add roughly 20-25 million workers to its labor force annually over the coming decade, the overwhelming majority of them young people (World Bank 2025). Agrifood systems – spanning primary agriculture, food processing, logistics, wholesale trade, retail, and food services – remain the dominant source of employment across the region, and the trajectory of youth and women's engagement within these systems carries enormous consequences for inclusive development. The prevailing narrative, which motivates much of the policy response, holds that structural transformation will pull young workers out of agriculture and into manufacturing and urban services, as it did across East Asia. In SSA, however, labor leaving agriculture has moved predominantly into low-productivity services rather than industry (Rodrik, 2016; McMillan et al., 2017; Bhorat et al., 2025), and whether the agrifood value chain can productively absorb this reallocation remains poorly understood. Recent work has illuminated how employment and compensation shift within agrifood value chains globally as per-capita incomes rise (Yi et al., 2025; Davis et al., 2026), but these analyses lack sufficient level of disaggregation, dynamics, and SSA focus needed to assess whether youth and women (the two groups most central to regional policy) are well served by the region's ongoing food system transformations.

Evidence on whether youth and women are disproportionately exiting or remaining within agrifood systems across Sub-Saharan Africa is surprisingly thin. A substantial literature has examined youth's relationship to agriculture at the country level (Bezu and Holden, 2014; Filmer and Fox, 2014; Yeboah and Jayne, 2018; Abay et al., 2018), but these studies rely on household surveys that are rarely harmonized across countries, are focusing on agriculture and not disaggregated by AFS segment, and are largely silent on age-specific patterns of engagement across the full value chain. On gender, Costa et al. (2026) recently produced the first sex-disaggregated global estimates of AFS employment – a significant advance – but without age disaggregation or analytical structure suited to SSA's diverse transformation stages. As a result, fundamental questions remain unanswered at comparative scale: Does the region's youth bulge remain concentrated in low-productivity farming, or migrate toward more dynamic downstream segments? Are women progressively locked into lower-return food-service roles as economies diversify? Without evidence that is simultaneously age-disaggregated, sex-disaggregated, multi-

country, and structured around SSA's heterogeneous transformation pathways, these questions cannot be answered at policy-relevant scale.

This paper builds on harmonized labor force participation data from the International Labor Organization (ILO) and a decomposition approach recently implemented by Davis et al. (2026) to generate comparable and disaggregated measures of engagement in agrifood system and associated stylized empirical patterns. More specifically, we characterize youth and women's engagement in agrifood systems across 15 sub-Saharan African countries and establish nine stylized empirical patterns associated with youth and women's engagement in agrifood value chains. Based on their composition of agrifood systems and labor markets, we classify these 15 countries into three groups: (i) highly agriculture-dependent economies (Ethiopia, Democratic Republic of the Congo, Mozambique, Tanzania, Uganda, Zambia, Zimbabwe); intermediate/transitioning systems (Angola, Cote d'Ivoire, Ghana, Nigeria, Rwanda); and diversified economies (Botswana, Namibia, and Senegal).

We establish the following nine stylized empirical patterns. First, and not surprisingly, AFS remains the dominant employer in most SSA countries: it accounts for 68.2 percent of total employment, with agriculture contributing 52.5 percent and nonfarm AFS the remaining 15.8 percent. Second, despite clear evidence of structural transformation, the decline in agricultural employment – and more broadly in AFS – has been gradual and uneven across SSA, with the AFS employment share falling by only 0.3 to 0.4 percentage points annually. Third, youth are not exiting agriculture faster than adults; the youth share in agriculture has held steady or risen, challenging the conventional narrative of mass youth exit. Fourth, women and men are leaving agriculture at broadly comparable rates, with no evidence that women are either rapidly abandoning farming or becoming disproportionately trapped within it. Fifth, youth remain more engaged in agriculture than adults at every stage of transformation. Sixth, the gender composition of agricultural employment reverses across stages: women are more engaged than men in agriculture-dependent economies, but this gap inverts in diversified economies, where men remain more concentrated in agriculture. Seventh, the labor leaving agriculture is absorbed mainly by non-AFS sectors rather than by expansion of the agrifood value chain, with youth capturing most of this non-AFS growth, particularly in more diversified economies. Eighth, youth and women are more concentrated in both nonfarm and overall AFS, especially in diversified economies with more

developed value chains. Ninth, gender disparities in non-AFS employment narrow as economies diversify, as women's access to non-AFS work rises faster than men's.

These stylized findings offer important insights and contributions across three fronts: First, these results represent a robust descriptive and disaggregated characterization of the state of engagement in AFS among youth and women. While previous studies have examined youth engagement in agriculture (Leavy and Hossain, 2014; Bezu and Holden, 2014; Yeboah et al., 2020; Flynn and Sumberg, 2021; Abay et al., 2021; Abay et al., 2025), they were limited to characterize youth participation in farming with limited evidence on downstream value chain within the AFS. Our analysis extends recent estimates on global engagement in agrifood systems by Davis et al. (2026) by disaggregating them further across cohorts and gender while also describing movements within the AFS. Second, our results updates prevailing narratives on youth and women's engagement and challenge simplistic assertions arguing that youth and women are leaving agriculture in Africa at disproportionately higher rates. Third, the comparative characterization across 15 countries shows how these descriptive statistics diverge for countries at different stages of structural transformation. The long-time horizon we cover in this study allows us to uncover short and medium-term dynamics and associated movements within and outside the AFS. We anticipate that these empirical regularities can motivate future research focusing on explaining the specific trends and associated structural transformation process African countries are experiencing.

2. Data and methods

2.1 Definitions and concepts

Food systems are “the sum of actors and interactions along the food value chain—from input supply and production of crops, livestock, fish, and other agricultural commodities to transportation, processing, retailing, wholesaling, and preparation of foods to consumption and disposal. Food systems also include the enabling policy environments and cultural norms around food” (IFPRI, 2020, 6). In the definition the “...other agricultural commodities” may include forestry and logging and thus make the definition more apt for agrifood systems than food systems. Food systems and agrifood systems differ as agrifood systems includes production, processing, trade, and transportation, and other services of food items as well as nonfood agricultural goods.

The Food and Agriculture Organization of the United Nations (FAO) defines food system only slightly differently as “encompassing the entire range of actors and their interlinked value-adding activities involved in the production, aggregation, processing, distribution, consumption, and disposal of food products that originate from agriculture, forestry or fisheries, and parts of the broader economic, societal and natural environments in which they are embedded” (FAO 2018, 1). Again, FAO’s definition is more befitting to agrifood systems than food systems. In addition to the abovementioned activities, agrifood systems employment includes those engaged in the supply of agricultural inputs (IFPRI, 2024).

The following provides definitions of employment-related concepts. These definitions mostly derive from the International Labor Organization (ILO) (2026).¹

Working-age population includes people above the legal working age, which varies from country to country based on national laws and practices. However, to ensure international comparability, ILO (2026) defines the working-age population as “all persons aged 15 and older.”

Labor force participation rate (LFPR) is defined as the proportion of a country’s working-age population that engages actively in the labor market, either by working or looking for work. LFPR is calculated as “the number of persons in the labor force as a percentage of the working-age population” (ILO 2026). The sum of the number of persons employed and the number of persons unemployed constitutes the *labor force*, implying that measuring the labor force participation rate requires the measurement of both employment and unemployment.

Number of employed constitutes all persons of working age who, during a specified brief period, were in paid employment (whether at work or with a job but not at work) or in self-employment (whether at work or with an enterprise but not at work).

Number of unemployed comprises all persons of working age who were without work (not in paid employment or self-employment) during the reference period but available for paid employment or self-employment and seeking work (have taken specific steps in a specified recent period to seek paid employment or self-employment).

Unemployment rate is the number of unemployed people as a share of the labor force.

¹ Accessed from: <https://ilostat.ilo.org/methods/concepts-and-definitions/description-labour-force-statistics/>

Youth are young people in a given age bracket. Different countries use different age brackets to categorize youth (for example, people with ages of 15–24, 15–35) and the complementary group of adults (for example, people with ages of 25–65, 36–65). ILO defines youth as those in the 15 to 24 age categories while the African Union (AU) defines youth as those in the 15 to 35 age bracket. This study adopts ILO’s definition of youth (15-24 year olds) for comparability purposes. Comparable data for the countries and periods considered in the analyses is only available in the ILO database. This consideration can be taken as a caveat of the study since all countries considered in the study are in SSA and members of the AU. However, the young people considered in this study can be considered as the younger cohort of 15-35 year old people comprised in the AU definition. Furthermore, that the young people in the age categories considered in this study (15-24 year olds) are the most vulnerable group out of the broader 15-35 year olds makes the findings and implications of the study more valuable.

2.2 Computation of employment in food systems and agrifood systems

Computation of FS and AFS employment requires, among other things, identifying those engaged in producing, processing, transporting, and marketing agricultural/food items, as well as those engaged in supplying agricultural inputs and servicing foods for consumption (IFPRI, 2024). Typically, employment data are unavailable at such a disaggregated level. Davis et al. (2026) recommend a methodology that uses ILO’s International Standard Industry Classification (ISIC) two-digit aggregated employment data to estimate both FS and AFS employment. This study implements that methodology. This approach categorizes crop and livestock production, as well as fishing and aquaculture, as food production. Furthermore, food product and beverage manufacturing; food and beverage service activities; and undifferentiated goods- and services-producing activities of households are categorized as food manufacturing and services (part of FS). In addition to these components of FS employment, AFS employment adds those working in forestry and logging (nonfood production) and the manufacture of nonfood agricultural items, such as tobacco products, textiles², leather and related products, wood and wood products, and paper and paper products (see Figure 1).

² While we follow Davis et al. (2026) in classifying textile manufacturing as the processing of agricultural products, textile production may also be categorized as standard manufacturing when it relies on synthetic rather than cotton-based yarn. However, in most SSA countries, textile production primarily uses cotton and other organic materials as raw materials.

As laid out above, AFS employment is likely a lower bound estimate because it excludes those engaged in transportation, wholesaling, and retailing of agricultural goods; the supply of inputs for AFS; and the disposal of food and agricultural wastes. In ILO (2026) or other databases that use two-digit ISIC classification, employment in trade and transportation is aggregated or include trade and transportation of non-agricultural sectors. So, to isolate employment in AFS transportation and trade, this method proposes applying the share of underestimated AFS employment out of total employment to calculate the AFS share of transportation and trade employment, then adding those values to the underestimated sums above. We follow this procedure to derive the total shares of FS and AFS employment. However, these employment shares still miss other categories of workers (e.g., input suppliers); therefore, caution is needed when interpreting the results, given both the adjustments required and the underestimation.

Figure 1. Schematic view of AFS employment categories

* Non-AFS (all other) sectors include services, construction and other manufacturing, mining, and all other subsectors.

2.3 Data sources

The study spans the past two and a half decades. However, coverage in the ILO (2026) database varies across countries. For some countries, such as Botswana, data are available from 1996 to 2024, while for others the coverage is more limited. To address these gaps, we complement the ILO (2026) data with household-level employment data for Nigeria and Rwanda.

WDI and ILO datasets

ILO, the United Nations (UN) agency responsible for promoting decent work and setting labor standards, compiles aggregated data on a range of variables of labor force and unemployment variables. Section 4 draws largely on these (ILO, 2026) data to provide detailed descriptions of AFS employment trends and their components across gender and age. For Nigeria, however, the data cover only 2019 and 2022. To complement the ILO (2026) data, we draw on household level data collected by Nigeria's Bureau of Statistics (NBS). Similarly, we use data collected by the National Institute of Statistics of Rwanda (NISR) for 2006 and 2011 because the ILO (2026) data for Rwanda covers the period after 2017. These datasets are described below.

We draw data on real per capita income, the share of workers in agriculture, and labor force participations from the World Bank's Development Indicators database (World Bank, 2026).³ We use these numbers in Section 3 to justify our categorization of the 15 countries studied into three groups.

NISR and NBS household survey data

For Nigeria we complement the ILO (2026) data on AFS employment with data from the Nigeria Living Standard Survey (NLSS), a national survey conducted by the National Bureau of Statistics (NBS, 2026) in Nigeria, to assess the living conditions of the population and provides critical information for generating a comprehensive and diverse set of socioeconomic data. The NLSS database covers a wide range of demographic indicators, education, health, labor and employment, among other things. This study uses the NLSS 2003 and the Harmonized Living Standards Survey (HNLSS) 2009 particularly to calculate the shares of workers engaged in AFS/FS employment.

³ We use World Bank (2026) for two reasons. First, for consistency reasons as World Bank (2016) has data on all variables and second, because it has numbers for different groups of countries (e.g., see Figure 2).

The database from the National Institute of Statistics of Rwanda (NISR, 2026) includes a series of surveys implemented by the institute. These surveys measure the overall well-being of Rwanda's population under multiple themes of health, education, housing and dwelling characteristics, access to services, economic activity including employment. This study uses rounds 2 and 3 of the series of surveys covering 2005/06, referred to as 2006, and 2010/11, referred to as 2011.

Employment data

Our analysis draws on employment data from the ILOSTAT database, specifically the Economic activity (ISIC Rev.4), 2-digit level classification, which provides harmonized labor statistics across countries and over time. Under ILO standards, employment refers to all persons of working age who, during a short reference period (typically one week), were engaged in any activity to produce goods or provide services for pay or profit, including work in family enterprises. The dataset categorizes employed individuals by detailed sectors/economic activity, enabling consistent identification of employment within agriculture and related AFS segments and facilitating comparative analysis across countries, population groups, and over time.

ILOSTAT database also indicates the sources of the data. The ILO data are compiled from nationally representative labor force surveys, measured from household datasets, welfare surveys, and population censuses across the countries included in the database. Particularly, these data are not ILO modeled estimates.

Several countries use national labor force surveys (LFS) as the main recurring source for labor market indicators across multiple years. These include Ethiopia (1999, 2005, 2013, and 2021), Cote d'Ivoire (2013, 2016, 2017, and 2019), Namibia (2012, 2013, 2014, 2016, 2018), and Zimbabwe (2011, 2019–2024). Senegal uses the LFS National Employment Survey (2016–2024). Data for several other countries is sourced from a combination of LFS surveys and other household survey/census data).⁴

⁴ Angola uses the Core Welfare Indicators Questionnaire (2009), Population Census (2014), and LFS rounds (2019, 2021, 2022). Botswana combines LFS data (1996, 2006), Core Welfare Indicators Surveys (2009), Population Census (2011), and Multi-Topic Household Surveys (2019–2024). The Democratic Republic of Congo uses Surveys on Employment and Household Living Conditions (2005, 2012). Ghana combines Population Census data (2000), Living Standards Surveys (2006, 2013, 2017), and LFS data for 2015. Mozambique relies on Household Budget Surveys (2015, 2022). Nigeria draws on the NLSS surveys (2006 and 2011), Unemployment and Under-employment Watch Survey (2019), and Socio-Economic Survey (2022). Rwanda combines LFS surveys (2017–2024) with NISR household survey data for 2006 and 2011. Tanzania combines LFS data (2006, 2014, 2020, 2024) with National Panel

3. Country Typology

3.1 Employment diversification-based cluster of countries

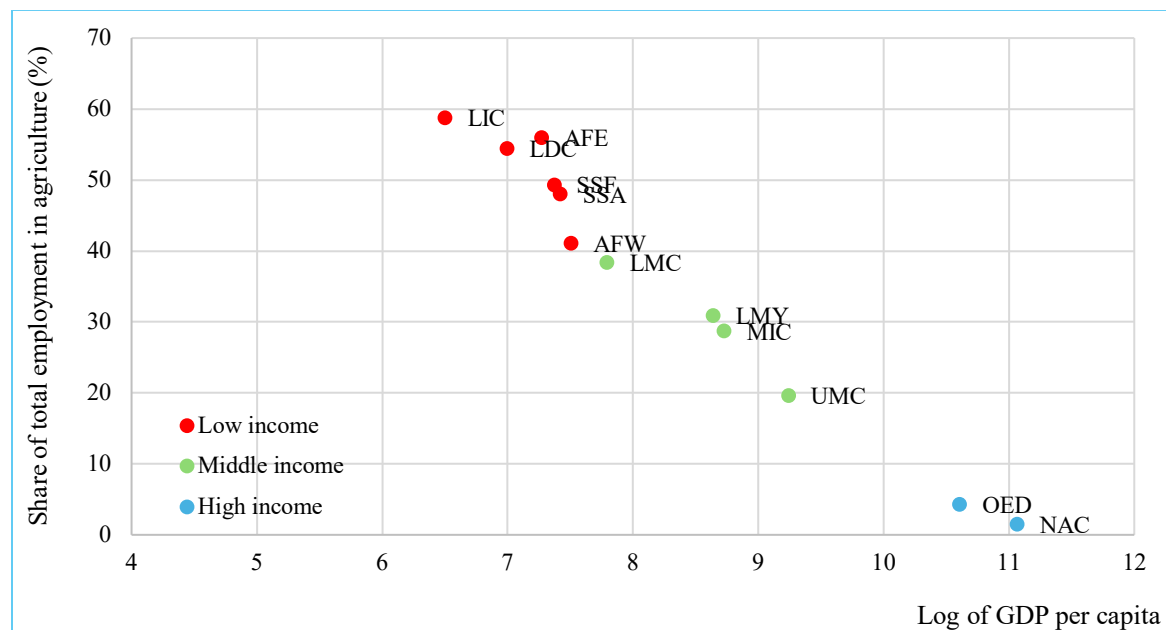
To better understand the structure and evolution of AFS employment in SSA, we classify the 15 countries included in the study into three broad categories: *agriculture-dependent*, *transitioning*, and *diversified economies*. These categories reflect differences in the relative importance of agriculture within total employment and capture countries at distinct stages of structural transformation. It also provides a useful analytical lens for understanding how youth and women engage in AFS under different economic conditions.

This classification is grounded in structural transformation theory, which views development as a long-term reallocation of labor from agriculture to higher-productivity sectors, traditionally industry and later services (Kuznets, 1957; Herrendorf et al., 2014). In the classical development theory rising agricultural productivity reduces labor requirements in farming while simultaneously generating demand for goods and services and capital for industrial expansion (Emerick, 2018). Labor released from agriculture is then absorbed into manufacturing and services, contributing to productivity growth and rising incomes.

Figure 2 illustrates the well-established negative relationship between income levels and the share of employment in agriculture across different country groups. The data show that in low-income countries, a substantially larger proportion of workers (higher than 40 percent) remain employed in agriculture, underscoring the sector's central role in livelihoods and economic activity. As countries move up the income ladder, the share of labor engaged in agriculture declines markedly, falling to just under 40 percent in lower-middle-income countries and to below 20 percent in upper-middle-income countries. In high-income countries, agricultural employment accounts for less than 5 percent of total employment.

Surveys (2012). Uganda combines LFS rounds (2012, 2017, 2021) with National Household Surveys (2010, 2011, 2014, 2019). Zambia uses the Living Conditions Monitoring Survey (2015) together with LFS data (2017–2023).

Figure 2: Correlation between GDP per capita and share of employment in agriculture, 2024



Source: World Bank (2026) data. For some country groups, the latest available data (2023 or earlier) are used.

Note: LIC=Low income, SSA=Sub-Saharan Africa (excluding high income), SSF=Sub-Saharan Africa, AFE=Africa Eastern and Southern, AFW=Africa Western and Central, LDC=Least developed countries: UN classification, LMC=Lower middle income, LMY=Low and middle income, MIC=Middle income, UMC=Upper middle income, NAC=North America, and OED=OECD members,

Recent work has emphasized that the transition stipulated in classical development theory should not be interpreted simply as movement away from agriculture (Reardon et al., 2021a; Dolislager et al., 2021). Instead, it often reflects a broader transformation of agrifood systems, where employment expands beyond farming into upstream and downstream activities such as input supply, aggregation, storage, transport, processing, wholesale, retail, and food services (Reardon et al., 2021a; Dolislager et al., 2021). From this perspective, shifts from agriculture to nonfarm AFS employment may represent broader, AFS-wide, deepening rather than sectoral exit. This distinction is particularly important for understanding employment opportunities of youth and women in these emerging activities, as these groups are often disproportionately represented in total employment.

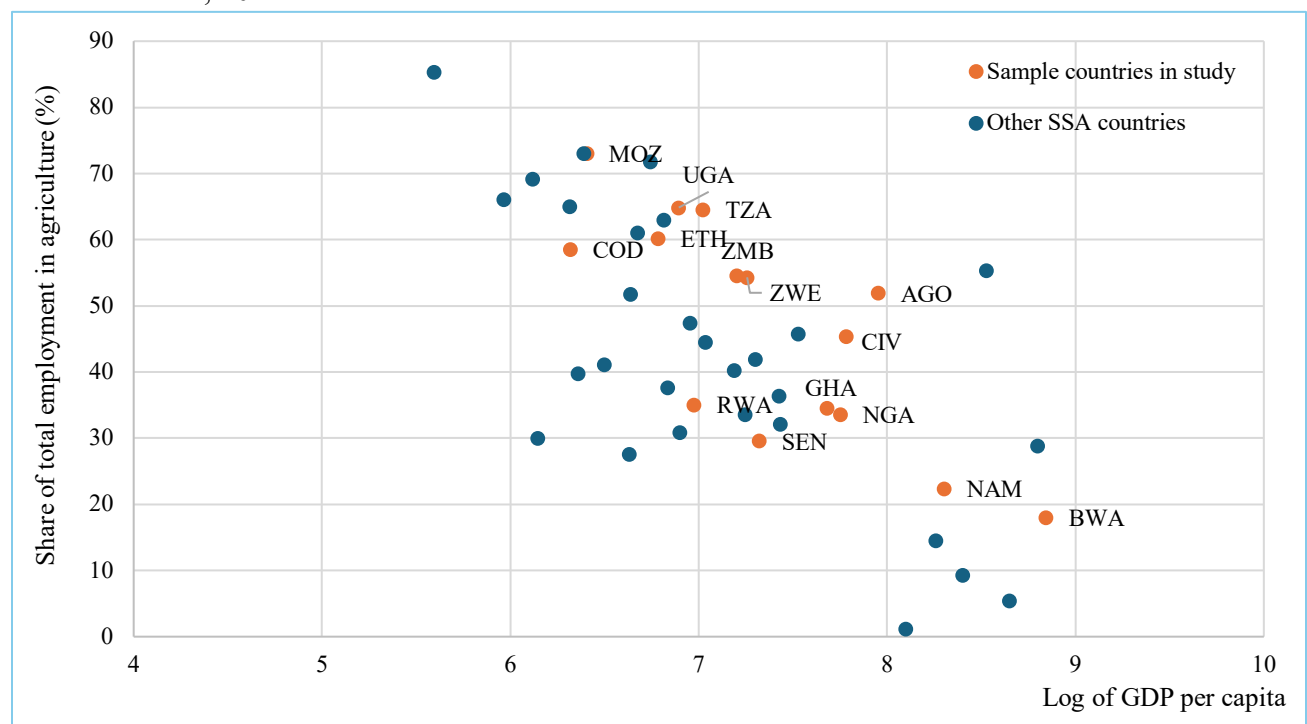
Agriculture-dependent economies: Agrifood systems remain overwhelmingly farm-based

The first group of countries called *agriculture-dependent economies* include Democratic Republic of Congo, Ethiopia, Mozambique, Tanzania, Uganda, Zambia, and Zimbabwe. These countries are characterized by high dependence on agriculture, with employment in agriculture accounting for approximately 57–73 percent of total employment, while total AFS employment exceeds 70

percent and exceeds over 80 percent in several of these countries (Figure 5). Nonfarm AFS employment remains relatively limited, generally accounting mostly for less than 15 percent of total employment.

These countries appear to be in the early stages of structural transformation, where labor remains concentrated in primary agricultural production. Their relatively low average income levels (Figure 3) align closely with the broader negative association between income and dependence on agriculture documented by Davis et al. (2026), who show that richer countries tend to rely less on agriculture and AFS systems employment. Figures 5 and Figure 3 suggest that the same pattern holds within our sample: countries with lower GDP per capita tend to exhibit higher dependence on agricultural and AFS employment.

Figure 3. Correlation between GDP per capita and share of employment in agriculture sub-Saharan Africa, 2024



Source: World Bank (2026) data. For some country groups, the latest available data (2023 or earlier) are used.

Note: AGO=Angola, BWA=Botswana, COD=Congo, Dem. Rep., CIV=Cote d'Ivoire, ETH=Ethiopia, GHA=Ghana, MOZ=Mozambique, NAM=Namibia, NGA=Nigeria, RWA=Rwanda, SEN=Senegal, TZA=Tanzania, UGA=Uganda, ZMB=Zambia, and ZWE=Zimbabwe

Transitioning economies: diversification within agrifood systems

The second group of countries: *transitioning economies* include Angola, Cote d'Ivoire, Ghana, Nigeria, and Rwanda. These countries exhibit relatively low agricultural employment shares,

ranging approximately from 45 to 57 percent, but total AFS employment remains substantial, often between 68 and 70 percent. A defining feature of this group is the larger role of nonfarm AFS employment, which exceeds 20 percent of total employment in several countries (Figure 3).

These economies appear to be undergoing middle stages of structural transformation, characterized not only by declining farm employment but also by expansion of agrifood value chains. Rather than indicating disengagement from agriculture, labor reallocation in these countries suggests movement into processing, trading, logistics, and food-related services. This pattern aligns with the growing literature on agrifood system transformation, which highlights the rise of post-farm employment driven by urbanization, dietary change, and market integration (Reardon et al., 2021b; Barrett et al., 2022).

This category may be especially important for understanding youth employment dynamics. Young workers are often more mobile, more educated, and more likely than older cohorts to engage in mixed livelihood strategies combining farming with self-employment or wage work in nonfarm AFS segments. Women may also benefit disproportionately from this transition, particularly in food retail, processing, and hospitality-related services, though often under informal and precarious conditions. The expansion of nonfarm AFS employment in these countries may therefore represent one of the most promising pathways for inclusive employment generation (Slavchevska et al., 2016).

Diversified economies: declining agrifood dominance

The third group of countries called *diversified economies* includes Botswana, Namibia, and Senegal. These countries display the lowest dependence on agriculture, with agriculture accounting for approximately 20–27 percent of employment and overall AFS employment ranging from 31 to 50 percent (Figure 5). Correspondingly, non-AFS sectors now account for half or more of total agricultural employment, indicating a substantially more diversified labor structure.

These countries appear furthest along the structural transformation pathway. Yet notably, agrifood systems remain important even here, particularly through nonfarm segments. This underscores a key point that declining agricultural employment does not imply the disappearance of agrifood systems as a source of livelihoods. Rather, the composition of AFS employment shifts toward more specialized and commercially integrated activities.

Finally, although these three groups are analytically useful, they should be interpreted as points along a continuum rather than clearly defined categories. Countries may move between them over time, and there may exist substantial within-country heterogeneity. Nonetheless, the classification reveals three broader empirical regularities. First, agrifood systems remain central to employment across all stages of development, even where agriculture has declined substantially. Second, nonfarm AFS employment expands as countries transition, suggesting that agrifood systems transformation may be a critical mechanism linking structural transformation to employment creation. Third, the decline in agricultural employment is gradual rather than abrupt, challenging narratives that African youth and women are rapidly exiting agrifood systems in Sub-Saharan Africa.

3.2 Labor force participation as a complementary perspective on structural transformation

Labor force participation rates (LFPR) provide a useful complementary dimension for interpreting the patterns of AFS employment and structural transformation described above. While sectoral employment shares indicate where people work, LFPR helps identify who is actively engaged in the labor market and whether structural transformation is associated with broader labor market inclusion or more selective participation.

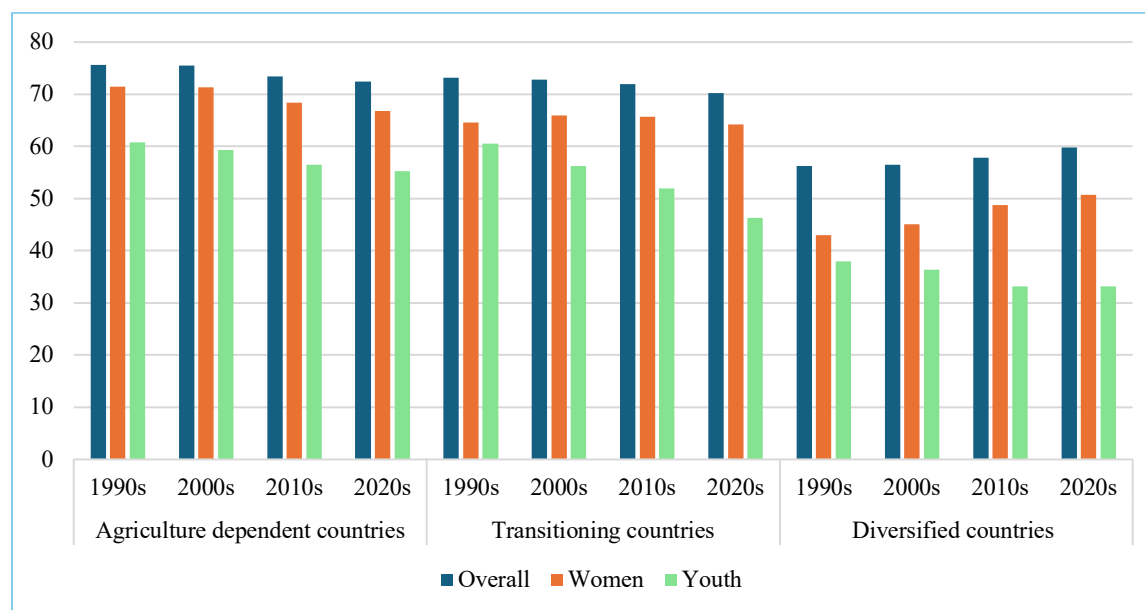
Annex Tables A.1, A.2, and A.3 present LFPR estimates for the overall population (aged 15-64 years), women (aged 15-64 years), and youth (aged 15-24 years), respectively, for the 15 sample countries during 1996-2024 while Figure 4 summarizes the average LFPR for the three groups of countries and population groups aggregated across decades, starting from the second half of 1990s to the first half of 2020s. The LFPR patterns observed in these tables and figure broadly reinforce the distinctions observed across the three country groups, while also revealing important differences in labor-market dynamics among youth and women, as compared with adults and men, respectively.

Together, these indicators provide additional insight into whether shifts in employment composition are accompanied by changes in labor market participation across key demographic groups, thereby helping assess the inclusiveness and dynamics of ongoing structural transformation. In the agriculture-dependent economies, where agricultural employment and overall AFS dependence remain highest, labor force participation rates are generally also high,

particularly among youth and women. In these countries LFPR averaged 74.3, 72.1, and 57.5 percent across the total population, women, and youth, respectively during 1996-2024. These LFPR are the highest across the three groups of countries and are consistent with areas where labor-intensive and family-labor driven subsistence agriculture continues to serve as the principal absorber of labor.

High youth participation in countries such as Tanzania, Mozambique, Ethiopia, and Uganda suggests that many young people continue to enter the labor market through family farming and informal rural employment rather than postponing labor market entry through extended schooling. Similarly, relatively high female labor force participation in these countries reflects women's substantial involvement in agricultural production and related activities, although much of this work remains informal, unpaid, or concentrated in lower-productivity segments of the agrifood system. Moreover, the modest decline in youth and women's LFPR – by only 3.3 percentage points (pp) and 4.7 pp, respectively, between the 1990s and the 2020s – underscores the continued dominance of agriculture throughout the period. Thus, in these economies, high and relatively stable LFPR appears to complement the broader picture of limited structural diversification and strong dependence on subsistence agriculture-based livelihoods.

Figure 4. Average labor force participation rate (%) trends across decades, 1996-2024



Source: Authors' illustration of World Bank (2026) data.

Note: Numbers are modeled ILO estimates.

Among transitioning economies, labor force participation remains relatively high, although it is lower than agriculture dependent countries, at an average of 69.5, 65.4, and 47.0 percent across the total population, women, and youth, respectively. However, it is accompanied by declining agricultural employment and expanding nonfarm agrifood opportunities. This combination suggests a more dynamic process of structural transformation, in which labor leaving farming is increasingly reallocated into downstream agrifood segments and other nonfarm activities rather than exiting the labor force.

Youth labor force participation declines as economies become more diversified, dropping by 14.2 percentage points (pp) between the 1990s and 2020s. Despite this decline, participation remains substantial, suggesting that young workers continue to play an active role in ongoing economic restructuring. Female labor force participation also remains broadly stable, declining by only 4 pp between 1990s and 2020s, potentially reflecting expanding opportunities in food processing, trade, and service activities. Together, these patterns suggest that structural transformation in these economies is occurring not primarily through withdrawals from agrifood systems, but rather through a reallocation of labor from primary agricultural production toward nonfarm segments of the broader agrifood system.

In the diversified economies, lower dependence on agriculture is accompanied by somewhat lower and more selective labor force participation, particularly among youth (35 percent) and women (47 percent). Youth LFPR is low but stable, declining by less than 5 pp between the first and last decades; this may partly reflect positive developments such as longer schooling and delayed labor market entry. Consistent with this interpretation, Gethin and Saez (2026) show that hours worked among young people decline strongly with development and that this relationship is largely explained by rising school attendance. Similarly, female participation in these groups of countries is very low, suggesting that sectoral diversification alone does not guarantee broad-based labor market inclusion. However, the labor force participation for women is increasing in diversified economies. These patterns highlight an important nuance: declining agricultural employment and rising income levels do not necessarily imply improved labor market outcomes for all demographic groups.

In summary, labor force participation patterns complement the broader structural transformation narrative by highlighting the extent to which labor market change is associated with inclusion

across population groups. Together, the evidence suggests that while agrifood systems remain central to employment across all stages of transformation, the nature of labor market participation evolves – from subsistence-driven engagement in agriculture-dependent economies, to more diversified and potentially opportunity-driven participation in transitioning economies, and finally to more selective labor market attachment in diversified economies. This pattern is also consistent with evidence that economic progress can be accompanied by shifts in time allocation away from market and home production toward leisure and other non-market activities (Aguiar and Hurst, 2007). This reinforces the importance of examining not only shifts in sectoral employment, but also who remains actively engaged in the labor market as African economies continue to transform.

4. AFS employment in SSA: Stylized facts

Stylized Fact 1: AFS remains the dominant employer in most SSA countries

The AFS is the single most important source of employment in SSA, mainly because of the continued importance of agriculture as a source of livelihood for the majority of the population. This pattern is well documented in the literature, which highlights the central role of agriculture in early stages of structural transformation and its persistence in low-income settings (Gollin et al., 2014; McCullough, 2017; Christiaensen and Martin, 2018). Nonfarm AFS, although growing, accounts for a lower share of AFS employment. However, there is considerable variation between SSA countries in terms of employment diversification.

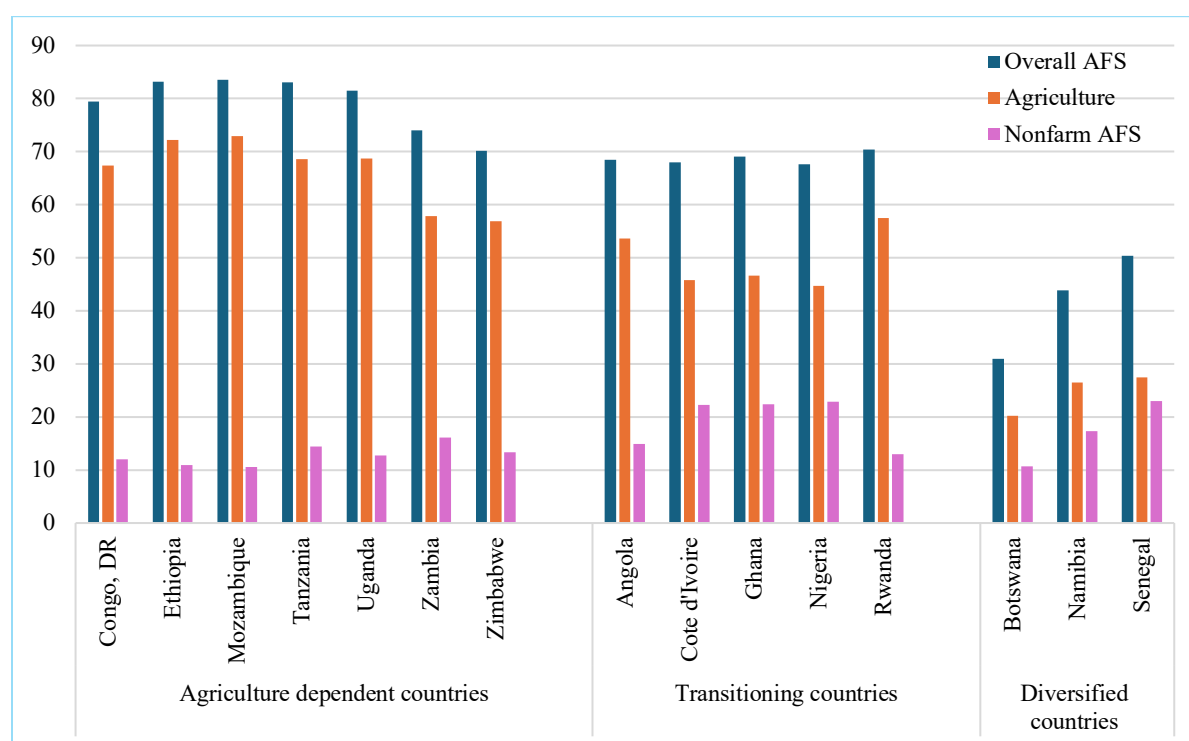
In the countries considered in this study, AFS accounts for 68.2 percent of the total employment with employment in agriculture contributing 52.5 percent and nonfarm AFS accounting for the remaining 15.8 percent. That is, primary agricultural production constitutes 77 percent of total AFS employment, underscoring the continued importance of farming as the backbone of rural livelihoods. This finding is consistent with prior evidence showing that, although downstream segments of the agrifood system are expanding, primary production continues to dominate employment in SSA (Reardon et al., 2021b; Yeboah and Jayne, 2018).

However, substantial heterogeneity exists across countries, reflecting differences in the pace of structural transformation. In agriculture-dominated countries, employment in agriculture accounted for 66 percent of total employment (or 84 percent of employment in AFS) while

employment in nonfarm AFS accounted for 13 percent of total employment. Employment in non-AFS sectors accounted for about one-fifth (21 percent) of total employment. This implies that nonfarm segments remain thin, with approximately two nonfarm AFS workers for every ten agricultural workers. Such patterns are typical of low-income economies where value chain development is limited, and market integration remains weak (Barrett et al., 2017).

In contrast, transitional economies exhibit greater diversification with employment in agriculture accounting for 50 percent of total employment, nonfarm AFS accounting for 19 percent, and non-AFS absorbing 31 percent. In these contexts, nonfarm AFS constitutes over one-quarter of AFS employment, reflecting the gradual expansion of processing, trade, and food services as economies urbanize and incomes rise (Reardon and Timmer, 2012; Liverpool-Tasie et al., 2020).

Figure 5. The average contribution of AFS, agriculture, and nonfarm AFS to employment (% per year)



Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

The most striking pattern in countries with diversified economies is the significant importance of non-AFS sectors and the relatively low contribution of agriculture. In these economies, agriculture contributes to one-quarter to total employment, nonfarm AFS to 17 percent of total employment, and non-AFS to 58 percent of total employment. In these settings, the relative importance of

downstream agrifood activities approaches that of primary production, with approximately seven nonfarm AFS workers for every ten agricultural workers. This convergence reflects more advanced value chain development, where processing, logistics, and food services play an increasingly important role (Reardon et al., 2021b). The shift toward a more balanced AFS composition is a hallmark of structural transformation and reflects both demand-side drivers (urbanization, dietary change) and supply-side improvements in infrastructure and market access (Timmer, 2017).

Stylized Fact 2: The decline in AFS and agricultural employment is slow and uneven

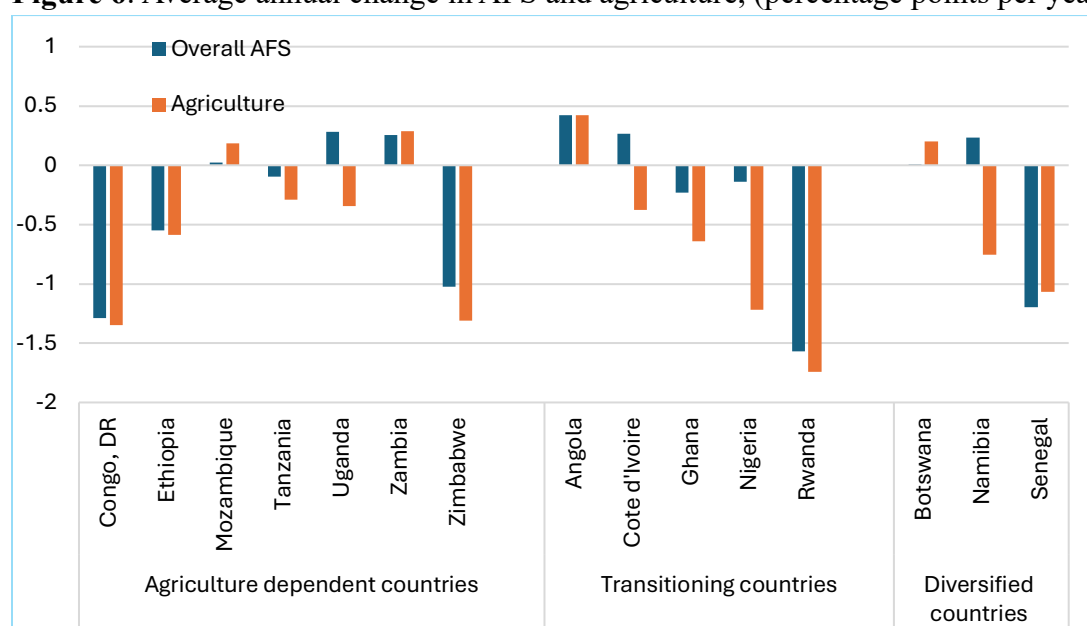
Despite clear evidence of structural transformation, the decline in the share of employment in agriculture and more broadly in the AFS has been slow and uneven across SSA. This slow pace of transformation reinforces that labor reallocation out of agriculture in Africa lagged behind historical experiences in other regions (McMillan and Harttgen, 2014; Diao et al., 2017). This stylized fact has three related implications for trends in shares of AFS and agricultural employment and relationships between them. First, decline in the share employed in AFS is low. Second, the decline in the share employed in AFS is slower than the share employed in agriculture, and finally, there is variation across countries in terms of changes in AFS employment shares.

Across the 15 countries, the share of workers employed in AFS declined at only 0.3 percentage point (pp) per year when calculated using changes between the first and last observation years showing that AFS stagnated in Africa during the period. The same result is obtained when using an alternative approach that exploits data across all available years, which shows that the AFS employment share declined by 0.3 pp annually across all countries. These slow changes result from high and stagnant AFS employment shares in these countries: AFS employment declines from an average of 70.6 percent in the initial period to 66.2 percent in the final period, indicating a 4.4 pp decline in the share of AFS employment over the two and half decades.⁵ These findings, which indicate that decline in AFS range from 0.1 pp to 0.5 pp in an average country per year, depending on the type of measurement used and country group, during a period otherwise marked with rapid technological shifts and economic transformation and where the services sector had expanded remarkably, reinforce the notion that structural transformation in SSA is occurring, but at a slow pace relative to other regions (Rodrik, 2016; Christiaensen et al., 2021).

⁵ Note that the initial period widely varies across countries while the final period is around 2020 in most countries.

The observed decline in AFS employment is driven primarily by reductions in agricultural employment.⁶ Agriculture's share in total employment declined in 11 of the 15 countries – from less than 0.3 pp annually in Tanzania to over 1.7 pp in Rwanda; the exceptions being Angola, Botswana, Mozambique, and Zambia (Figure 6).⁷ On average, agricultural employment declines by 0.6 pp per year across all countries and by up to 0.9 pp among countries experiencing consistent declines. This pattern is consistent with evidence that labor is gradually moving out of agriculture, although often without commensurate productivity gains (Gollin et al., 2014; McCullough, 2017). Importantly, the slower decline in AFS relative to agriculture implies a gradual expansion of nonfarm AFS activities. This is consistent with the growing role of agrifood value chains in absorbing labor, even as primary agricultural employment contracts (Yeboah and Jayne, 2018; Reardon et al., 2021b).

Figure 6: Average annual change in AFS and agriculture, (percentage points per year)



Source: Authors' analyses using ILO (2026), NISR (2026), and NLSS (2026) data.

Figure 6 indicates that changes in employment structure are heterogeneous across countries. Three broad patterns emerge depending on changes in the share of AFS and agriculture in total

⁶ Since we define overall AFS as a sum of agriculture and nonfarm AFS, changes in AFS are equal to the sum of changes in agriculture and in nonfarm AFS. Particularly, declines in overall AFS result from decline in either or both of agriculture and nonfarm AFS. Similarly, total employment (100%) is the sum of employment in agriculture, nonfarm AFS, and non-AFS. Consequently, declines in the share of agricultural employment over a given period imply an increase in nonfarm AFS and/or non-AFS or a mix of increases/decreases in these shares.

⁷ When considering average annual changes in the share of agricultural employment during all years with data, the share of agriculture in total employment declined in all countries except Ghana and Mozambique.

employment. First, some countries (e.g., Zambia and Angola) exhibit increasing agricultural employment shares, reflecting either population pressure, limited nonfarm opportunities, or structural stagnation (Headey et al., 2010). Second, a group of countries (e.g., Mozambique, Tanzania, and Botswana) exhibit stagnant employment share in AFS/agriculture. Third, the remaining countries with rapid decline in the share of agriculture and accompanied by expansion in both nonfarm AFS and non-AFS sectors.

In the first group of countries, AFS increased on average at 0.3 pp per year. This is mainly because of growth in the share of agriculture (at 0.4 pp) implying that nonfarm AFS remained stagnant in these countries. In these countries employment in the non-AFS sector shrank in importance. Countries with stagnant share of AFS in total employment exhibited little movement in all three components of employment. In the third group of countries, where agriculture is rapidly declining, at average annual rate of 1 pp per year, the share of AFS employment declined by 0.6 pp per annum. In these countries nonfarm AFS increased at 0.3 pp and in particular the share of non-AFS in total employment grew remarkably, at 0.7 pp per year. This pattern highlights the increasing importance of non-AFS sectors, particularly services and construction, in absorbing labor released from agriculture, a phenomenon increasingly documented in SSA (Fox and Pimhidzai, 2013; McMillan et al., 2017).

Stylized Fact 3: Youth are not exiting agriculture faster than adults

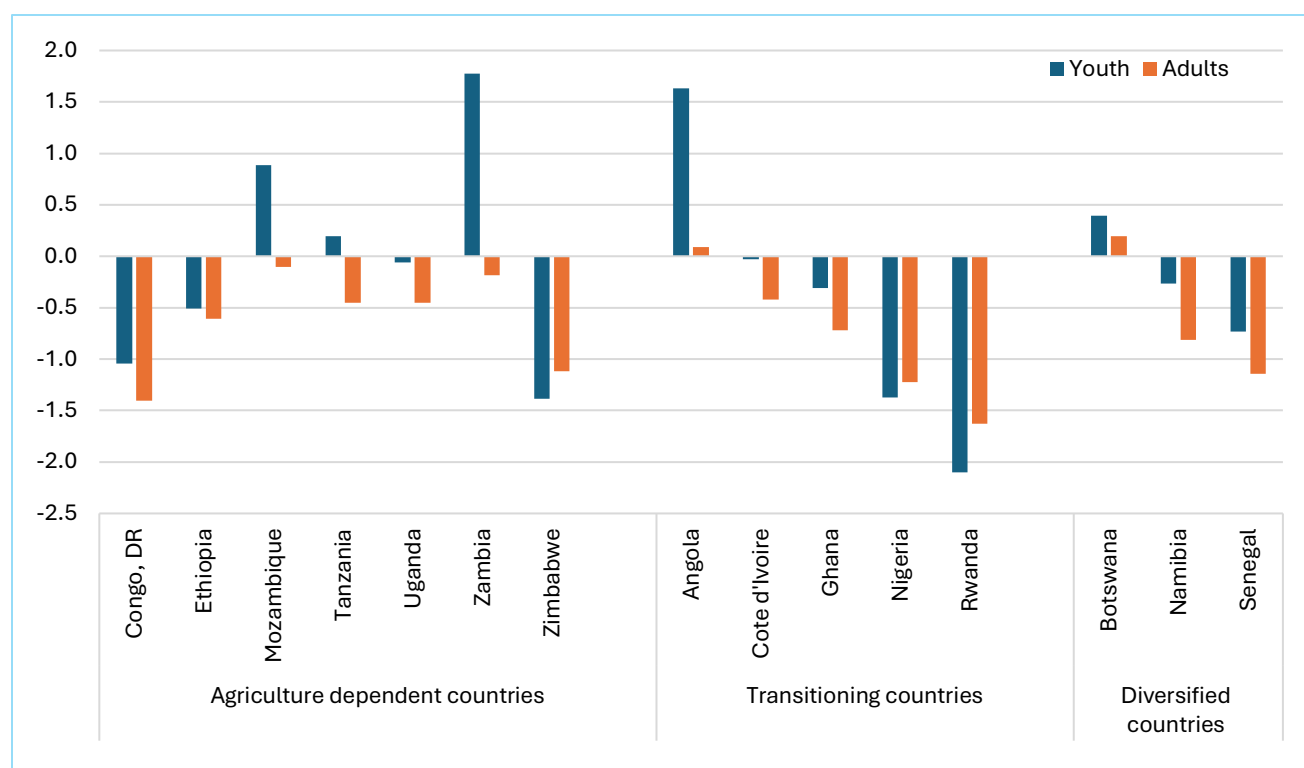
Together with decline in the importance of agriculture in SSA, a widely held view in the literature is that young people are disproportionately exiting agriculture, driven by rising aspirations, education, and urban opportunities (Filmer and Fox, 2014; Bezu and Holden, 2014). However, the evidence from this study challenges this conventional narrative.

The data indicate that the share of young people engaged in agriculture is increasing faster or declining slower than that of adult workers. In contrast, the share of adults working in agriculture is consistently declining across most countries. This pattern of higher increases (or slower declines) among youth relative to adult workers is observed in all countries, except Rwanda and Zimbabwe (where the reverse holds) and Nigeria (where trends are only slightly different across age groups) (Figure 7). The share of young people engaged in agriculture increased over the period in five of the 15 countries. In contrast, it increased in only two countries among adults. On average, the share

of young people working in agriculture declined at 0.2 pp per year while the share of adults working in agriculture declined by 0.7 pp.

These findings contribute to a growing body of literature questioning the narrative that young people are rapidly abandoning agriculture in SSA. Rather than viewing agriculture solely as a fallback or last-resort employer, the evidence suggests that the pace of youth exits from agriculture has been overstated and that structural transformation has not generated sufficient alternative employment opportunities in many countries. Consequently, attention should shift from narratives of mass exit to understanding how youth engagement in agriculture and broader agrifood systems evolves as economies diversify.

Figure 7. Changes in the share of agricultural employment across age groups (percentage points per year)



Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

The results therefore suggest that observed declines in agricultural employment are not primarily driven by youth exit, but rather by the gradual withdrawal of older workers, potentially reflecting lifecycle dynamics, retirement, or shifts into less labor-intensive roles. This nuance is important for policy, as it challenges the common assumption that youth are rapidly abandoning agriculture

and highlights the need to improve the attractiveness and productivity of the sector for younger cohorts.

Stylized Fact 4: Women and men are exiting agriculture at broadly comparable rates

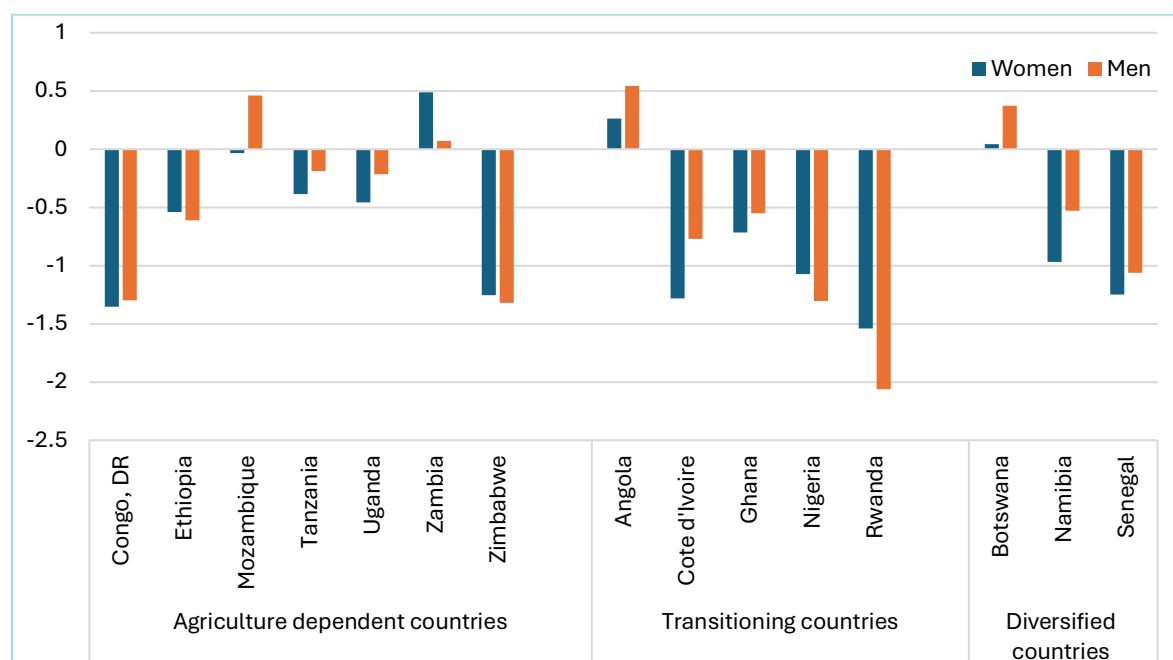
Agricultural employment is declining across Sub-Saharan Africa, but gender differences in the pace of this transition are relatively modest. Across all countries in the sample, agricultural employment declined by 0.6 percentage points (pp) annually. Aggregate trends suggest that women and men are exiting agriculture at broadly similar rates, although country-specific dynamics matter. Across all countries, the share of women employed in agriculture declined slightly faster at 0.67 pp annually compared with 0.56 pp for men.

Differences become somewhat more pronounced across stages of economic transformation.

Agricultural employment declined at broadly similar rates for women and men at 0.50 pp versus 0.44 pp annually in agriculture dependent economies and at 0.87 pp and 0.83 in transitional economies. In diversified economies, however, the decline among women accelerates to 0.70 pp annually, while the decline among men slightly slows at 0.40 pp. This suggests that the gender gap in agricultural exit widens modestly as economies diversify and non-agricultural alternative employment opportunities expand.

These findings are broadly consistent with evidence that structural transformation reshapes women's employment patterns, although not necessarily at dramatically different rates than men's (Yeboah and Jayne, 2018; Dolislager et al., 2021). Overall, the evidence suggests that women are neither rapidly abandoning agriculture nor remaining disproportionately trapped within it. Rather, agricultural employment declines gradually for both sexes, with somewhat faster reductions among women in more diversified economies.

Figure 8. Changes in the share of agricultural employment across gender (percentage points per year)



Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Stylized Fact 5: Youth remain more engaged in agriculture than adults at every stage of transformation

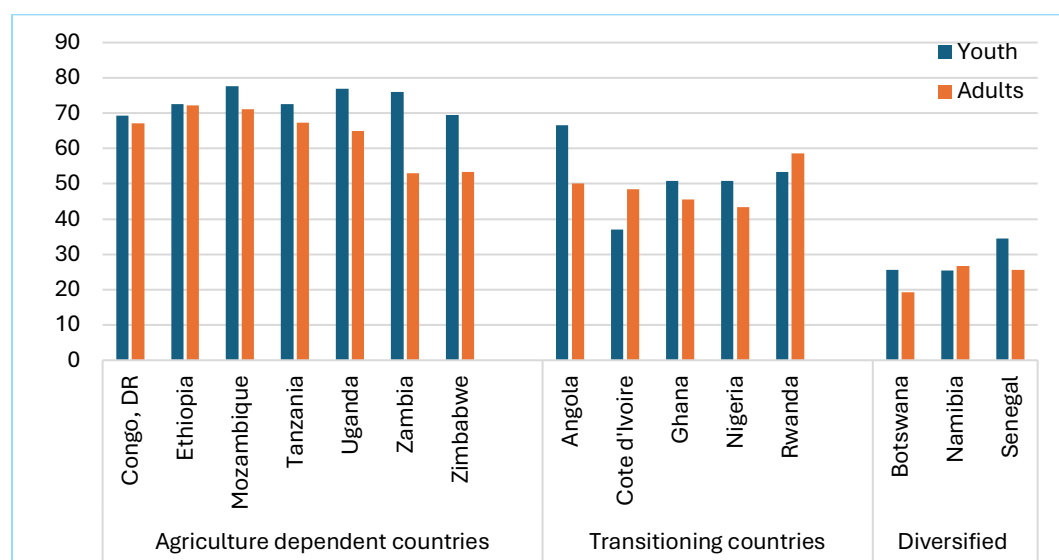
Agriculture remains the largest employer in SSA, but its importance varies considerably across stages of structural transformation and across demographic groups. This stylized fact reinforces that youth remain more engaged in agriculture than adults at every stage. This builds on cross-sectional comparisons across country groups at different transformation stages, not trends within countries over time – a distinction that makes them complementary to Stylized Fact 3, where youth and adults are shown to exit agriculture at broadly comparable rates within countries over time.

In almost every country, youth are more engaged in agriculture than adults at every stage of transformation (Figure 9). Across all countries, 57 percent of youth worked in agriculture compared with 51 percent of adults, a gap of 6 percentage points. The youth lead is largest in agriculture-dependent economies (74.5 versus 64 percent; 9.4 points), narrows in transitioning economies (52 versus 49 percent; 2.5 points), and persists even in diversified economies (28.5 versus 24 percent; 4.6 points). Two countries buck the pattern: Rwanda, where adults are more engaged in agriculture than youth – the same reversal Rwanda displays in the trend analysis of

Stylized Fact 3 – and Namibia, marginally. Thus, although agriculture's overall share falls sharply with diversification, youth remain more likely than adults to work in it almost everywhere.

This directly challenges the commonly held narrative that young people are not interested in agriculture as economies develop (LaRue et al.2021; Nandi and Nedumaran 2021; Christiaensen and Maertens 2022). Agriculture continues to play a central role in youth employment across SSA regardless of a country's stage of transformation. Considered together with Stylized Facts 3 and 7, which document continued youth engagement across agrifood systems, the results suggest that the dominant story is not one of mass youth exit but of gradual diversification of employment opportunities within and beyond farming.

Figure 9: Engagement in agriculture, by age categories



Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

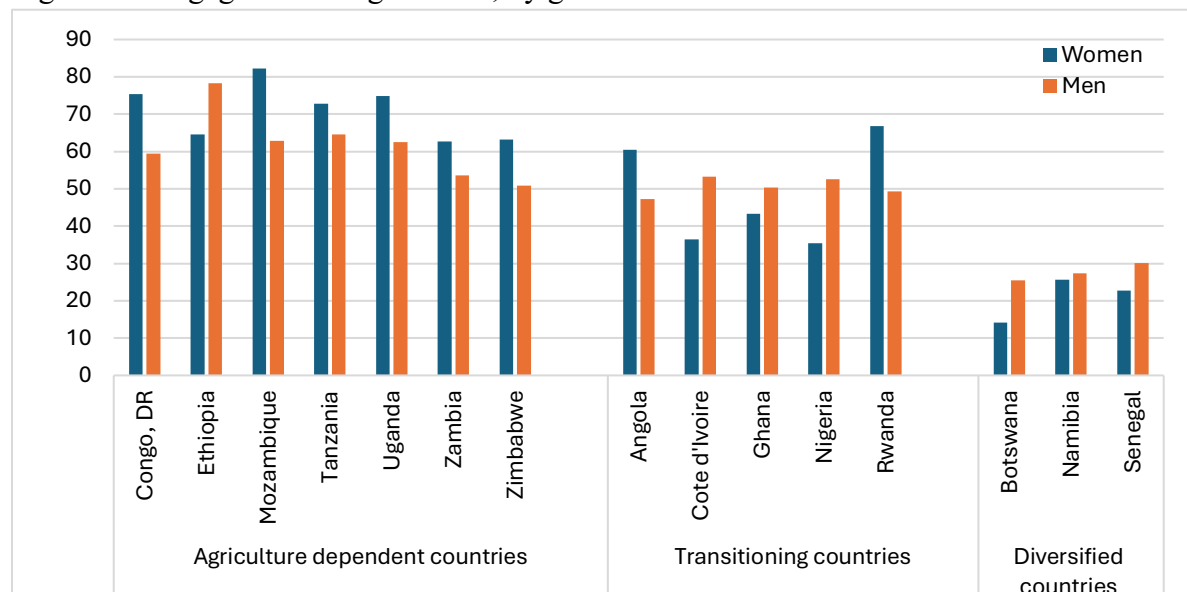
Stylized Fact 6: The female-male gap in employment in agriculture reverses as economies diversify

The gender composition of agricultural employment differs systematically across stages: women are more concentrated in agriculture than men in the least-transformed economies, but this gap narrows and ultimately reverses in the most diversified ones.

Across all countries and years in the sample, 53.4 percent of women were employed in agriculture compared with 51 percent of men. This gap declines steadily across stages (Figure 10). In

agriculture-dependent economies women are 9 percentage points more likely than men to work in agriculture (71 versus 62 percent); the gap reverses to -2 percentage points in transitioning economies (48.5 versus 50.5 percent); and it deepens in diversified economies, where men are 7 points more likely than women to work in agriculture (28 versus 21 percent). These group averages mask informative within-group variation. Only Ethiopia shows a higher male than female share despite being agriculture-dependent, and the transitioning group is effectively a crossover: women lead in Angola and Rwanda, while men already lead in Cote d'Ivoire, Ghana, and Nigeria while men lead in all of diversified economies. The reversal is therefore a gradual gradient that takes hold during the transition rather than an abrupt switch.

Figure 10: Engagement in agriculture, by gender



Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

This cross-stage reversal is internally consistent with the rest of our evidence. Because employment shares sum to one, the rising nonfarm-AFS and non-AFS shares that accompany diversification (Stylized Facts 8 and 9) must be mirrored by a declining agricultural share; the reversal indicates that this decline has gone further for women than for men in diversified economies, as women move into nonfarm agrifood trade, processing, and services (Dolislager et al. 2021; Yeboah and Jayne 2018). It also aligns with Stylized Fact 4, where the pace of agricultural exit is fastest for women precisely in diversified economies. The reversal does not imply that women are leaving agrifood systems; as Stylized Fact 8 shows, they are relocating within them.

Stylized Fact 7: Labor leaving agriculture is absorbed mainly by non-AFS sectors, not by expansion of the agrifood value chain

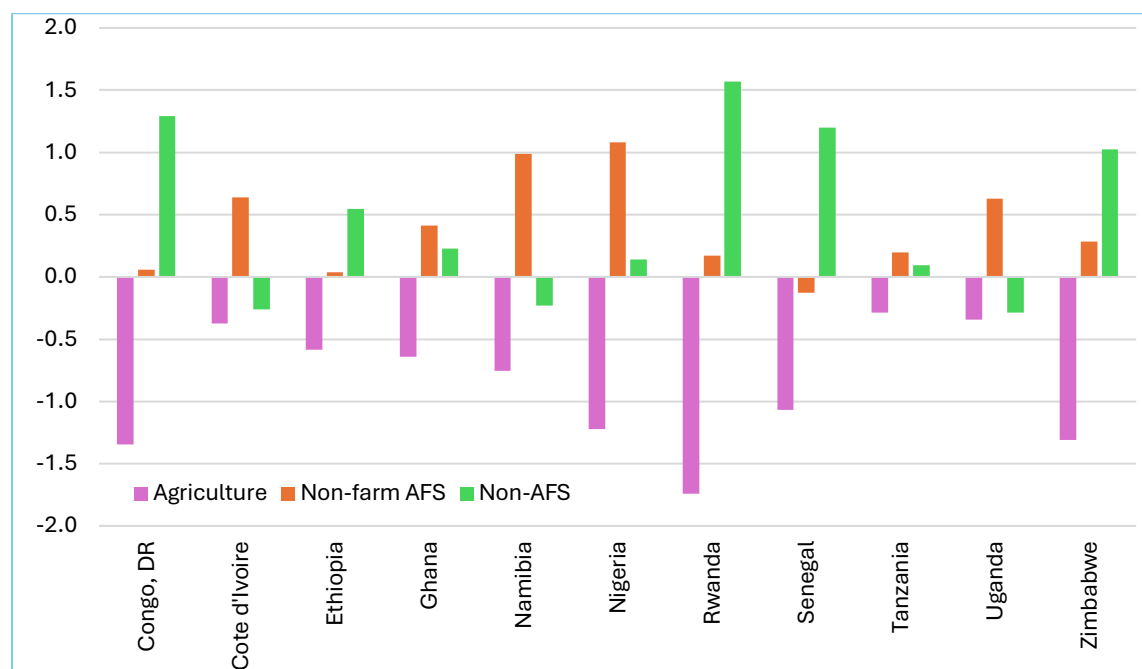
Structural transformation is happening in SSA, whichever measure is used. The share of workers in agriculture is declining. However, consistent with recent evidence, workers leaving agriculture are absorbed predominantly by non-AFS sectors rather than by downstream agrifood system activities (Abay et al., 2025; Bhorat et al., 2025). This pattern aligns with a growing body of literature showing that, in Africa, labor exits agriculture largely into low-productivity services rather than into manufacturing or agrifood processing (Fox and Pimhidzai 2013; McMillan et al. 2017; Diao et al. 2017; Bhorat et al., 2025).

Across countries where agricultural employment declined, the released labor split roughly 55/45 between non-AFS sectors and nonfarm AFS (0.5 versus 0.4 pp per year), so non-AFS absorbed the larger share (Figure 11). This split reverses in three countries: Cote d'Ivoire, Nigeria, and Namibia, where nonfarm AFS expansion outpaced the agricultural decline while non-AFS employment contracted. Excluding these three, non-AFS growth (0.71 pp) outstripped nonfarm AFS (0.21 pp) by more than threefold. These findings suggest that, in the absence of deliberate policies to promote agrifood value chain development, the agrifood hidden middle remained too thin to absorb workers at scale (Reardon et al., 2021b; Liverpool-Tasie et al., 2020). Instead, labor reallocation is driven largely by expansion in services and other non-AFS activities, which often offer easier entry but lower productivity (Gollin et al., 2014; Rodrik, 2016; Abay et al., 2025; Bhorat et al., 2025).

Different components of the non-AFS sectors increased in importance in these countries (Annex C). In Democratic Republic of Congo and Senegal, it was largely driven by increases in services and in manufacturing; Ethiopia experienced a rapid increase in services and a modest growth in construction and mining; non-AFS expansion was more diversified in Rwanda with modest increases in services, manufacturing, and construction. Tanzania's services sector increased considerably, while manufacturing, construction, and mining increased modestly. In Zimbabwe, the rapid increase in non-AFS was distributed. The overall pattern of growth within non-AFS is consistent with concerns about "premature deindustrialization" and the limited role of manufacturing in Africa's structural transformation (Rodrik 2016). While some countries (e.g.,

Senegal, Ethiopia) exhibit more diversified non-AFS growth, the overall pattern underscores the limited role of agrifood value chain expansion in absorbing labor at scale.

Figure 11. Changes in the share of agricultural, nonfarm AFS, and AFS employment (percentage points per year)



Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Note: This figure includes only the 11 countries in which the share of agricultural employment declined over the period.

Stylized Fact 8: Women and youth are concentrated in agrifood-systems employment, with youth's nonfarm concentration emerging only as economies diversify

The distribution of employment across gender and age groups reveals systematic differences in participation within the agrifood system. Consistent with prior studies, women are over-represented across both overall and nonfarm components of the AFS, and youth in overall AFS, while youth's representation in nonfarm AFS rises above that of adults only in more diversified economies (FAO, 2023; Glover and Sumberg, 2020; Slavchevska et al., 2016). This stylized fact can be decomposed into four components. First, women are more concentrated in nonfarm AFS activities than men and this is more so in diversified economies (Figure 12). Across all countries, 19.2 percent of women are employed in nonfarm AFS while the corresponding average among men remained 13 percent (Figure 12, panel a). This gap widens with economic diversification: in traditional (agriculture dominated) economies the share of women engaged in nonfarm AFS was

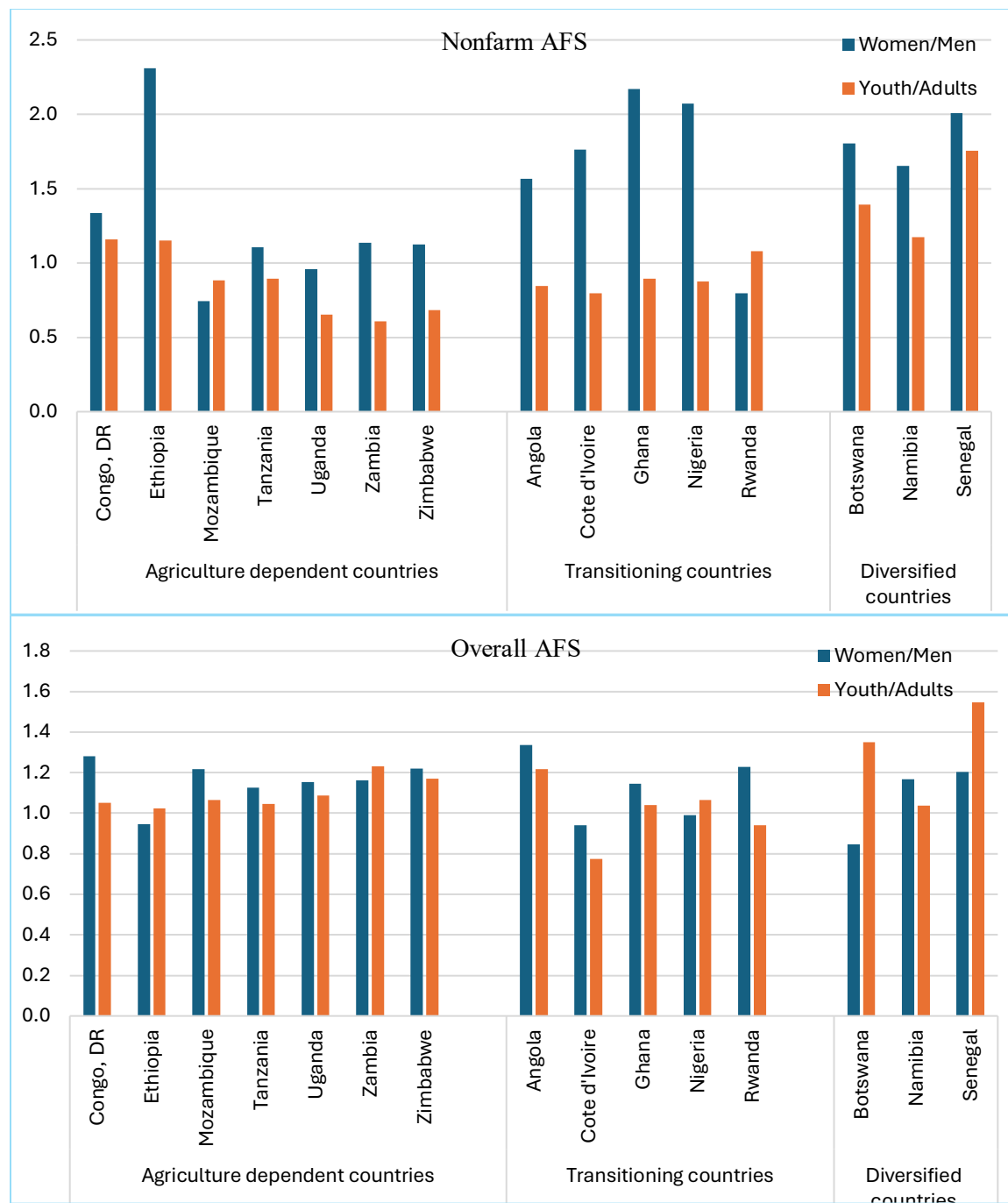
17 percent higher than men (14 percent vs 12 percent); in transitional economies this was 68 percent higher (24 percent vs 14.3 percent), and in diversified economies the share of women is over 80 percent higher than the share of men (23 vs 12.5 percent) (Figure 12). This pattern reflects women's strong presence in food processing, trade, and service activities within value chains, which are often more accessible than primary production or formal employment (Doss et al., 2018; Quisumbing et al., 2021; Bachewe et al., 2025).

Second, differences between young and adult workers in nonfarm AFS are less pronounced than gendered differences overall, but become more pronounced in more advanced economies, where youth exceed adult workers in share of employment. Overall, about equal share of young and adults (16 percent) worked in nonfarm AFS. In agriculture-dependent and transitioning economies, youth are less represented in nonfarm AFS than adults – about 17 percent lower in the former and 12 percent lower in the latter. The pattern reverses in diversified economies, where youth are substantially more represented than adults (25.5 versus 17 percent). This is consistent with evidence that younger workers are more likely to engage in emerging segments of the economy, including informal services and small-scale processing (Yeboah and Jayne, 2018).

Third, women are more likely than men to be employed in overall AFS. On average, 72.6 percent of women are engaged in AFS compared to 64 percent of men, reflecting the central role of women in both farm and off-farm components of agrifood activities. Women's AFS engagement is 15 percent higher than men (85 vs 74 percent) in agriculture dominated countries. In transitional economies the share of women in AFS is 12 percent higher (72.6 vs 65 percent). In diversified economies, the share of women in AFS is 9 percent higher (44 vs 40 percent). However, this ratio is dominated by Botswana. Excluding Botswana, the share of women engaged in AFS was 19 percent higher than men (52 vs 44 percent) in diversified economies.

Finally, youth are more concentrated in overall AFS than adults, particularly in diversified economies. On average, 73.3 percent of young people are engaged in overall AFS compared to 67.3 percent of mature workers. The share of young people engaged in overall AFS averages 84.7, 69, and 54 percent in agriculture dominated, transitional, and diversified economies while the respective shares of adults engaged in overall AFS are 77.6, 69, and 41 percent, indicating that the shares of young people engaged in overall AFS is 9 percent, about the same, and 32 percent higher than adults in the respective groups of countries. This implies that, despite structural

Figure 12: Gender and age disparities in AFS and nonfarm AFS employment (ratio)



Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

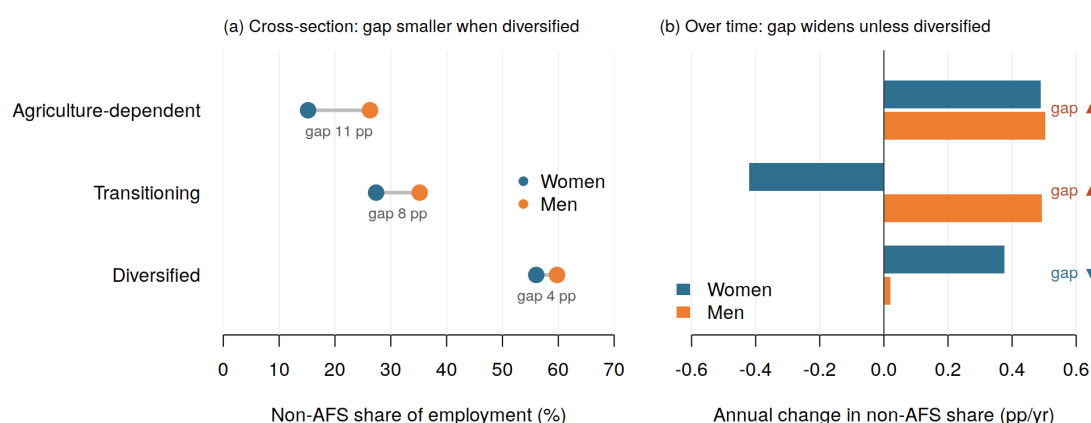
transformation, agrifood systems remain an important source of employment for younger cohorts, particularly in more diversified economies where youth are increasingly concentrated in nonfarm and downstream AFS activities.

Taken together, these findings highlight the importance of considering gender and age dimensions in agrifood system transformation. They also underscore the role of nonfarm AFS segments as entry points for women and youth into the labor market, particularly in contexts where formal employment opportunities remain limited (Slavchevska et al., 2016; Christiaensen et al., 2021).

Stylized Fact 9: Gender disparities in non-AFS employment narrow as economies diversify

The non-AFS sector encompasses a broad range of activities outside the agrifood system, including services, construction, mining, and non-agrifood manufacturing. Across the 15 countries, non-AFS employment averaged 32 percent of total employment. Men were more likely than women to work in these sectors – 35.9 percent versus 27.4 percent on average, so the male share was about one-third higher.

Figure 13: Engagement in non-AFS, across gender



Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

This gap, however, is far smaller in more diversified economies (Figure 13a). In agriculture-dependent economies, just 15.2 percent of women work in non-AFS sectors, against 26.3 percent of men. The shares are higher and closer together in transitioning economies (27.4 versus 35.2 percent), and closest is in diversified economies (56.0 versus 59.8 percent). Equivalently, agriculture-dependent economies have more than 17 men in non-AFS employment for every 10 women; the ratio falls to about 13 per 10 in transitioning economies and to under 11 per 10 in diversified ones. This last figure overstates convergence, however: the near-parity in diversified

economies is driven by Botswana, where women's non-AFS share exceeds men's. Excluding Botswana, the diversified-economy gap is about 8 percentage points – roughly 12 men per 10 women – still narrower than in less-transformed economies, but far from parity.

Over time, however, this cross-sectional ordering does not mean gender gaps are closing everywhere. The annual change in non-AFS shares shows that in most economies men entered non-AFS work faster than women, so the gap widened rather than narrowed (Figure 13b). In agriculture-dependent economies both sexes' shares grew at similar rate with men's and women's shares growing at 0.50 and 0.49 percentage points per year. In transitioning economies, the divergence is sharper: women's non-AFS share actually contracted (–0.4 pp per year) while men's continued to rise (0.5 pp per year). Only in diversified economies does the gap close, as women's share grew (0.38 pp per year) while men's was essentially flat (0.02 pp per year). Read alongside the cross-section, this indicates that the narrower gaps in more diversified economies reflect a convergence that materializes only at advanced stages of transformation; in less-transformed economies, women's access to non-AFS work is, if anything, falling behind men's.⁸

Recent research on agrifood systems transformation similarly highlights the growing importance of employment opportunities outside farming as economies diversify and urbanize (Ngai et al., 2024; Dolislager et al. 2021). The findings therefore suggest that gender disparities in non-AFS access are narrower at more advanced stages of diversification, but that this convergence emerges only where transformation is already well underway rather than as a steady narrowing across all economies. While the mechanisms underlying this convergence cannot be established from descriptive evidence alone, the pattern is consistent with broader structural changes that accompany economic transformation, including urbanization, expansion of service-sector employment, declining fertility, rising female educational attainment, and shifts in social norms. Consequently, the results should be interpreted as evidence of an association between diversification and narrowing gender gaps in non-AFS employment rather than as evidence of a direct causal relationship.

⁸ These trends use average annual changes across all available years; the first- and last-year measure yields the same direction in every group. Because country coverage varies over time, the patterns indicate direction rather than precise rates.

5. Discussion and Concluding Remarks

This paper documents nine stylized facts about agrifood employment transitions in 15 sub-Saharan African countries using harmonized labor data and a common decomposition framework. We summarize these findings – and the conventional narratives that they speak to – in Table 1 below. We show that structural transformation is slow, that workers leaving agriculture are absorbed mainly outside agrifood value chains, and that youth are not disproportionately exiting agriculture relative to adults. We also show that women’s and youth employment is concentrated in nonfarm agrifood segments, that gender segmentation deepens with diversification, and that youth function as the primary margin of labor-market adjustment while women’s participation remains more structurally persistent.

Our findings suggest that employment policy in sub-Saharan Africa should prioritize improving productivity where workers are currently concentrated, while building stronger pathways into higher-quality nonfarm opportunities. Because youth are not exiting agriculture disproportionately (i.e., relative to mature workers), farm and near-farm productivity growth remains central to inclusive labor-market outcomes. This implies continued investment in extension, irrigation, improved seed and fertilizer access, rural roads, and storage and local market infrastructure. At the same time, structural transformation strategies should more deliberately develop the agrifood “hidden middle” by expanding processing, cold chains, logistics, wholesale systems and food safety infrastructure, alongside SME support through finance, reliable power, and standards compliance. Without this dual strategy, labor leaving agriculture is likely to continue bypassing agrifood value chains. A persistent bypass of nonfarm agrifood activities is a warning sign that structural transformation is not generating enough productive intermediate jobs. When labor exits agriculture mainly into non-agrifood sectors, transitions often yield weaker value addition and fewer local multiplier effects than a deeper agrifood value-chain pathway would provide. Because nonfarm agrifood segments are also key entry points for women and youth, limited absorption in these segments can narrow inclusive routes into better-quality work.

Table 1: Qualitative overview of empirical regularities

Stylized fact	Common narrative	Observed empirical patterns
Fact 1: AFS Dominance	AFS is shrinking rapidly due to urbanization.	AFS remains the single largest regional employer at 68.2% of total employment.
Fact 2: Slow Transition	Rapid sectoral exit is underway.	Sectoral share decline is slow, dropping by only 0.3 to 0.4 pp annually.
Fact 3: Youth Retention	Youth are fleeing farming <i>en masse</i> .	Youth share in agriculture holds steady; older cohorts drive the exit.
Fact 4: Balanced Exit	Women are trapped in low-value farming.	Men and women exit primary agriculture at broadly comparable rates.
Fact 5: Youth Remain Engaged	Youth are not interested in agriculture	Youth remain more engaged in agriculture than adults at every stage of transformation
Fact 6: Gender Reversal	Gender gaps in farming are static.	Women lead farming in early stages, but men dominate farming in diversified settings.
Fact 7: Non-AFS Absorption	Downstream processing absorbs farm labor.	Released labor predominantly bypasses the value chain for non-AFS services.
Fact 8: Nonfarm Segments	Youth avoid agrifood options completely.	Youth nonfarm concentration emerges strongly as value chains mature.
Fact 9: Narrowing Disparities	Non-AFS growth excludes women.	Gender gaps in non-AFS employment narrow, but only in advanced diversified economies.

Source: Authors' illustration.

The evidence also points to distinct policy problems for youth and women. Youth appear to be the primary margin of adjustment, capturing gains from non-AFS expansion; this supports demand-linked Technical and Vocational Education and Training (TVET) and apprenticeships, first-job support, enterprise incubation, mobility support and countercyclical employment measures during downturns. Women's participation, by contrast, appears more structurally persistent and segmented, indicating constraints in land access, finance, asset ownership, digital inclusion, contract access, care responsibilities and safe mobility. Policies for women therefore need to address structural barriers directly, rather than assuming persistence reflects favorable labor-market integration.

Finally, policy success should be evaluated by job quality, not only by sectoral reallocation. Movement out of agriculture does not necessarily imply better work if new jobs are low-productivity, informal, and/or insecure. Formalization incentives, portable social protection, labor standards enforcement and safer workplaces are therefore important complements to sectoral transition policy. Priorities should also be staged: agriculture-dependent economies should focus on farm productivity and basic value-chain infrastructure; transitional economies should scale agro-processing and market integration; and more diversified economies should target gender segmentation and improve earnings and conditions in downstream agrifood roles.

These findings should be interpreted with the limits of descriptive cross-country evidence in mind: country coverage is uneven over time, AFS boundaries are constrained by available sector classifications, and some linked activities are only partially captured. Similarly, the binary indicators of engagement in various sectors may not sufficiently capture intensive margin of participation in agrifood and non-AFS. Even with these limits, the policy signal is clear. Productivity growth in farm and near-farm systems remains essential, but it must be paired with deliberate expansion of the agrifood “hidden middle” so that labor leaving agriculture can move into higher-productivity value-chain jobs rather than low-return informal services. Policy design should also be differentiated by group: youth-oriented measures should address volatility and transition frictions, while women-focused measures should target structural barriers in assets, mobility, care burdens, and job quality.

Future research should move from stylized facts to mechanisms. Priorities include identifying which constraints most strongly prevent labor absorption into nonfarm agrifood segments, estimating how shocks differentially affect youth and women’s transitions, and testing which policy bundles improve both inclusion and job quality across stages of structural transformation. A stronger evidence base on these mechanisms would help governments sequence reforms more effectively in agriculture-dependent, transitional, and diversified economies. Sustained public investment in high-frequency, sex- and age-disaggregated labor and household survey systems is essential both to enable this type of comparative evidence and to improve future policy design through more precise tracking of employment transitions within and beyond agrifood value chains.

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Annex

Annex A. Labor force participation rate (%)

Annex Table A.1. Total labor force participation rate (% of total population ages 15-64)

	1996	1998	2000	2001	2002	2004	2005	2006	2007	2009	2010	2011	2012	2013	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Angola	78	78	78	78	78	78	78	78	78	78	78	78	78	77	77	77	76	76	76	74	77	76	76	76
Botswana	63	62	60	60	60	61	61	61	62	64	61	62	63	63	64	64	65	65	65	63	66	67	71	71
Congo, D.R.	73	73	73	73	73	73	73	72	71	69	68	67	66	66	66	65	65	65	64	64	64	65	65	65
Cote d'Ivoire	66	65	66	66	66	67	67	67	67	68	68	68	68	68	68	68	67	67	66	66	67	68	68	68
Ethiopia	83	83	83	83	83	83	83	83	83	83	83	83	83	83	79	78	76	75	73	71	70	70	70	70
Ghana	74	74	74	74	74	74	74	73	73	73	73	73	73	73	71	70	68	67	65	63	62	61	61	61
Mozambique	84	85	85	85	86	86	85	85	84	83	82	82	81	81	79	79	79	79	79	79	78	79	79	79
Namibia	56	55	55	56	56	57	57	57	57	58	58	59	59	63	62	62	61	60	60	57	58	60	60	60
Nigeria	85	85	84	84	84	83	83	83	83	83	82	82	82	82	82	82	82	82	82	80	81	82	83	83
Rwanda	64	64	63	63	63	63	63	63	63	63	63	63	62	62	62	62	62	62	60	65	60	62	66	66
Senegal	52	52	52	52	52	52	52	51	51	50	50	49	49	48	47	52	47	50	52	52	53	53	53	53
Tanzania	88	88	88	88	88	89	89	89	89	88	87	87	86	86	85	85	85	85	85	84	85	85	85	85
Uganda	74	75	75	75	75	75	74	74	74	74	74	81	71	86	76	75	73	75	78	79	80	81	81	81
Zambia	60	60	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59	59	60	61	61	60	62	62
Zimbabwe	68	67	67	67	67	66	67	67	67	67	67	67	67	67	67	67	67	67	67	66	67	66	69	69

Source: Authors' presentation of World Bank (2026) data.

Note: Numbers are modeled ILO estimates.

Annex Table A.2. Women labor force participation rate (% of female population ages 15-64)

	1996	1997	1999	2001	2002	2004	2005	2006	2007	2008	2010	2011	2012	2013	2015	2016	2017	2018	2019	2020	2021	2023	2024
Angola	75	75	75	76	76	76	76	76	76	76	76	75	75	74	74	74	73	73	73	71	75	72	72
Botswana	49	49	49	50	51	52	53	53	54	55	53	54	55	55	56	57	57	58	58	56	59	63	63
Congo, D.R.	72	71	71	71	71	71	71	70	69	68	65	64	62	62	62	62	61	61	61	60	60	62	62
Cote d'Ivoire	48	48	49	51	52	54	55	56	57	58	60	61	62	61	59	58	58	57	56	56	58	59	59
Ethiopia	75	75	75	75	75	75	75	75	74	74	74	74	74	74	70	68	66	64	62	59	58	58	58
Ghana	69	69	69	69	69	68	68	68	68	68	68	67	67	67	65	64	63	62	60	58	57	56	56
Mozambique	87	87	87	88	88	87	86	86	85	84	83	82	81	80	78	78	78	78	78	77	77	77	77
Namibia	47	47	47	48	48	49	50	50	51	51	52	53	53	59	56	55	55	55	55	52	53	55	55
Nigeria	78	78	78	77	77	77	77	77	77	77	76	76	76	76	76	76	76	76	77	75	76	81	81
Rwanda	52	52	53	53	54	54	54	54	54	54	54	54	54	54	55	55	55	54	52	57	53	58	57
Senegal	33	33	33	33	33	33	33	33	33	33	34	34	34	34	34	39	35	36	37	37	38	38	38
Tanzania	84	84	84	84	85	86	87	87	86	86	84	83	82	81	80	80	80	80	80	79	80	80	80
Uganda	71	71	71	71	71	71	71	71	71	71	71	78	66	82	74	72	69	72	74	74	75	75	76
Zambia	51	51	51	51	51	51	51	51	51	51	51	51	52	52	52	52	52	52	52	54	54	56	56
Zimbabwe	60	60	61	61	61	61	61	61	61	61	61	60	60	60	60	60	61	61	61	59	60	62	62

Source: Authors' presentation of World Bank (2026) data.

Note: Numbers are modeled ILO estimates.

Annex Table A.3. Youth (ages 15-24) labor force participation rate (% out of population of ages 15-24)

	1996	1997	1998	2000	2001	2002	2003	2005	2006	2007	2009	2010	2011	2012	2015	2016	2018	2019	2020	2021	2022	2023	2024
Angola	58	58	58	58	58	58	58	57	57	57	57	57	58	57	56	56	55	54	52	55	53	54	54
Botswana	44	42	41	39	39	40	40	41	42	41	39	39	38	38	37	37	36	36	35	38	39	42	42
Congo, D.R.	43	44	45	45	45	45	45	45	44	43	40	38	37	36	39	40	42	43	44	43	43	43	43
Cote d'Ivoire	52	52	52	51	51	51	51	51	51	51	51	51	51	50	49	48	47	45	44	41	39	37	37
Ethiopia	75	75	75	76	76	76	76	76	75	75	75	75	75	75	69	66	61	59	56	54	54	54	54
Ghana	51	51	51	50	50	50	50	49	49	49	48	48	48	47	43	42	38	36	34	33	32	32	31
Mozambique	75	75	74	72	71	70	68	67	67	67	66	65	65	64	63	63	64	64	64	64	65	65	65
Namibia	32	31	30	30	30	30	30	30	30	31	31	31	31	31	35	37	29	29	27	28	30	29	29
Nigeria	86	84	83	81	80	78	77	74	72	71	71	69	70	69	68	67	65	64	62	62	64	65	65
Rwanda	60	59	57	53	51	49	48	47	47	47	47	46	46	45	44	44	43	42	48	39	40	45	49
Senegal	42	41	41	40	40	40	39	39	38	37	35	34	32	31	28	34	28	30	31	32	32	32	32
Tanzania	78	78	78	78	78	78	79	79	80	79	77	76	75	74	72	72	71	71	68	71	71	71	71
Uganda	59	60	60	60	60	60	60	60	60	60	60	59	71	54	60	59	59	60	65	70	70	70	70
Zambia	42	42	42	41	41	41	41	40	40	40	39	39	39	38	37	37	36	37	39	38	35	37	37
Zimbabwe	54	52	51	49	48	48	48	49	49	49	50	51	51	52	52	52	51	50	49	49	46	48	48

Source: Authors' presentation of World Bank (2026) data.

Note: Numbers are modeled ILO estimates.

Annex B. Summary of agrifood system and all other employment by gender and age

Annex Table B.1. AFS and all other employment in Angola, by gender and age (percent)

	2009	2014	2019	2021	2022	Average
Agrifood system						
Total	64.3	65.3	69.6	73.4	69.8	68.5
Female	75.5	78.0	79.3	81.8	78.2	78.6
Male	53.8	54.7	59.7	64.7	61.2	58.8
Youth	68.6	73.0	83.0	88.5	85.2	79.7
Mature	63.1	63.6	66.0	69.2	65.5	65.5
Farming						
Total	47.1	57.6	53.6	57.2	52.6	53.6
Female	53.4	70.2	59.7	61.8	56.9	60.4
Male	41.0	47.1	47.3	52.4	48.1	47.2
Youth	49.7	64.9	69.4	78.3	70.9	66.6
Mature	46.3	56.0	49.3	51.4	47.4	50.1
Nonfarm agrifood						
Total	17.3	7.7	16.0	16.2	17.3	14.9
Women	22.1	7.9	19.6	20.0	21.3	18.2
Men	12.7	7.6	12.4	12.3	13.1	11.6
Youth	18.9	8.1	13.7	10.3	14.3	13.0
Mature	16.8	7.6	16.7	17.9	18.1	15.4
All others						
Total	35.7	34.7	30.4	26.6	30.2	31.5
Female	24.5	22.0	20.7	18.2	21.8	21.4
Male	46.2	45.3	40.3	35.3	38.8	41.2
Youth	31.4	27.0	17.0	11.5	14.8	20.3
Mature	36.9	36.4	34.0	30.8	34.5	34.5

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table B.2. AFS and all other employment in Botswana, by gender and age (percent)

	1996	2006	2009	2011	2019	2021	2024	Average
Agrifood system								
Total	29.9	44.9	38.4	21.4	23.5	28.5	29.9	30.9
Female	32.6	45.8	38.9	14.8	20.0	22.9	22.6	28.2
Male	27.7	44.1	38.0	26.6	26.8	33.8	36.7	33.4
Youth	38.9	57.6	49.5	25.6	27.7	36.9	41.6	39.7
Mature	27.8	42.2	36.5	20.8	22.9	27.1	28.3	29.4
Farming								
Total	15.6	30.1	25.7	15.4	15.0	18.3	21.2	20.2
Female	11.2	25.0	21.0	8.9	9.0	11.4	12.4	14.1
Male	19.1	34.6	29.6	20.5	20.7	24.9	29.5	25.6
Youth	19.3	37.6	32.2	19.4	18.6	21.8	30.3	25.6
Mature	14.7	28.4	24.6	14.8	14.6	17.6	20.2	19.3
Nonfarm agrifood								
Total	14.3	14.8	12.7	6.0	8.5	10.2	8.7	10.7
Women	21.4	20.9	17.9	5.9	11.0	11.5	10.2	14.1
Men	8.6	9.4	8.4	6.0	6.1	8.9	7.3	7.8
Youth	19.6	20.0	17.4	6.1	9.1	15.1	11.2	14.1
Mature	13.1	13.8	11.9	5.9	8.4	9.5	8.2	10.1
All others								
Total	70.1	55.1	61.6	78.6	76.5	71.5	70.1	69.1
Female	67.4	54.2	61.1	85.2	80.0	77.1	77.4	71.8
Male	72.3	55.9	62.0	73.4	73.2	66.2	63.3	66.6
Youth	61.1	42.4	50.5	74.4	72.3	63.1	58.4	60.3
Mature	72.2	57.8	63.5	79.2	77.1	72.9	71.7	70.6

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table B.3. AFS and all other employment in Congo, DR, by gender and age (percent)

	2005	2012	Average
Agrifood system			
Total	84.0	74.9	79.5
Female	93.1	85.3	89.2
Male	74.6	64.8	69.7
Youth	86.9	78.7	82.8
Mature	83.3	74.2	78.7
Farming			
Total	72.1	62.7	67.4
Female	80.2	70.7	75.4
Male	63.9	54.8	59.4
Youth	72.9	65.6	69.3
Mature	72.0	62.1	67.1
Nonfarm agrifood			
Total	11.9	12.3	12.1
Women	13.0	14.6	13.8
Men	10.7	9.9	10.3
Youth	14.0	13.0	13.5
Mature	11.3	12.1	11.7
All others			
Total	16.0	25.1	20.5
Female	6.9	14.7	10.8
Male	25.4	35.2	30.3
Youth	13.1	21.3	17.2
Mature	16.7	25.8	21.3

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table B.4. AFS and all other employment in Côte d'Ivoire, by gender and age (percent)

	2012	2013	2016	2017	2019	Average
Agrifood system						
Total	66.7	69.4	63.9	67.5	71.0	67.7
Female	66.3	70.8	54.9	66.6	70.4	65.8
Male	67.1	68.3	71.3	68.2	71.4	69.3
Youth	60.6	62.2	46.6	53.4	59.9	56.6
Mature	69.5	71.4	69.8	71.1	74.3	71.2
Farming						
Total	42.2	48.4	46.3	42.1	46.2	45.0
Female	37.2	44.0	34.3	30.4	36.9	36.6
Male	47.2	51.9	56.1	50.9	53.9	52.0
Youth	36.2	40.8	32.7	33.9	40.6	36.8
Mature	45.0	50.5	51.0	44.2	47.9	47.7
Nonfarm agrifood						
Total	24.5	21.0	17.6	25.4	24.8	22.7
Women	29.1	26.8	20.6	36.1	33.4	29.2
Men	19.9	16.4	15.1	17.3	17.6	17.3
Youth	24.4	21.4	13.9	19.5	19.3	19.7
Mature	24.5	20.9	18.9	26.9	26.4	23.5
All others						
Total	33.3	30.6	36.1	32.5	29.0	32.3
Female	33.7	29.2	45.1	33.4	29.6	34.2
Male	32.9	31.7	28.7	31.8	28.6	30.7
Youth	39.4	37.8	53.4	46.6	40.1	43.4
Mature	30.5	28.6	30.2	28.9	25.7	28.8

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table B.5. AFS and all other employment in Ethiopia, by gender and age (%)

	1999	2005	2013	2021	Average
Agrifood system					
Total	86.6	88.2	83.3	74.6	83.2
Female	82.2	87.7	82.2	70.1	80.6
Male	89.7	88.6	84.3	77.8	85.1
Youth	87.9	88.7	84.8	77.1	84.6
Mature	86.0	87.9	82.7	73.7	82.6
Farming					
Total	76.3	78.1	71.0	63.5	72.2
Female	66.5	73.6	63.7	54.6	64.6
Male	83.4	82.1	77.3	69.9	78.2
Youth	76.6	77.5	70.9	65.3	72.6
Mature	76.2	78.4	71.1	62.8	72.1
Nonfarm agrifood					
Total	10.3	10.1	12.3	11.1	10.9
Women	15.7	14.1	18.5	15.5	16.0
Men	6.3	6.5	7.0	7.9	6.9
Youth	11.3	11.2	13.9	11.8	12.0
Mature	9.8	9.6	11.6	10.9	10.5
All others					
Total	13.4	11.8	16.7	25.4	16.8
Female	17.8	12.3	17.8	29.9	19.4
Male	10.3	11.4	15.7	22.2	14.9
Youth	12.1	11.3	15.2	22.9	15.4
Mature	14.0	12.1	17.3	26.3	17.4

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table B.5. AFS and all other employment in Ghana, by gender and age (percent)

	2000	2006	2013	2015	2017	Average
Agrifood system						
Total	69.3	77.9	69.8	63.0	65.4	69.1
Female	71.6	82.0	74.9	67.6	71.8	73.6
Male	67.0	73.5	64.2	57.9	58.4	64.2
Youth	67.4	78.5	75.2	67.2	68.1	71.3
Mature	69.8	77.8	68.3	62.3	64.6	68.5
Farming						
Total	53.1	56.2	45.5	36.0	42.2	46.6
Female	52.0	53.1	42.3	29.3	39.8	43.3
Male	54.2	59.5	49.0	43.7	44.8	50.3
Youth	52.6	60.6	55.1	38.2	47.3	50.8
Mature	53.3	55.3	42.9	35.5	41.0	45.6
Non-farm agri-food						
Total	16.1	21.6	24.2	27.1	23.1	22.4
Female	19.5	28.9	32.6	38.3	32.0	30.3
Male	12.8	14.1	15.1	14.2	13.6	14.0
Youth	14.8	17.9	20.1	29.0	20.8	20.5
Mature	16.5	22.5	25.4	26.7	23.7	23.0
All others						
Total	30.7	22.1	30.2	37.0	34.6	30.9
Female	28.4	18.0	25.1	32.4	28.2	26.4
Male	33.0	26.5	35.8	42.1	41.6	35.8
Youth	32.6	21.5	24.8	32.8	31.9	28.7
Mature	30.2	22.2	31.7	37.7	35.4	31.5

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table B.7. AFS and all other employment in Mozambique, by gender and age (percent)

	2015	2022	Average
Agrifood system			
Total	83.4	83.6	83.5
Female	91.8	90.7	91.3
Male	74.2	75.9	75.0
Youth	85.4	89.2	87.3
Mature	82.8	81.4	82.1
Farming			
Total	72.3	73.6	73.0
Female	82.3	82.1	82.2
Male	61.2	64.5	62.9
Youth	74.6	80.8	77.7
Mature	71.5	70.8	71.2
Non-farm agri-food			
Total	11.1	10.0	10.5
Women	9.5	8.6	9.1
Men	12.9	11.4	12.2
Youth	10.9	8.4	9.6
Mature	11.2	10.6	10.9
All others			
Total	16.6	16.4	16.5
Female	8.2	9.3	8.7
Male	25.8	24.1	25.0
Youth	14.6	10.8	12.7
Mature	17.2	18.6	17.9

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table B.8. AFS and all other employment in Namibia, by gender and age (percent)

	2012	2013	2014	2016	2018	Average
Agrifood system						
Total	44.1	48.8	45.6	35.0	45.5	43.8
Female	47.1	52.6	49.2	38.2	49.4	47.3
Male	41.4	45.0	42.2	32.1	41.6	40.5
Youth	45.0	45.8	51.3	33.5	50.4	45.2
Mature	44.0	49.0	44.7	35.2	44.8	43.5
Farming						
Total	27.6	31.8	29.6	20.5	23.1	26.5
Female	26.9	31.4	30.6	18.3	21.1	25.7
Male	28.3	32.2	28.7	22.5	25.2	27.4
Youth	26.9	26.4	30.0	18.1	25.3	25.3
Mature	27.7	32.4	29.5	20.8	22.8	26.6
Nonfarm agrifood						
Total	16.5	17.0	15.9	14.6	22.4	17.3
Women	20.2	21.2	18.6	19.9	28.3	21.6
Men	13.1	12.8	13.5	9.7	16.4	13.1
Youth	18.1	19.4	21.3	15.3	25.1	19.9
Mature	16.3	16.7	15.2	14.4	22.0	16.9
All others						
Total	55.9	51.2	54.4	65.0	54.5	56.2
Female	52.9	47.4	50.8	61.8	50.6	52.7
Male	58.6	55.0	57.8	67.9	58.4	59.5
Youth	55.0	54.2	48.7	66.5	49.6	54.8
Mature	56.0	51.0	55.3	64.8	55.2	56.5

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table B.9. AFS and all other employment in Nigeria, by gender and age (%)

	NLFS (2025)		ILO (2025)		Average
	2003	2009	2019	2022	
Agrifood system					
Total	70.0	71.1	61.8	67.4	67.6
Female	61.5	73.5	62.5	71.1	67.2
Male	77.0	68.8	61.2	63.9	67.7
Youth	71.5	81.2	62.4	69.5	71.1
Mature	69.8	68.9	61.7	66.6	66.7
Farming					
Total	57.9	47.5	38.6	34.7	44.7
Female	45.8	40.7	30.0	25.5	35.5
Male	67.9	53.9	45.3	43.2	52.6
Youth	63.8	61.0	40.4	37.8	50.8
Mature	56.9	44.6	38.4	33.7	43.4
Nonfarm agrifood					
Total	12.1	23.6	23.2	32.6	22.9
Women	14.7	32.8	32.5	45.7	31.4
Men	9.1	14.9	15.9	20.7	15.1
Youth	7.7	20.2	21.9	31.8	20.4
Mature	12.8	24.3	23.3	32.9	23.3
All others					
Total	30.0	28.9	38.2	32.6	32.4
Female	38.5	26.5	37.5	28.9	32.8
Male	23.0	31.2	38.8	36.1	32.3
Youth	28.5	18.8	37.6	30.5	28.9
Mature	30.2	31.1	38.3	33.4	33.3

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table B.10. AFS and all other employment in Rwanda, by gender and age (%)

	EICV (2025)		ILO (2025)							Average
	2006	2011	2017	2018	2020	2021	2022	2023	2024	
Agrifood system										
Total	89.1	87.5	67.4	64.2	63.4	67.3	67.4	66.8	60.8	70.4
Female	92.6	94.1	76.6	73.8	72.6	75.6	75.0	75.0	68.2	78.2
Male	87.9	80.6	58.9	55.5	55.1	60.0	60.5	59.4	54.3	63.6
Youth	91.4	88.1	61.7	58.9	60.6	64.0	61.9	61.8	54.5	67.0
Mature	88.0	87.3	69.0	65.7	64.2	68.2	68.8	68.1	62.8	71.3
Farming										
Total	75.9	79.3	53.2	50.2	50.3	56.4	55.4	52.0	44.6	57.5
Female	80.9	88.0	63.8	61.5	60.5	66.1	65.2	61.8	53.1	66.8
Male	74.2	70.0	43.5	40.0	41.1	47.8	46.6	43.2	37.1	49.3
Youth	75.7	74.2	47.9	45.6	48.6	54.0	49.5	46.5	37.8	53.3
Mature	76.0	81.1	54.7	51.5	50.8	56.9	56.9	53.5	46.7	58.7
Nonfarm agrifood										
Total	13.2	8.3	14.2	14.0	13.1	11.0	12.0	14.8	16.2	13.0
Female	11.8	6.0	12.8	12.3	12.1	9.6	9.8	13.2	15.1	11.4
Male	13.7	10.7	15.4	15.5	13.9	12.2	13.9	16.3	17.2	14.3
Youth	15.7	14.0	13.8	13.3	12.0	10.0	12.4	15.3	16.7	13.7
Mature	12.1	6.3	14.2	14.2	13.4	11.2	11.9	14.7	16.1	12.7
All others										
Total	10.9	12.5	32.6	35.8	36.6	32.7	32.6	33.2	39.2	29.6
Female	7.4	6.1	23.4	26.2	27.4	24.4	25.0	25.0	31.8	21.8
Male	12.1	19.3	41.1	44.5	44.9	40.0	39.5	40.6	45.7	36.4
Youth	8.6	11.6	38.3	41.1	39.4	36.0	38.1	38.2	45.5	33.0
Mature	12.0	12.6	31.0	34.3	35.8	31.8	31.2	31.9	37.2	28.7

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table B.11. AFS and all other employment in Senegal, by gender and age (percent)

	2016	2019	2022	2023	2024	Average
Agrifood system						
Total	60.4	48.7	45.7	46.2	50.8	50.4
Female	64.9	56.8	51.4	52.1	56.5	56.3
Male	57.1	43.9	42.6	42.9	47.7	46.8
Youth	84.5	76.8	72.0	73.1	78.0	76.9
Mature	60.1	48.0	45.5	45.9	49.3	49.8
Farming						
Total	36.6	23.1	24.0	25.4	28.0	27.4
Female	33.2	18.0	18.4	21.0	23.2	22.8
Male	39.0	26.1	26.9	27.9	30.6	30.1
Youth	42.2	29.8	30.6	33.3	36.3	34.4
Mature	34.8	21.4	22.4	23.6	25.6	25.6
Nonfarm agrifood						
Total	23.8	25.6	21.7	20.8	22.8	23.0
Female	31.7	38.7	33.0	31.1	33.4	33.6
Male	18.1	17.8	15.6	15.0	17.2	16.7
Youth	42.4	47.0	41.4	39.8	41.7	42.4
Mature	25.3	26.6	23.0	22.3	23.7	24.2
All others						
Total	39.6	51.3	54.3	53.8	49.2	49.6
Female	35.1	43.2	48.6	47.9	43.5	43.7
Male	42.9	56.1	57.4	57.1	52.3	53.2
Youth	15.5	23.2	28.0	26.9	22.0	23.1
Mature	39.9	52.0	54.5	54.1	50.7	50.2

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table B.12. AFS and all other employment in Tanzania, by gender and age (%)

	2006	2012	2014	2020	2024	Average
Agrifood system						
Total	82.3	83.4	84.8	84.4	80.6	83.1
Female	86.8	90.2	88.9	88.7	85.5	88.0
Male	77.6	77.2	80.7	80.1	75.7	78.3
Youth	82.0	86.6	89.0	87.6	84.4	85.9
Mature	82.3	82.3	83.3	83.2	79.3	82.1
Farming						
Total	68.7	75.9	68.2	66.9	63.5	68.6
Female	72.8	85.9	71.0	68.8	65.9	72.9
Male	64.5	66.5	65.4	65.1	61.2	64.5
Youth	65.7	78.6	76.4	73.3	69.1	72.6
Mature	69.8	74.8	65.3	64.5	61.6	67.2
Nonfarm agrifood						
Total	13.5	7.6	16.6	17.5	17.1	14.4
Female	14.0	4.3	17.9	20.0	19.6	15.2
Male	13.1	10.6	15.3	15.0	14.5	13.7
Youth	16.3	8.0	12.6	14.3	15.2	13.3
Mature	12.5	7.4	18.0	18.6	17.7	14.8
All others						
Total	17.7	16.6	15.2	15.6	19.4	16.9
Female	13.2	9.8	11.1	11.3	14.5	12.0
Male	22.4	22.8	19.3	19.9	24.3	21.7
Youth	18.0	13.4	11.0	12.4	15.6	14.1
Mature	17.7	17.7	16.7	16.8	20.7	17.9

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table B.13. AFS and all other employment in Uganda, by gender and age (%)

	2010	2011	2012	2014	2017	2019	2021	Average
Agrifood system								
Total	78.7	80.9	81.6	85.7	83.7	77.8	81.8	81.4
Female	84.8	87.1	86.9	91.1	88.1	84.6	89.4	87.4
Male	72.7	74.6	76.8	80.1	79.3	70.9	75.7	75.7
Youth	84.4	87.1	84.0	91.4	86.1	83.1	87.9	86.3
Mature	76.1	78.1	80.5	83.4	82.4	75.6	79.1	79.3
Farming								
Total	68.6	72.7	66.6	73.2	72.1	62.7	64.8	68.7
Female	75.3	79.9	71.7	79.3	77.1	70.2	70.3	74.8
Male	62.0	65.5	62.0	66.7	67.1	55.0	59.7	62.6
Youth	76.5	80.9	73.3	82.5	75.9	73.6	75.9	77.0
Mature	64.8	69.0	63.8	69.1	70.3	58.4	59.8	65.0
Nonfarm agrifood								
Total	10.1	8.2	15.0	12.6	11.6	15.1	17.0	12.8
Female	9.5	7.2	15.2	11.8	11.0	14.4	19.1	12.6
Male	10.7	9.1	14.8	13.4	12.2	15.8	16.0	13.2
Youth	7.9	6.2	10.8	8.8	10.2	9.5	12.0	9.3
Mature	11.3	9.0	16.7	14.4	12.1	17.1	19.3	14.3
All others								
Total	21.3	19.1	18.4	14.3	16.3	22.2	18.2	18.6
Female	15.2	12.9	13.1	8.9	11.9	15.4	10.6	12.6
Male	27.3	25.4	23.2	19.9	20.7	29.1	24.3	24.3
Youth	15.6	12.9	16.0	8.6	13.9	16.9	12.1	13.7
Mature	23.9	21.9	19.5	16.6	17.6	24.4	20.9	20.7

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table B.14. AFS and all other employment in Zambia, by gender and age (%)

	2015	2017	2018	2019	2020	2021	2022	2023	Average
Agrifood system									
Total	70.4	74.2	74.9	74.7	76.2	74.4	74.5	72.4	74.0
Female	76.2	80.8	82.4	80.5	80.7	81.6	79.8	78.0	80.0
Male	66.4	68.3	68.3	69.6	71.3	69.2	70.1	67.7	68.9
Youth	76.8	86.9	88.3	88.5	90.0	87.4	88.5	87.6	86.8
Mature	69.4	70.5	71.1	70.8	71.9	71.0	70.9	68.7	70.5
Farming									
Total	54.1	59.3	60.3	58.0	59.9	58.3	56.5	56.4	57.9
Female	56.3	65.7	67.7	63.3	65.2	63.3	60.3	60.2	62.7
Male	52.6	53.7	53.9	53.5	55.1	54.1	53.3	53.2	53.7
Youth	61.9	77.5	78.5	79.0	80.6	76.9	78.1	76.1	76.1
Mature	52.9	54.0	55.4	52.4	53.8	53.2	51.0	51.4	53.0
Nonfarm agrifood									
Total	16.3	14.9	14.5	16.6	16.3	16.2	18.0	16.0	16.1
Female	19.9	15.1	14.7	17.2	16.5	17.4	19.5	17.8	17.3
Male	13.8	14.7	14.4	16.1	16.1	15.1	16.8	14.5	15.2
Youth	14.9	9.4	9.8	9.5	9.5	10.5	10.4	11.5	10.7
Mature	16.5	16.5	15.8	18.4	18.1	17.7	20.0	17.3	17.5
All others									
Total	29.6	25.8	25.1	25.3	23.8	25.6	25.5	27.6	26.0
Female	23.8	19.2	17.6	19.5	18.4	19.3	20.2	22.0	20.0
Male	33.6	31.7	31.7	30.4	28.7	30.8	29.9	32.3	31.1
Youth	23.2	13.1	11.7	11.5	10.0	12.6	11.5	12.4	13.2
Mature	30.6	29.5	28.9	29.2	28.1	29.0	29.1	31.3	29.5

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table B.15. AFS and all other employment in Zimbabwe, by gender and age (%)

	2011	2019	2021	2022	2023	2024	Average
Agrifood system							
Total	77.1	73.8	68.7	68.0	69.8	63.8	70.2
Female	82.4	79.2	77.0	76.0	77.3	71.5	77.2
Male	71.7	68.3	60.8	60.3	62.5	56.6	63.4
Youth	86.3	82.6	78.7	76.3	78.0	73.1	79.2
Mature	73.4	71.2	65.8	66.0	67.7	61.5	67.6
Farming							
Total	66.5	62.7	53.8	53.4	55.5	49.5	56.9
Female	72.5	67.2	60.5	60.3	62.3	56.1	63.1
Male	60.5	58.1	47.5	46.7	49.0	43.3	50.8
Youth	79.5	74.9	67.4	65.5	67.7	61.5	69.4
Mature	61.2	59.1	49.9	50.4	52.5	46.7	53.3
Nonfarm agrifood							
Total	10.6	11.1	14.8	14.6	14.3	14.3	13.3
Female	10.0	12.0	16.5	15.7	15.0	15.3	14.1
Male	11.2	10.2	13.3	13.6	13.5	13.3	12.5
Youth	6.7	7.8	11.4	10.8	10.3	11.6	9.8
Mature	12.2	12.1	15.8	15.6	15.2	14.9	14.3
All others							
Total	22.9	26.2	31.3	32.0	30.2	36.2	29.8
Female	17.6	20.8	23.0	24.0	22.7	28.5	22.8
Male	28.3	31.7	39.2	39.7	37.5	43.4	36.6
Youth	13.7	17.4	21.3	23.7	22.0	26.9	20.8
Mature	26.6	28.8	34.2	34.0	32.3	38.5	32.4

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex C. Detailed agrifood system employment, by gender and age (%)

Annex Table C.1. Detailed AFS employment in Angola, by gender and age (%)

	Year	Food production		Nonfood production	Food manufacturing & servicing				Agricultural (nonfood) processing					Transport and trade		Non-AFS
		Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products	Manufacture of wood and of products	Manufacture of paper and paper products	Trade	Transport	All others
Total	2009	46.3	0.5	0.2	0.3	0.0	0.0	1.6	0.0	0.2	0.0	0.4	0.0	12.6	2.2	35.7
	2014	56.5	0.8	0.3	0.3	0.1	0.5	0.0	0.0	0.0	0.0	0.1	0.0	4.3	2.3	34.7
	2019	52.7	0.7	0.1	0.7	0.3	0.5	0.3	0.0	0.0	0.0	0.1	0.0	11.7	2.3	30.4
	2021	56.5	0.6	0.1	0.5	0.2	0.4	0.0	0.0	0.0	0.0	0.1	0.0	12.8	2.3	26.6
	2022	51.9	0.6	0.1	0.7	0.2	0.5	0.0	0.0	0.0	0.0	0.1	0.0	13.2	2.4	30.2
Female	2009	53.3	0.1	0.1	0.2	0.0	0.0	2.9	0.0	0.1	0.0	0.0	0.0	18.0	0.9	24.5
	2014	69.8	0.1	0.2	0.2	0.0	0.7	0.0	0.0	0.0	0.0	0.0	0.0	6.6	0.3	22.0
	2019	59.6	0.1	0.1	0.6	0.4	0.7	0.6	0.0	0.0	0.0	0.0	0.0	17.2	0.0	20.7
	2021	61.7	0.0	0.0	0.2	0.1	0.5	0.0	0.0	0.0	0.0	0.0	0.0	19.2	0.0	18.2
	2022	56.8	0.0	0.0	0.7	0.3	0.6	0.0	0.0	0.0	0.0	0.0	0.0	19.6	0.1	21.8
Male	2009	39.8	0.9	0.3	0.5	0.0	0.0	0.4	0.0	0.2	0.0	0.7	0.1	7.5	3.4	46.2
	2014	45.4	1.4	0.3	0.4	0.2	0.4	0.0	0.0	0.0	0.0	0.2	0.0	2.4	3.9	45.3
	2019	45.7	1.3	0.2	0.9	0.2	0.3	0.1	0.0	0.0	0.0	0.3	0.0	6.0	4.6	40.3
	2021	51.1	1.2	0.1	0.7	0.2	0.2	0.0	0.0	0.0	0.0	0.3	0.0	6.1	4.7	35.3
	2022	46.8	1.2	0.1	0.8	0.2	0.4	0.0	0.0	0.0	0.0	0.3	0.0	6.6	4.8	38.8
Youth	2009	49.0	0.5	0.2	0.5	0.0	0.0	1.8	0.0	0.2	0.0	0.4	0.0	13.6	2.4	31.4
	2014	63.9	0.8	0.2	0.4	0.1	0.8	0.0	0.0	0.0	0.0	0.1	0.0	4.4	2.2	27.0
	2019	68.6	0.5	0.2	1.0	0.2	0.6	0.3	0.0	0.0	0.0	0.1	0.0	9.7	1.8	17.0
	2021	77.7	0.5	0.1	0.5	0.0	0.4	0.0	0.0	0.0	0.0	0.1	0.0	8.1	1.2	11.5
	2022	70.3	0.5	0.1	0.9	0.1	0.6	0.0	0.0	0.1	0.0	0.1	0.0	11.1	1.4	14.8
Mature	2009	45.6	0.5	0.2	0.3	0.0	0.0	1.5	0.0	0.2	0.0	0.4	0.1	12.3	2.1	36.9
	2014	54.8	0.8	0.3	0.3	0.1	0.5	0.0	0.0	0.0	0.0	0.1	0.0	4.3	2.3	36.4
	2019	48.4	0.7	0.1	0.7	0.4	0.5	0.3	0.0	0.1	0.0	0.2	0.0	12.2	2.4	34.0
	2021	50.7	0.6	0.1	0.5	0.2	0.4	0.0	0.0	0.0	0.0	0.1	0.0	14.0	2.7	30.8
	2022	46.7	0.7	0.1	0.7	0.3	0.5	0.0	0.0	0.0	0.0	0.2	0.0	13.7	2.7	34.5

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table C.2. Detailed AFS employment in Botswana, by gender and age (%)

	Year	Nonfood production														
		Food production		Food manufacturing & servicing						Agricultural (nonfood) processing				Transport and trade Non-AFS		
		Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of leather and related products		Manufacture of wood and of products		Manufacture of paper and paper products		
										Trade	Transport	All others				
Total	1996	15.6	0.0	0.0	3.7	0.0	0.0	5.7	0.0	0.4	0.3	0.1	0.1	3.3	0.6	70.1
	2006	29.8	0.0	0.3	2.3	0.0	0.0	4.9	0.0	0.4	0.0	0.2	0.0	5.7	1.4	55.1
	2009	25.4	0.0	0.3	2.4	0.0	0.0	5.6	0.0	0.2	0.0	0.2	0.1	3.2	1.0	61.6
	2011	15.2	0.0	0.2	0.2	0.0	0.0	0.0	0.0	1.2	1.5	0.0	0.1	0.0	2.9	78.6
	2019	14.9	0.2	0.0	1.3	0.9	1.6	0.1	0.0	0.1	0.0	0.1	0.0	3.6	0.8	76.5
	2021	18.3	0.0	0.0	1.8	0.7	2.1	0.0	0.0	0.0	0.0	0.2	0.0	4.4	1.0	71.5
	2024	21.0	0.0	0.2	0.9	0.7	2.7	0.0	0.0	0.2	0.0	0.2	0.0	3.4	0.6	70.1
Female	1996	11.2	0.0	0.0	3.8	0.0	0.0	11.4	0.0	0.7	0.2	0.2	0.1	4.7	0.3	67.4
	2006	24.6	0.0	0.4	3.1	0.0	0.0	7.5	0.0	0.8	0.0	0.2	0.0	8.4	1.0	54.2
	2009	20.7	0.0	0.3	3.0	0.0	0.0	8.9	0.0	0.5	0.0	0.1	0.0	5.0	0.4	61.1
	2011	8.6	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.2	1.6	0.0	0.3	0.0	3.8	85.2
	2019	9.0	0.0	0.0	1.7	1.2	2.5	0.0	0.0	0.2	0.0	0.0	0.0	5.1	0.3	80.0
	2021	11.4	0.0	0.0	1.8	1.1	2.4	0.0	0.0	0.0	0.0	0.0	0.0	5.9	0.3	77.1
	2024	12.4	0.0	0.0	0.7	1.0	3.5	0.0	0.0	0.3	0.0	0.0	0.0	4.6	0.1	77.4
Male	2009	19.1	0.0	0.0	3.7	0.0	0.0	1.1	0.0	0.2	0.3	0.1	0.1	2.3	0.8	72.3
	1996	34.4	0.0	0.2	1.5	0.0	0.0	2.5	0.0	0.1	0.0	0.3	0.0	3.3	1.7	56.0
	2006	29.4	0.0	0.3	2.0	0.0	0.0	2.9	0.0	0.0	0.0	0.2	0.1	1.7	1.4	62.0
	2009	20.4	0.0	0.2	0.3	0.0	0.0	0.0	0.0	2.1	1.4	0.0	0.0	0.0	2.2	73.4
	2011	20.3	0.3	0.0	1.0	0.6	0.7	0.2	0.0	0.0	0.0	0.2	0.0	2.2	1.2	73.2
	2019	24.9	0.0	0.0	1.7	0.4	1.8	0.0	0.0	0.0	0.0	0.4	0.0	2.9	1.7	66.2
	2021	29.1	0.0	0.4	1.2	0.5	1.9	0.0	0.0	0.0	0.0	0.4	0.0	2.3	1.1	63.3
Youth	1996	19.3	0.0	0.0	2.1	0.0	0.0	12.1	0.0	0.4	0.3	0.0	0.0	4.1	0.6	61.1
	2006	37.2	0.0	0.5	1.8	0.0	0.0	7.7	0.0	0.8	0.0	0.0	0.0	7.8	2.0	42.4
	2009	32.2	0.0	0.0	2.6	0.0	0.0	8.8	0.0	0.5	0.0	0.0	0.0	4.7	0.8	50.5
	2011	19.1	0.0	0.3	0.3	0.0	0.0	0.0	0.0	0.6	1.4	0.0	0.2	0.0	3.6	74.4
	2019	18.6	0.0	0.0	0.5	0.0	2.4	0.0	0.0	0.0	0.0	0.0	0.0	5.9	0.3	72.3
	2021	21.8	0.0	0.0	2.5	0.0	6.0	0.0	0.0	0.0	0.0	0.0	0.0	6.6	0.0	63.1
	2024	30.3	0.0	0.0	0.0	0.0	3.7	0.0	0.0	0.0	0.0	0.0	0.0	7.5	0.0	58.4
Mature	1996	14.7	0.0	0.0	4.1	0.0	0.0	4.2	0.0	0.4	0.3	0.2	0.1	3.2	0.6	72.2
	2006	28.2	0.0	0.3	2.4	0.0	0.0	4.2	0.0	0.3	0.1	0.2	0.1	5.2	1.3	57.8

Year	Food production	Nonfood production	Food manufacturing & servicing					Agricultural (nonfood) processing				Transport and trade Non-AFS			
	Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products	Manufacture of wood and of products	Manufacture of paper and products	Trade	Transport	All others
2009	24.3	0.0	0.3	2.4	0.0	0.0	5.1	0.0	0.2	0.1	0.2	0.1	2.9	1.0	63.5
2011	14.6	0.0	0.2	0.1	0.0	0.0	0.0	0.0	1.3	1.5	0.0	0.1	0.0	2.8	79.2
2019	14.5	0.0	0.1	1.4	0.9	1.5	0.1	0.0	0.1	0.0	0.2	0.0	3.3	0.8	77.1
2021	17.6	0.0	0.0	1.6	0.8	1.6	0.0	0.0	0.0	0.0	0.2	0.0	4.1	1.1	72.9
2024	20.0	0.0	0.1	1.0	0.7	2.6	0.0	0.0	0.0	0.0	0.2	0.0	3.0	0.7	71.7

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table C.3. Detailed agrifood system employment in Congo, DR, by gender and age (%)

	Year	Nonfood production														
		Food production			Food manufacturing & servicing					Agricultural (nonfood) processing				Transport and trade Non-AFS		
		Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products	Manufacture of wood and of products	Manufacture of paper and paper products	Trade	Transport	All others
Total	2005	70.8	1.0	0.3	1.6	0.0	0.0	0.4	0.0	0.2	0.1	0.4	0.0	8.5	0.8	16.0
	2012	62.1	0.0	0.5	0.0	0.0	0.0	0.0	0.0	1.1	2.0	0.0	0.2	0.0	8.9	25.1
Female	2005	80.0	0.1	0.1	1.7	0.0	0.0	0.4	0.0	0.1	0.0	0.0	0.0	10.7	0.1	6.9
	2012	70.6	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.2	2.7	0.0	0.2	0.0	11.5	14.7
Male	2005	61.4	1.9	0.5	1.4	0.0	0.0	0.3	0.0	0.3	0.1	0.8	0.0	6.2	1.5	25.4
	2012	53.8	0.0	1.0	0.0	0.1	0.0	0.0	0.0	2.1	1.2	0.0	0.1	0.0	6.5	35.2
Youth	2005	71.2	1.3	0.3	2.2	0.0	0.0	0.5	0.0	0.1	0.0	0.4	0.0	10.2	0.5	13.1
	2012	65.0	0.0	0.6	0.0	0.0	0.0	0.0	0.0	1.4	2.2	0.0	0.3	0.0	9.2	21.3
	2005	70.8	0.9	0.3	1.4	0.0	0.0	0.3	0.0	0.2	0.1	0.4	0.0	8.0	0.9	16.7
	2012	61.6	0.0	0.5	0.0	0.0	0.0	0.0	0.0	1.1	1.9	0.0	0.2	0.0	8.9	25.8

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table C.4. Detailed agrifood system employment in Côte d'Ivoire, by gender and age (%)

	Year	Nonfood production														
		Food production		Food manufacturing & servicing						Agricultural (nonfood) processing				Transport and trade Non-AFS		
		Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products	Manufacture of wood and of products	Manufacture of paper and paper products	Trade	Transport	All others
Total	2012	41.0	0.2	1.0	0.5	0.0	0.0	2.2	0.0	0.9	0.1	0.9	0.0	17.2	2.6	33.3
	2013	47.9	0.3	0.2	4.0	0.0	0.0	1.5	0.0	0.2	0.1	0.2	0.0	12.4	2.7	30.6
	2016	45.8	0.4	0.1	0.7	0.0	0.0	1.6	0.0	0.3	0.1	0.9	0.0	11.5	2.5	36.1
	2017	41.4	0.4	0.2	2.3	0.9	4.3	0.0	0.0	0.3	0.1	1.0	0.1	13.4	3.0	32.5
	2019	45.5	0.5	0.1	1.4	0.3	5.3	0.1	0.0	0.3	0.2	0.3	0.0	14.0	3.0	29.0
Female	2012	36.7	0.0	0.4	0.3	0.0	0.0	4.0	0.0	0.9	0.0	0.2	0.0	23.4	0.4	33.7
	2013	43.3	0.4	0.3	6.4	0.0	0.0	3.1	0.0	0.1	0.1	0.0	0.0	16.9	0.3	29.2
	2016	34.2	0.0	0.0	0.6	0.0	0.0	2.6	0.0	0.2	0.1	0.0	0.0	16.9	0.2	45.1
	2017	30.4	0.0	0.1	3.4	1.9	8.6	0.0	0.0	0.2	0.0	0.0	0.0	21.5	0.5	33.4
	2019	36.9	0.0	0.0	1.5	0.3	10.1	0.3	0.0	0.2	0.0	0.0	0.0	21.0	0.0	29.6
Male	2012	45.4	0.4	1.5	0.7	0.0	0.0	0.5	0.0	1.0	0.1	1.7	0.0	11.0	4.8	32.9
	2013	51.6	0.2	0.1	2.0	0.0	0.0	0.2	0.0	0.3	0.2	0.3	0.0	8.7	4.6	31.7
	2016	55.3	0.7	0.1	0.9	0.0	0.0	0.8	0.0	0.4	0.2	1.6	0.0	7.1	4.3	28.7
	2017	49.9	0.7	0.3	1.5	0.2	1.0	0.0	0.0	0.3	0.2	1.8	0.1	7.3	4.8	31.8
	2019	52.7	1.0	0.2	1.2	0.2	1.3	0.0	0.0	0.4	0.2	0.6	0.0	8.2	5.5	28.6
Youth	2012	35.1	0.2	0.8	0.3	0.0	0.0	4.8	0.0	1.5	0.0	1.1	0.0	14.7	2.0	39.4
	2013	40.4	0.2	0.2	3.6	0.0	0.0	4.1	0.0	0.2	0.1	0.2	0.0	11.1	2.2	37.8
	2016	32.5	0.2	0.0	0.6	0.0	0.0	3.3	0.0	0.1	0.0	0.7	0.0	7.8	1.5	53.4
	2017	33.4	0.2	0.2	1.9	0.7	3.8	0.0	0.0	0.2	0.0	0.6	0.0	9.9	2.4	46.6
	2019	40.1	0.5	0.0	1.0	0.0	4.4	0.4	0.0	0.3	0.0	0.0	0.0	9.8	3.4	40.1
Mature	2012	43.8	0.2	1.0	0.6	0.0	0.0	1.1	0.0	0.7	0.1	0.9	0.0	18.3	2.9	30.5
	2013	49.9	0.3	0.2	4.1	0.0	0.0	0.8	0.0	0.2	0.1	0.2	0.0	12.7	2.8	28.6
	2016	50.4	0.5	0.1	0.8	0.0	0.0	1.0	0.0	0.4	0.1	1.0	0.0	12.8	2.8	30.2
	2017	43.5	0.5	0.2	2.4	1.0	4.4	0.0	0.0	0.3	0.2	1.1	0.1	14.4	3.1	28.9
	2019	47.2	0.6	0.2	1.5	0.3	5.6	0.0	0.0	0.3	0.2	0.4	0.0	15.3	2.9	25.7

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table C.5. Detailed agrifood system employment in Ethiopia, by gender and age (%)

	Year	Nonfood production														
		Food production			Food manufacturing & servicing					Agricultural (nonfood) processing				Transport and trade		Non-AFS
		Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products	Manufacture of wood and of products	Manufacture of paper and paper products	Trade	Transport	All others
Total	1999	75.6	0.0	0.7	1.0	0.0	0.0	0.9	0.3	1.5	0.1	0.1	0.0	5.9	0.5	13.4
	2005	77.9	0.0	0.2	2.2	0.0	0.0	0.8	0.0	1.2	0.1	0.3	0.0	5.0	0.4	11.8
	2013	70.5	0.0	0.5	0.5	0.3	1.2	3.7	0.0	0.3	0.1	0.2	0.1	5.1	0.8	16.7
	2021	63.5	0.0	0.0	0.6	0.4	0.9	2.3	0.0	0.5	0.1	0.4	0.0	4.7	1.1	25.4
Female	1999	65.4	0.0	1.2	1.7	0.0	0.0	1.9	0.6	2.4	0.1	0.0	0.0	9.0	0.1	17.8
	2005	73.4	0.0	0.2	3.9	0.0	0.0	1.6	0.0	1.8	0.0	0.2	0.0	6.5	0.1	12.3
	2013	63.0	0.0	0.6	0.7	0.4	1.9	7.4	0.0	0.4	0.2	0.2	0.2	7.0	0.2	17.8
	2021	54.6	0.0	0.0	0.7	0.7	1.7	4.9	0.0	0.6	0.1	0.2	0.0	6.4	0.1	29.9
Male	1999	83.0	0.0	0.3	0.5	0.0	0.0	0.2	0.1	0.8	0.1	0.2	0.0	3.7	0.8	10.3
	2005	81.8	0.0	0.3	0.8	0.0	0.0	0.2	0.0	0.7	0.1	0.3	0.0	3.7	0.7	11.4
	2013	76.9	0.0	0.4	0.4	0.2	0.6	0.6	0.0	0.2	0.1	0.1	0.1	3.4	1.3	15.7
	2021	69.9	0.0	0.0	0.6	0.1	0.4	0.3	0.0	0.5	0.0	0.6	0.0	3.5	1.8	22.2
Youth	1999	75.9	0.0	0.7	0.9	0.0	0.0	1.8	0.2	1.0	0.0	0.1	0.0	6.7	0.6	12.1
	2005	77.3	0.0	0.2	2.3	0.0	0.0	1.7	0.0	0.9	0.1	0.3	0.0	5.5	0.4	11.3
	2013	70.4	0.0	0.5	0.4	0.2	1.5	5.6	0.0	0.2	0.1	0.1	0.1	4.7	0.9	15.2
	2021	65.3	0.0	0.0	0.5	0.4	1.1	2.8	0.0	0.6	0.1	0.3	0.0	4.2	1.8	22.9
Mature	1999	75.5	0.0	0.7	1.0	0.0	0.0	0.5	0.3	1.7	0.1	0.1	0.0	5.5	0.5	14.0
	2005	78.1	0.0	0.3	2.2	0.0	0.0	0.4	0.0	1.3	0.1	0.3	0.0	4.7	0.4	12.1
	2013	70.6	0.0	0.5	0.6	0.3	1.1	2.9	0.0	0.3	0.1	0.2	0.1	5.2	0.8	17.3
	2021	62.8	0.0	0.0	0.7	0.4	0.9	2.1	0.0	0.5	0.0	0.5	0.0	4.9	0.9	26.3

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table C.6. Detailed agrifood system and all other employment in Ghana, by gender and age (percent)

	Year	Nonfood production														
		Food production			Food manufacturing & servicing					Agricultural (nonfood) processing				Transport and trade		Non-AFS
		Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products	Manufacture of wood and of products	Manufacture of paper and paper products	Trade	Transport	All others
Total	2000	49.1	3.0	1.0	3.0	0.0	0.0	0.0	0.1	0.3	0.3	0.8	0.1	9.5	2.2	30.7
	2006	54.4	1.3	0.4	6.1	0.0	0.0	0.3	0.0	0.4	0.2	0.6	0.0	12.0	2.2	22.1
	2013	44.3	1.0	0.3	3.1	0.4	3.7	0.4	0.0	0.6	0.1	0.6	0.0	12.6	2.6	30.2
	2015	34.2	1.2	0.7	6.5	0.7	4.1	0.5	0.0	0.7	0.1	0.7	0.0	12.2	1.7	37.0
	2017	41.0	0.8	0.5	5.3	0.8	2.6	0.0	0.0	0.3	0.1	0.2	0.0	11.6	2.2	34.6
Female	2000	48.4	2.6	1.0	4.4	0.0	0.0	0.0	0.1	0.2	0.1	0.5	0.1	13.7	0.6	28.4
	2006	52.4	0.4	0.3	9.9	0.0	0.0	0.3	0.0	0.2	0.0	0.1	0.0	18.1	0.3	18.0
	2013	42.1	0.1	0.1	5.0	0.4	6.5	0.5	0.0	0.6	0.0	0.2	0.0	19.4	0.1	25.1
	2015	28.1	0.5	0.7	11.0	0.9	7.0	0.6	0.0	0.6	0.0	0.3	0.0	17.9	0.0	32.4
	2017	39.4	0.1	0.4	9.1	0.7	4.6	0.0	0.0	0.1	0.0	0.2	0.0	17.1	0.2	28.2
Male	2000	49.8	3.4	1.0	1.6	0.0	0.0	0.0	0.1	0.3	0.5	1.1	0.2	5.3	3.7	33.0
	2006	56.6	2.3	0.6	2.1	0.0	0.0	0.3	0.0	0.5	0.3	1.1	0.0	5.6	4.1	26.5
	2013	46.7	1.9	0.4	1.1	0.5	0.7	0.3	0.0	0.6	0.3	0.9	0.0	5.3	5.3	35.8
	2015	41.2	1.9	0.6	1.3	0.4	0.7	0.4	0.0	0.7	0.3	1.2	0.0	5.5	3.5	42.1
	2017	42.7	1.5	0.6	1.2	0.8	0.5	0.0	0.0	0.4	0.2	0.3	0.0	5.8	4.3	41.6
Youth	2000	48.1	3.5	1.0	2.9	0.0	0.0	0.0	0.0	0.4	0.5	0.8	0.1	8.2	2.0	32.6
	2006	58.8	1.5	0.3	5.5	0.0	0.0	0.4	0.0	0.4	0.4	0.4	0.0	8.2	2.6	21.5
	2013	53.5	1.3	0.2	2.8	0.4	4.0	0.6	0.0	0.9	0.1	0.4	0.0	9.4	1.5	24.8
	2015	37.4	0.0	0.8	8.7	0.0	4.8	1.0	0.0	0.6	0.0	0.7	0.0	11.0	2.2	32.8
	2017	45.8	1.0	0.6	5.3	0.5	3.5	0.0	0.0	0.5	0.1	0.1	0.0	9.4	1.4	31.9
Mature	2000	49.3	2.9	1.0	3.0	0.0	0.0	0.0	0.1	0.2	0.3	0.8	0.1	9.8	2.2	30.2
	2006	53.5	1.3	0.5	6.2	0.0	0.0	0.3	0.0	0.4	0.1	0.6	0.0	12.8	2.1	22.2
	2013	41.8	0.9	0.3	3.2	0.5	3.6	0.3	0.0	0.5	0.1	0.6	0.0	13.5	2.9	31.7
	2015	33.6	1.3	0.6	6.1	0.7	4.0	0.4	0.0	0.7	0.1	0.7	0.0	12.3	1.7	37.7
	2017	39.8	0.7	0.5	5.3	0.8	2.4	0.0	0.0	0.2	0.1	0.3	0.0	12.2	2.4	35.4

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table C.7. Detailed agrifood system employment in Mozambique, by gender and age (%)

		Nonfood production														
		Food production		Food manufacturing & servicing						Agricultural (nonfood) processing				Transport and trade Non-AFS		
		Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products	Manufacture of wood and of products	Manufacture of paper and paper products	Trade	Transport	All others
Year																
Total	2015	69.6	1.5	1.3	1.2	0.5	0.3	0.0	0.0	0.0	0.0	0.4	0.0	7.5	1.1	16.6
	2022	71.6	1.4	0.6	0.6	0.2	0.2	0.0	0.0	0.0	0.0	0.5	0.0	7.2	1.3	16.4
Female	2015	81.9	0.1	0.3	1.3	0.6	0.3	0.0	0.0	0.0	0.0	0.0	0.0	7.2	0.1	8.2
	2022	81.9	0.0	0.1	0.4	0.1	0.2	0.0	0.0	0.0	0.0	0.1	0.0	7.7	0.1	9.3
Male	2015	55.9	3.0	2.4	1.2	0.4	0.3	0.0	0.0	0.0	0.0	0.8	0.0	7.9	2.2	25.8
	2022	60.5	2.8	1.1	0.8	0.3	0.2	0.0	0.0	0.0	0.0	0.9	0.0	6.6	2.6	24.1
Youth	2015	71.7	1.6	1.2	1.4	0.3	0.4	0.0	0.0	0.0	0.0	0.5	0.0	7.5	0.9	14.6
	2022	78.9	1.4	0.5	0.7	0.1	0.2	0.0	0.0	0.0	0.0	0.3	0.0	6.0	1.0	10.8
Mature	2015	68.8	1.4	1.3	1.2	0.6	0.3	0.0	0.0	0.0	0.0	0.4	0.0	7.6	1.2	17.2
	2022	68.8	1.4	0.7	0.6	0.3	0.2	0.0	0.0	0.0	0.0	0.5	0.0	7.6	1.4	18.6

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table C.8. Detailed agrifood system and all other employment in Namibia, by gender and age (percent)

	Year	Nonfood production														
		Food production		Food manufacturing & servicing						Agricultural (nonfood) processing				Transport and trade Non-AFS		
		Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products	Manufacture of wood and of products	Manufacture of paper and paper products	Trade	Transport	All others
Total	2012	26.3	1.1	0.2	1.5	0.3	5.4	2.6	0.0	0.2	0.1	0.4	0.0	4.3	1.6	55.9
	2013	30.4	0.8	0.6	2.1	0.1	4.2	3.3	0.0	0.3	0.1	0.3	0.0	4.9	1.8	51.2
	2014	28.0	1.1	0.5	1.4	0.1	3.1	3.6	0.0	0.1	0.1	0.4	0.0	5.4	1.7	54.4
	2016	18.8	1.2	0.5	1.3	0.3	5.7	2.2	0.0	0.3	0.1	0.6	0.0	3.0	1.1	65.0
	2018	20.9	1.4	0.8	1.8	0.3	9.8	3.1	0.0	0.4	0.1	0.9	0.0	4.3	1.6	54.5
Female	2012	26.0	0.8	0.2	1.3	0.5	8.7	3.5	0.0	0.3	0.0	0.1	0.0	5.4	0.5	52.9
	2013	30.4	0.5	0.5	1.5	0.1	6.9	4.5	0.0	0.4	0.0	0.1	0.0	7.3	0.4	47.4
	2014	29.3	0.9	0.3	1.2	0.1	4.6	4.4	0.0	0.3	0.0	0.1	0.0	7.5	0.4	50.8
	2016	17.1	0.9	0.3	1.3	0.4	9.8	3.1	0.0	0.6	0.1	0.1	0.0	4.1	0.3	61.8
	2018	19.6	1.1	0.4	1.8	0.4	15.6	4.1	0.0	0.6	0.2	0.4	0.0	4.8	0.3	50.6
Male	2012	26.6	1.4	0.3	1.8	0.2	2.5	1.8	0.0	0.0	0.2	0.8	0.0	3.3	2.6	58.6
	2013	30.3	1.2	0.7	2.7	0.0	1.5	2.2	0.0	0.1	0.1	0.5	0.0	2.5	3.2	55.0
	2014	26.8	1.2	0.7	1.6	0.2	1.6	2.9	0.0	0.0	0.2	0.6	0.0	3.3	3.0	57.8
	2016	20.4	1.4	0.7	1.2	0.2	1.9	1.3	0.0	0.1	0.0	1.0	0.0	2.0	1.9	67.9
	2018	22.2	1.7	1.2	1.9	0.3	3.9	2.1	0.0	0.2	0.0	1.4	0.0	3.8	2.8	58.4
Youth	2012	26.2	0.7	0.0	1.4	0.4	6.8	1.9	0.0	0.0	0.0	0.4	0.0	6.3	0.8	55.0
	2013	26.4	0.0	0.0	2.2	0.0	4.7	4.1	0.0	0.0	0.0	0.4	0.0	6.7	1.3	54.2
	2014	29.3	0.3	0.4	0.9	0.0	4.9	7.0	0.0	0.0	0.0	0.6	0.0	6.7	1.2	48.7
	2016	17.2	0.6	0.3	1.1	0.0	5.4	2.8	0.0	0.0	0.0	1.1	0.0	4.4	0.6	66.5
	2018	22.3	0.7	2.3	1.0	0.0	13.0	4.8	0.0	0.0	0.0	0.5	0.0	5.2	0.6	49.6
Mature	2012	26.3	1.2	0.2	1.6	0.3	5.2	2.7	0.0	0.2	0.1	0.4	0.1	3.9	1.7	56.0
	2013	30.8	0.9	0.6	2.1	0.1	4.1	3.2	0.0	0.3	0.1	0.3	0.0	4.6	1.9	51.0
	2014	27.8	1.2	0.5	1.5	0.1	2.8	3.1	0.0	0.2	0.2	0.4	0.0	5.2	1.8	55.3
	2016	19.1	1.2	0.5	1.3	0.3	5.8	2.1	0.0	0.3	0.1	0.5	0.0	2.8	1.2	64.8
	2018	20.7	1.5	0.6	1.9	0.4	9.4	2.9	0.0	0.4	0.1	1.0	0.0	4.2	1.7	55.2

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table C.9. Detailed agrifood system employment in Nigeria, by gender and age (%)

	Year	Food production		Nonfood production	Food manufacturing & servicing				Agricultural (nonfood) processing				Transport and trade Non-AFS			
		Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products	Manufacture of wood and products	Manufacture of paper and paper products	Trade	Transport	All others
Total	2003	56.2	1.6	0.1	0.6	0.0	0.2	0.0	0.0	0.6	0.0	0.3	0.0	8.9	1.3	30.0
	2009	46.2	1.2	0.2	2.1	0.3	2.1	1.4	0.0	0.4	0.2	0.3	0.1	14.5	2.2	28.9
	2019	37.0	1.0	0.6	3.7	0.3	3.2	0.2	0.0	1.2	0.2	0.8	0.0	11.3	2.2	38.2
	2022	34.3	0.3	0.1	4.2	0.4	4.5	0.0	0.0	3.1	0.3	0.9	0.0	16.5	2.8	32.6
Female	2003	44.5	1.3	0.0	1.1	0.0	0.3	0.0	0.1	0.9	0.0	0.0	0.0	13.2	0.1	38.5
	2009	39.8	0.9	0.1	3.9	0.3	4.0	2.5	0.0	0.5	0.2	0.2	0.1	20.9	0.3	26.5
	2019	28.9	0.7	0.3	5.7	0.5	5.9	0.3	0.0	1.8	0.1	0.2	0.0	18.1	0.0	37.5
	2022	25.2	0.1	0.1	6.4	0.6	8.5	0.0	0.0	4.8	0.4	0.3	0.0	24.7	0.0	28.9
Male	2003	65.8	2.0	0.2	0.3	0.0	0.1	0.0	0.0	0.4	0.0	0.6	0.0	5.3	2.4	23.0
	2009	52.1	1.5	0.3	0.4	0.3	0.4	0.4	0.0	0.4	0.2	0.4	0.1	8.5	3.9	31.2
	2019	43.4	1.2	0.7	2.2	0.2	1.0	0.2	0.0	0.8	0.3	1.3	0.0	6.1	3.8	38.8
	2022	42.6	0.4	0.1	2.2	0.2	0.9	0.0	0.0	1.6	0.2	1.4	0.0	9.0	5.3	36.1
Youth	2003	62.3	1.4	0.1	0.4	0.0	0.1	0.0	0.0	0.4	0.0	0.2	0.0	5.8	0.7	28.5
	2009	59.7	1.2	0.0	2.3	0.2	2.4	2.6	0.0	1.2	0.3	0.2	0.1	9.9	1.1	18.8
	2019	38.9	0.8	0.8	4.1	0.4	3.0	0.2	0.0	2.4	0.2	0.7	0.0	9.3	1.5	37.6
	2022	37.5	0.2	0.1	4.0	0.3	4.4	0.0	0.0	5.1	0.5	0.8	0.0	14.9	1.7	30.5
Mature	2003	55.1	1.7	0.1	0.7	0.0	0.2	0.0	0.0	0.6	0.0	0.4	0.0	9.4	1.5	30.2
	2009	43.2	1.2	0.2	2.0	0.3	2.0	1.1	0.0	0.3	0.2	0.3	0.1	15.5	2.4	31.1
	2019	36.8	1.0	0.5	3.7	0.3	3.2	0.2	0.0	1.1	0.2	0.8	0.0	11.5	2.2	38.3
	2022	33.2	0.3	0.1	4.3	0.4	4.5	0.0	0.0	2.4	0.2	0.9	0.0	17.0	3.1	33.4

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table C.10. Detailed agrifood system employment in Rwanda, by gender and age (%)

	Year	Nonfood production														
		Food production		Food manufacturing & servicing						Agricultural (nonfood) processing				Transport and trade Non-AFS		
		Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products	Manufacture of wood and of products	Manufacture of paper and paper products	Trade	Transport	All others
Total	2006	75.6	0.1	0.2	0.2	0.2	1.3	2.2	0.0	0.3	0.2	0.8	0.0	6.9	1.0	10.9
	2011	78.7	0.2	0.4	0.5	0.0	0.7	3.0	0.0	0.2	0.0	0.5	0.0	2.5	0.9	12.5
	2017	52.4	0.1	0.7	0.5	0.4	0.9	0.1	0.0	1.1	0.1	0.6	0.0	8.2	2.3	32.6
	2018	49.3	0.2	0.6	1.0	0.8	1.4	0.0	0.0	0.1	0.1	0.7	0.0	7.5	2.3	35.8
	2020	49.5	0.2	0.6	0.7	0.4	2.2	0.0	0.0	0.1	0.1	0.6	0.0	6.7	2.3	36.6
	2021	55.7	0.1	0.5	0.6	0.3	1.1	0.1	0.0	0.1	0.1	0.4	0.0	5.6	2.7	32.7
	2022	54.7	0.1	0.5	0.7	0.2	1.4	0.2	0.0	0.0	0.1	0.6	0.0	5.6	3.2	32.6
	2023	50.9	0.2	0.9	0.9	0.3	2.3	0.2	0.0	0.1	0.1	0.7	0.0	6.9	3.3	33.2
	2024	43.5	0.2	0.9	1.0	0.4	2.7	0.0	0.0	0.1	0.1	0.8	0.0	7.3	3.8	39.2
Female	2006	80.7	0.1	0.1	0.2	0.1	1.1	2.1	0.0	0.3	0.1	0.2	0.0	6.8	0.8	7.4
	2011	87.8	0.0	0.2	0.4	0.0	0.5	2.5	0.0	0.2	0.0	0.1	0.0	2.1	0.2	6.1
	2017	63.5	0.0	0.3	0.3	0.4	0.9	0.1	0.0	1.8	0.0	0.2	0.0	8.9	0.2	23.4
	2018	61.4	0.0	0.1	0.6	1.0	1.4	0.0	0.0	0.2	0.0	0.5	0.0	8.5	0.1	26.2
	2020	60.4	0.0	0.1	0.5	0.4	2.4	0.0	0.0	0.2	0.2	0.2	0.0	8.2	0.1	27.4
	2021	65.9	0.0	0.2	0.6	0.3	1.1	0.1	0.0	0.1	0.0	0.1	0.0	7.1	0.2	24.4
	2022	65.1	0.0	0.1	0.6	0.1	1.2	0.2	0.0	0.1	0.1	0.2	0.0	7.1	0.3	25.0
	2023	61.5	0.0	0.3	0.5	0.3	2.4	0.2	0.0	0.1	0.1	0.3	0.0	9.0	0.3	25.0
	2024	52.9	0.0	0.2	0.8	0.4	3.0	0.0	0.0	0.2	0.0	0.6	0.1	9.6	0.5	31.8
Male	2006	73.8	0.2	0.2	0.2	0.2	1.4	2.3	0.0	0.3	0.3	1.0	0.0	6.9	1.1	12.1
	2011	69.0	0.3	0.7	0.7	0.0	0.9	3.5	0.0	0.1	0.0	0.9	0.0	3.0	1.6	19.3
	2017	42.3	0.1	1.1	0.7	0.4	0.8	0.2	0.0	0.4	0.2	1.0	0.0	7.6	4.1	41.1
	2018	38.5	0.4	1.1	1.4	0.7	1.4	0.0	0.0	0.0	0.1	0.9	0.1	6.6	4.3	44.5
	2020	39.7	0.5	0.9	1.0	0.4	2.0	0.0	0.0	0.0	0.1	0.9	0.1	5.3	4.2	44.9
	2021	46.7	0.3	0.8	0.7	0.3	1.1	0.1	0.0	0.0	0.1	0.6	0.0	4.3	4.9	40.0
	2022	45.5	0.3	0.8	0.9	0.3	1.5	0.2	0.0	0.0	0.1	0.9	0.0	4.2	5.8	39.5
	2023	41.4	0.3	1.4	1.2	0.3	2.2	0.3	0.0	0.1	0.1	1.0	0.0	5.1	6.1	40.6
	2024	35.3	0.3	1.5	1.1	0.4	2.5	0.0	0.0	0.0	0.1	1.0	0.0	5.3	6.7	45.7
Youth	2006	75.3	0.2	0.2	0.3	0.1	0.9	5.3	0.0	0.3	0.2	0.6	0.0	6.7	1.5	8.6
	2011	73.5	0.3	0.5	0.7	0.0	1.1	7.1	0.0	0.3	0.0	0.4	0.1	3.3	1.0	11.6
	2017	47.2	0.1	0.6	0.6	0.4	1.1	0.2	0.0	1.1	0.0	0.5	0.0	7.4	2.5	38.3
	2018	44.7	0.2	0.6	1.5	0.6	1.6	0.0	0.0	0.1	0.1	0.4	0.1	6.5	2.6	41.1
	2020	47.3	0.6	0.7	0.9	0.4	2.1	0.0	0.0	0.2	0.2	0.3	0.0	5.7	2.2	39.4
	2021	53.2	0.4	0.5	0.7	0.2	1.2	0.1	0.0	0.0	0.1	0.2	0.0	4.0	3.4	36.0

Mature	2022	48.6	0.4	0.6	0.9	0.3	1.8	0.4	0.0	0.0	0.1	0.3	0.0	4.5	4.1	38.1
	2023	45.2	0.2	1.2	1.4	0.4	2.2	0.6	0.0	0.1	0.2	0.5	0.0	5.5	4.5	38.2
	2024	36.9	0.1	0.8	1.3	0.4	2.6	0.0	0.0	0.3	0.1	0.5	0.0	6.8	4.7	45.5
	2006	75.7	0.1	0.2	0.2	0.3	1.5	0.8	0.0	0.4	0.3	0.9	0.0	7.0	0.8	12.0
	2011	80.5	0.1	0.4	0.5	0.0	0.6	1.6	0.0	0.1	0.0	0.5	0.0	2.2	0.8	12.6
	2017	53.9	0.1	0.8	0.5	0.4	0.8	0.1	0.0	1.0	0.1	0.6	0.0	8.4	2.2	31.0
	2018	50.6	0.2	0.6	0.9	0.9	1.4	0.0	0.0	0.1	0.1	0.8	0.0	7.8	2.2	34.3
	2020	50.1	0.1	0.5	0.7	0.3	2.2	0.0	0.0	0.1	0.1	0.7	0.0	7.0	2.3	35.8
	2021	56.3	0.1	0.5	0.6	0.3	1.1	0.1	0.0	0.1	0.1	0.4	0.0	6.0	2.5	31.8
	2022	56.3	0.1	0.5	0.7	0.2	1.3	0.2	0.0	0.0	0.0	0.6	0.0	5.9	2.9	31.2
	2023	52.4	0.2	0.8	0.7	0.3	2.3	0.1	0.0	0.1	0.1	0.7	0.0	7.3	3.0	31.9
	2024	45.6	0.2	0.9	0.8	0.4	2.8	0.0	0.0	0.1	0.0	0.9	0.0	7.5	3.5	37.2

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table C.11. Detailed agrifood system and all other employment in Senegal, by gender and age (percent)

	Year	Food production		Nonfood production	Food manufacturing & servicing				Agricultural (nonfood) processing					Transport and trade Non-AFS		
		Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products	Manufacture of wood and of products	Manufacture of paper and paper products	Trade	Transport	All others
Total	2016	34.4	1.7	0.5	1.4	0.0	1.5	4.6	0.0	0.9	0.2	1.0	0.0	11.8	2.5	39.6
	2019	21.4	1.5	0.2	3.0	0.1	2.2	3.3	0.0	1.3	0.1	1.2	0.0	11.7	2.8	51.3
	2022	22.9	1.0	0.2	3.4	0.1	2.2	1.8	0.0	0.8	0.1	0.8	0.0	9.8	2.7	54.3
	2023	24.4	0.8	0.2	3.5	0.1	2.0	1.4	0.0	0.7	0.1	0.8	0.0	9.7	2.5	53.8
	2024	26.4	1.4	0.1	2.7	0.1	2.2	1.8	0.0	0.6	0.1	1.0	0.0	11.4	2.9	49.2
Female	2016	32.4	0.3	0.5	1.6	0.0	2.9	8.2	0.0	0.8	0.0	0.1	0.0	18.1	0.1	35.1
	2019	17.7	0.1	0.2	4.8	0.2	4.9	7.5	0.0	1.8	0.0	0.2	0.0	19.1	0.2	43.2
	2022	18.1	0.2	0.1	6.0	0.1	5.2	3.7	0.0	1.3	0.0	0.2	0.0	16.4	0.1	48.6
	2023	20.8	0.1	0.1	5.8	0.1	5.0	3.0	0.0	0.7	0.0	0.1	0.0	16.3	0.1	47.9
	2024	22.6	0.5	0.1	4.6	0.1	5.0	4.3	0.0	0.5	0.0	0.1	0.0	18.6	0.2	43.5
Male	2016	35.9	2.8	0.4	1.3	0.0	0.5	1.9	0.0	1.0	0.3	1.6	0.0	7.2	4.3	42.9
	2019	23.7	2.3	0.2	1.9	0.1	0.5	0.8	0.0	0.9	0.2	1.8	0.0	7.2	4.4	56.1
	2022	25.4	1.4	0.2	2.0	0.2	0.6	0.8	0.0	0.5	0.1	1.1	0.0	6.2	4.1	57.4
	2023	26.4	1.2	0.2	2.1	0.1	0.4	0.5	0.0	0.8	0.2	1.2	0.0	6.0	3.9	57.1
	2024	28.5	1.9	0.2	1.7	0.1	0.8	0.5	0.0	0.7	0.1	1.5	0.0	7.6	4.3	52.3
Youth	2016	39.7	1.9	0.6	0.9	0.0	0.9	6.6	1.7	0.1	1.1	0.0	7.4	2.6	21.0	15.5
	2019	28.2	1.5	0.1	1.3	0.0	1.4	6.3	2.1	0.1	1.8	0.0	11.9	2.7	19.4	23.2
	2022	29.4	1.2	0.0	2.1	0.0	0.9	2.5	0.9	0.0	1.3	0.0	10.2	2.8	20.7	28.0
	2023	32.3	0.8	0.1	1.8	0.0	0.9	2.3	0.9	0.0	1.0	0.0	9.7	2.6	20.6	26.9
	2024	34.5	1.8	0.0	2.0	0.0	1.0	3.1	0.8	0.0	1.9	0.0	10.1	3.2	19.5	22.0
Mature	2016	32.7	1.7	0.4	1.5	0.0	1.7	3.9	0.0	0.7	0.2	0.9	0.0	13.9	2.5	39.9
	2019	19.7	1.5	0.2	3.4	0.1	2.4	2.6	0.0	1.1	0.1	1.1	0.0	13.1	2.8	52.0
	2022	21.3	0.9	0.2	3.7	0.1	2.4	1.6	0.0	0.8	0.1	0.7	0.0	10.9	2.7	54.5
	2023	22.6	0.8	0.2	3.8	0.1	2.3	1.2	0.0	0.7	0.1	0.7	0.0	10.8	2.6	54.1
	2024	24.2	1.3	0.2	2.8	0.1	2.5	1.5	0.0	0.6	0.0	0.8	0.0	12.6	2.8	50.7

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table C.12. Detailed AFS employment in Tanzania, by gender and age (%)

	Year	Nonfood production														
		Food production			Food manufacturing & servicing					Agricultural (nonfood) processing				Transport and trade Non-AFS		
		Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products	Manufacture of wood and of products	Manufacture of paper and paper products	Trade	Transport	All others
Total	2006	68.3	0.2	0.2	0.7	0.0	0.0	4.0	0.0	0.5	0.0	0.4	0.0	7.0	1.0	17.7
	2012	75.0	0.7	0.2	0.6	0.2	1.4	0.0	0.0	0.3	0.0	0.3	0.0	2.8	1.9	16.6
	2014	67.1	1.0	0.1	0.4	0.1	3.5	0.0	0.0	0.5	0.0	0.1	0.0	9.8	2.1	15.2
	2020	65.8	1.0	0.1	0.5	0.3	2.6	0.5	0.0	1.0	0.1	0.6	0.0	9.5	2.4	15.6
	2024	62.2	1.1	0.2	0.4	0.2	3.6	0.4	0.0	1.1	0.1	0.6	0.0	8.2	2.6	19.4
Female	2006	72.7	0.0	0.1	0.8	0.0	0.0	6.4	0.0	0.6	0.0	0.0	0.0	6.1	0.1	13.2
	2012	85.5	0.4	0.0	0.3	0.2	1.8	0.0	0.0	0.4	0.0	0.0	0.0	1.5	0.0	9.8
	2014	70.9	0.1	0.0	0.3	0.1	5.9	0.0	0.0	0.8	0.0	0.0	0.0	10.6	0.1	11.1
	2020	68.6	0.1	0.0	0.5	0.6	4.4	0.8	0.0	1.7	0.0	0.1	0.0	11.8	0.1	11.3
	2024	65.6	0.2	0.1	0.4	0.3	6.1	0.6	0.0	1.8	0.0	0.1	0.0	10.1	0.2	14.5
Male	2006	63.9	0.3	0.3	0.7	0.0	0.0	1.6	0.0	0.3	0.0	0.7	0.0	7.9	1.9	22.4
	2012	65.2	1.0	0.3	0.9	0.2	1.0	0.0	0.0	0.2	0.0	0.7	0.0	4.1	3.6	22.8
	2014	63.4	1.8	0.2	0.5	0.1	1.1	0.0	0.0	0.2	0.0	0.3	0.0	9.0	4.1	19.3
	2020	63.1	1.9	0.1	0.4	0.1	0.8	0.3	0.0	0.4	0.1	1.1	0.0	7.2	4.7	19.9
	2024	58.9	1.9	0.3	0.4	0.2	1.1	0.2	0.0	0.3	0.1	1.0	0.0	6.3	5.0	24.3
Youth	2006	65.3	0.2	0.2	0.6	0.0	0.0	9.2	0.0	0.4	0.0	0.3	0.0	5.3	0.5	18.0
	2012	78.0	0.7	0.0	0.7	0.0	1.4	0.0	0.0	0.8	0.0	0.5	0.0	3.1	1.5	13.4
	2014	75.3	1.0	0.0	0.3	0.1	3.1	0.1	0.0	0.5	0.0	0.0	0.0	6.9	1.6	11.0
	2020	72.4	0.9	0.1	0.4	0.2	2.3	1.2	0.0	1.1	0.0	0.5	0.0	7.0	1.6	12.4
	2024	67.9	1.0	0.2	0.4	0.1	3.4	0.9	0.0	1.2	0.1	0.4	0.0	6.7	2.0	15.6
Mature	2006	69.4	0.2	0.2	0.8	0.0	0.0	2.1	0.0	0.5	0.0	0.4	0.0	7.6	1.1	17.7
	2012	73.9	0.7	0.2	0.6	0.2	1.4	0.0	0.0	0.1	0.0	0.3	0.0	2.7	2.1	17.7
	2014	64.2	1.0	0.1	0.5	0.1	3.6	0.0	0.0	0.5	0.0	0.2	0.0	10.7	2.3	16.7
	2020	63.4	1.1	0.1	0.5	0.4	2.7	0.3	0.0	1.0	0.1	0.6	0.0	10.3	2.7	16.8
	2024	60.3	1.1	0.3	0.4	0.3	3.6	0.2	0.0	1.0	0.1	0.6	0.0	8.7	2.8	20.7

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table C.13. Detailed AFS employment in Uganda, by gender and age (%)

	Year	Nonfood production														
		Food production		Food manufacturing & servicing						Agricultural (nonfood) processing				Transport and trade Non-AFS		
		Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products	Manufacture of wood and of products	Manufacture of paper and paper products	Trade	Transport	All others
Total	2010	67.6	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	1.3	0.0	0.2	0.0	8.5	21.3
	2011	71.7	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.2	0.0	6.9	19.1
	2012	64.8	1.0	0.9	0.7	1.0	2.1	0.0	0.0	0.3	0.0	0.1	0.0	8.8	1.9	18.4
	2014	72.1	0.8	0.3	0.6	0.5	1.1	0.2	0.0	0.2	0.0	0.3	0.0	7.8	1.8	14.3
	2017	71.0	0.3	0.8	1.0	0.4	1.7	0.0	0.0	0.0	0.0	0.1	0.0	6.5	1.9	16.3
	2019	61.6	0.5	0.6	0.8	0.7	1.9	0.0	0.0	0.1	0.0	0.5	0.0	8.3	2.8	22.2
	2021	63.0	0.9	0.9	0.9	0.9	2.0	0.0	0.0	0.4	0.0	0.2	0.0	9.9	2.8	18.2
Female	2010	73.9	0.0	1.4	0.0	0.0	0.0	0.0	0.0	0.0	1.4	0.0	0.3	0.0	7.8	15.2
	2011	78.6	0.0	1.4	0.0	0.0	0.0	0.0	0.0	0.0	1.1	0.0	0.4	0.0	5.7	12.9
	2012	70.7	0.1	0.9	0.4	1.4	3.4	0.0	0.0	0.4	0.0	0.1	0.0	9.4	0.0	13.1
	2014	79.0	0.0	0.3	0.4	0.9	1.7	0.0	0.0	0.3	0.0	0.2	0.0	8.2	0.0	8.9
	2017	76.4	0.0	0.7	0.7	0.5	2.8	0.0	0.0	0.0	0.0	0.0	0.1	6.8	0.0	11.9
	2019	69.7	0.0	0.6	0.6	0.8	3.3	0.0	0.0	0.2	0.0	0.2	0.0	9.3	0.0	15.4
	2021	69.5	0.1	0.7	0.5	1.4	3.5	0.0	0.0	0.6	0.0	0.2	0.0	12.8	0.0	10.6
Male	2010	61.4	0.0	0.6	0.0	0.0	0.0	0.0	0.0	0.0	1.3	0.0	0.2	0.0	9.2	27.3
	2011	64.9	0.0	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.9	0.0	0.0	0.0	8.2	25.4
	2012	59.4	1.8	0.9	1.0	0.7	0.9	0.0	0.0	0.2	0.0	0.1	0.0	8.3	3.6	23.2
	2014	64.8	1.7	0.2	0.9	0.1	0.5	0.4	0.0	0.0	0.0	0.4	0.0	7.4	3.7	19.9
	2017	65.7	0.6	0.8	1.3	0.2	0.7	0.0	0.0	0.0	0.0	0.2	0.0	6.1	3.7	20.7
	2019	53.6	0.9	0.5	0.9	0.6	0.6	0.0	0.0	0.0	0.0	0.9	0.0	7.3	5.6	29.1
	2021	56.9	1.7	1.2	1.2	0.3	0.6	0.0	0.0	0.2	0.0	0.2	0.0	8.1	5.4	24.3
Youth	2010	75.6	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	1.1	0.0	0.2	0.0	6.6	15.6
	2011	80.2	0.0	0.7	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0	5.8	12.9
	2012	71.4	1.0	0.9	0.6	0.7	1.3	0.0	0.0	0.2	0.0	0.1	0.0	6.5	1.2	16.0
	2014	81.8	0.5	0.2	0.5	0.0	1.3	0.2	0.0	0.3	0.0	0.0	0.0	5.6	1.0	8.6
	2017	75.4	0.0	0.5	1.2	0.3	1.9	0.0	0.0	0.0	0.0	0.0	0.0	5.2	1.7	13.9
	2019	72.8	0.2	0.6	0.9	0.4	2.0	0.0	0.0	0.0	0.0	0.3	0.0	4.2	1.6	16.9
	2021	74.6	0.6	0.7	0.9	0.5	1.9	0.0	0.0	0.4	0.0	0.1	0.0	6.7	1.5	12.1
Mature	2010	63.8	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	0.0	0.3	0.0	9.5	23.9
	2011	68.0	0.0	1.1	0.0	0.0	0.0	0.0	0.0	0.0	1.3	0.0	0.3	0.0	7.5	21.9

Year	Food production		Nonfood production	Food manufacturing & servicing				Agricultural (nonfood) processing					Transport and trade Non-AFS		
	Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products	Manufacture of wood and of products	Manufacture of paper and paper products	Trade	Transport	All others
2012	62.0	1.0	0.8	0.8	1.1	2.4	0.0	0.0	0.4	0.0	0.1	0.0	9.8	2.2	19.5
2014	67.8	1.0	0.3	0.7	0.8	1.1	0.2	0.0	0.2	0.0	0.3	0.0	8.9	2.2	16.6
2017	69.1	0.4	0.9	1.0	0.4	1.7	0.0	0.0	0.0	0.0	0.1	0.0	7.0	2.0	17.6
2019	57.4	0.5	0.5	0.7	0.8	1.9	0.0	0.0	0.1	0.0	0.6	0.0	9.7	3.2	24.4
2021	57.8	1.0	1.0	0.8	1.0	2.1	0.0	0.0	0.4	0.0	0.2	0.0	11.3	3.4	20.9

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table C.14. Detailed AFS employment in Zambia, by gender and age (%)

	Year	Food production		Nonfood production	Food manufacturing & servicing				Agricultural (nonfood) processing				Transport and trade Non-AFS				
		Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products		Manufacture of paper and paper products		Trade	Transport	All others
Total	2015	51.9	1.6	0.6	1.1	0.5	0.6	0.2	0.0	0.1	0.0	0.5	0.0	11.3	2.0	29.6	
	2017	58.2	0.8	0.3	1.0	0.4	0.6	0.1	0.0	0.1	0.0	0.4	0.0	10.8	1.5	25.8	
	2018	58.9	1.0	0.5	1.0	0.3	0.9	0.4	0.0	0.2	0.0	0.6	0.0	9.5	1.6	25.1	
	2019	56.5	0.9	0.7	1.2	0.4	0.9	0.3	0.0	0.1	0.0	0.7	0.0	11.5	1.7	25.3	
	2020	58.9	0.9	0.1	1.2	0.4	0.9	0.5	0.0	0.1	0.0	0.7	0.0	10.3	2.2	23.8	
	2021	56.2	1.2	0.8	1.4	0.6	1.1	0.3	0.0	0.2	0.0	0.8	0.0	9.9	1.8	25.6	
	2022	54.7	1.2	0.6	1.3	0.6	1.1	0.2	0.0	0.1	0.0	0.9	0.0	11.4	2.2	25.5	
	2023	54.5	1.1	0.8	1.3	0.5	1.1	0.3	0.0	0.2	0.0	0.7	0.0	9.9	2.0	27.6	
Female	2015	55.8	0.3	0.2	0.9	0.6	1.1	0.2	0.0	0.2	0.0	0.0	0.0	16.8	0.2	23.8	
	2017	65.6	0.0	0.1	0.8	0.5	0.8	0.1	0.0	0.2	0.0	0.1	0.0	12.7	0.0	19.2	
	2018	67.1	0.2	0.3	0.9	0.4	1.0	0.4	0.0	0.2	0.0	0.2	0.0	11.4	0.1	17.6	
	2019	62.7	0.2	0.4	0.8	0.6	1.2	0.3	0.0	0.2	0.0	0.1	0.0	14.0	0.0	19.5	
	2020	65.0	0.2	0.0	1.0	0.7	1.5	0.3	0.0	0.2	0.0	0.1	0.0	12.5	0.1	18.4	
	2021	62.5	0.4	0.4	1.4	0.8	1.9	0.3	0.0	0.1	0.0	0.2	0.0	12.7	0.0	19.3	
	2022	59.5	0.4	0.3	1.4	0.8	1.7	0.2	0.0	0.2	0.0	0.4	0.0	14.6	0.2	20.2	
	2023	59.4	0.4	0.4	1.1	0.6	1.8	0.3	0.0	0.3	0.0	0.2	0.0	13.4	0.1	22.0	
Male	2015	49.1	2.6	0.9	1.3	0.4	0.3	0.2	0.0	0.1	0.0	0.8	0.0	7.5	3.2	33.6	
	2017	51.6	1.5	0.5	1.3	0.3	0.4	0.1	0.0	0.1	0.0	0.6	0.0	9.1	2.8	31.7	
	2018	51.6	1.7	0.6	1.1	0.2	0.8	0.4	0.0	0.3	0.0	1.0	0.0	7.8	2.9	31.7	
	2019	51.1	1.5	0.9	1.5	0.2	0.7	0.3	0.0	0.0	0.0	1.2	0.0	9.2	3.1	30.4	
	2020	53.4	1.5	0.3	1.3	0.2	0.3	0.6	0.0	0.1	0.0	1.3	0.0	8.3	4.1	28.7	
	2021	51.0	1.9	1.2	1.5	0.4	0.5	0.3	0.0	0.2	0.0	1.3	0.0	7.6	3.2	30.8	
	2022	50.6	1.8	0.8	1.3	0.5	0.7	0.2	0.0	0.1	0.0	1.4	0.0	8.7	4.0	29.9	
	2023	50.28	1.76	1.16	1.41	0.40	0.46	0.27	0.00	0.15	0.00	1.23	0.00	6.89	3.70	32.31	
Youth	2015	58.7	2.2	1.0	1.0	0.9	0.4	0.2	0.0	0.0	0.0	0.2	0.0	10.3	1.9	23.2	
	2017	76.5	0.7	0.3	0.6	0.3	0.7	0.0	0.0	0.0	0.0	0.2	0.0	6.9	0.7	13.1	
	2018	77.0	0.9	0.5	0.8	0.5	0.6	0.4	0.0	0.0	0.0	0.5	0.0	6.5	0.6	11.7	
	2019	77.4	1.1	0.4	0.7	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	7.2	0.9	11.5	
	2020	80.0	0.4	0.2	0.9	0.3	0.7	0.2	0.0	0.0	0.0	0.3	0.0	6.3	0.8	10.0	

	Year	Nonfood production														
		Food production			Food manufacturing & servicing					Agricultural (nonfood) processing				Transport and trade Non-AFS		
		Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products	Manufacture of wood and of products	Manufacture of paper and paper products	Trade	Transport	All others
Mature	2021	74.5	1.3	1.2	1.1	0.5	1.0	0.0	0.0	0.0	0.0	0.3	0.0	6.4	1.2	12.6
	2022	76.4	1.1	0.6	0.5	0.3	1.0	0.0	0.0	0.0	0.0	0.4	0.0	7.5	0.8	11.5
	2023	74.2	1.2	0.7	0.9	0.3	0.6	0.3	0.0	0.3	0.0	0.6	0.0	7.5	1.0	12.4
	2015	50.8	1.5	0.6	1.1	0.4	0.6	0.2	0.0	0.1	0.0	0.5	0.0	11.5	2.0	30.6
	2017	52.7	0.9	0.3	1.2	0.4	0.5	0.1	0.0	0.1	0.0	0.4	0.0	11.9	1.8	29.5
	2018	53.9	1.0	0.5	1.1	0.3	1.0	0.4	0.0	0.3	0.0	0.7	0.0	10.3	1.8	28.9
	2019	50.8	0.8	0.7	1.3	0.4	1.0	0.3	0.0	0.1	0.0	0.8	0.0	12.6	1.9	29.2
	2020	52.6	1.0	0.2	1.2	0.5	0.9	0.5	0.0	0.2	0.0	0.8	0.0	11.3	2.6	28.1
	2021	51.3	1.2	0.7	1.5	0.6	1.2	0.4	0.0	0.1	0.0	1.0	0.0	11.0	2.0	29.0
	2022	49.1	1.2	0.6	1.5	0.7	1.2	0.2	0.0	0.2	0.0	1.1	0.0	12.4	2.6	29.1
2023	49.4	1.1	0.8	1.4	0.5	1.2	0.3	0.0	0.2	0.0	0.8	0.1	10.5	2.3	31.3	

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

Annex Table C.15. Detailed AFS employment in Zimbabwe, by gender and age (%)

	Year	Nonfood production														
		Food production		Food manufacturing & servicing						Agricultural (nonfood) processing				Transport and trade Non-AFS		
		Crop & livestock	Fishing and aquaculture	Forestry and logging	Manufacture of food products	Manufacture of beverages	Food and beverage service activities	Undifferentiated goods for HH own use	Manufacture of tobacco products	Manufacture of textiles	Manufacture of leather and related products	Manufacture of wood and of products	Manufacture of paper and paper products	Trade	Transport	All others
Total	2011	66.0	0.3	0.2	0.8	0.2	0.4	0.0	0.1	0.4	0.0	0.3	0.0	7.0	1.2	22.9
	2019	62.0	0.3	0.4	0.7	0.2	0.5	0.0	0.0	0.3	0.5	0.5	0.0	7.2	1.3	26.2
	2021	53.5	0.2	0.2	1.2	0.1	0.8	0.2	0.1	0.4	0.3	0.5	0.0	10.0	1.3	31.3
	2022	53.2	0.1	0.1	1.1	0.1	0.7	0.3	0.1	0.3	0.3	0.4	0.0	9.8	1.5	32.0
	2023	55.2	0.2	0.1	1.3	0.1	0.7	0.3	0.0	0.4	0.3	0.4	0.0	9.3	1.4	30.2
Female	2024	49.1	0.0	0.3	1.3	0.2	0.8	0.2	0.1	0.4	0.2	0.5	0.0	8.9	1.6	36.2
	2011	72.2	0.1	0.2	0.2	0.1	0.5	0.0	0.0	0.5	0.0	0.0	0.0	8.4	0.1	17.6
	2019	66.7	0.0	0.5	0.5	0.1	0.7	0.0	0.0	0.4	0.7	0.1	0.0	9.3	0.2	20.8
	2021	60.3	0.1	0.2	1.0	0.1	1.2	0.3	0.0	0.5	0.3	0.0	0.0	13.0	0.2	23.0
	2022	60.2	0.0	0.1	0.8	0.1	0.9	0.3	0.0	0.3	0.4	0.1	0.0	12.6	0.2	24.0
Male	2023	62.2	0.1	0.1	0.8	0.1	1.0	0.3	0.0	0.4	0.4	0.1	0.0	11.8	0.2	22.7
	2024	56.0	0.0	0.1	1.0	0.1	1.1	0.3	0.1	0.3	0.3	0.1	0.0	11.7	0.3	28.5
	2011	59.8	0.4	0.3	1.3	0.3	0.3	0.0	0.3	0.4	0.1	0.6	0.0	5.6	2.3	28.3
	2019	57.1	0.7	0.3	0.9	0.2	0.3	0.0	0.0	0.2	0.3	0.8	0.0	5.1	2.3	31.7
	2021	47.0	0.2	0.3	1.4	0.1	0.4	0.1	0.1	0.4	0.2	1.0	0.1	7.2	2.3	39.2
Youth	2022	46.4	0.2	0.1	1.4	0.1	0.5	0.3	0.1	0.2	0.2	0.7	0.0	7.1	2.8	39.7
	2023	48.6	0.3	0.1	1.8	0.1	0.4	0.3	0.1	0.4	0.2	0.7	0.0	6.9	2.6	37.5
	2024	42.8	0.1	0.5	1.6	0.2	0.5	0.2	0.2	0.4	0.2	0.8	0.0	6.4	2.8	43.4
	2011	79.2	0.2	0.2	0.5	0.2	0.2	0.0	0.0	0.1	0.0	0.2	0.0	4.9	0.6	13.7
	2019	74.4	0.2	0.2	0.6	0.0	0.6	0.0	0.0	0.0	0.2	0.3	0.0	5.2	0.9	17.4
Mature	2021	66.9	0.2	0.3	0.9	0.0	0.7	0.2	0.0	0.2	0.2	0.4	0.0	8.3	0.5	21.3
	2022	65.4	0.1	0.0	1.0	0.1	0.9	0.2	0.0	0.1	0.0	0.1	0.0	7.6	0.7	23.7
	2023	67.5	0.1	0.1	0.9	0.0	0.6	0.4	0.0	0.2	0.1	0.3	0.0	7.1	0.8	22.0
	2024	61.5	0.0	0.0	1.1	0.2	0.7	0.5	0.0	0.0	0.1	0.2	0.0	7.6	1.2	26.9
	2011	60.7	0.3	0.2	0.9	0.2	0.5	0.0	0.2	0.6	0.1	0.3	0.0	7.9	1.6	26.6
	2019	58.3	0.4	0.4	0.8	0.2	0.5	0.0	0.0	0.4	0.6	0.5	0.0	7.8	1.3	28.8
	2021	49.6	0.1	0.2	1.3	0.2	0.8	0.2	0.1	0.5	0.3	0.6	0.1	10.5	1.5	34.2
	2022	50.2	0.1	0.1	1.1	0.1	0.7	0.3	0.1	0.3	0.4	0.5	0.0	10.3	1.7	34.0
	2023	52.2	0.2	0.1	1.4	0.1	0.7	0.3	0.1	0.5	0.3	0.4	0.0	9.9	1.6	32.3
	2024	46.3	0.1	0.3	1.4	0.2	0.8	0.2	0.1	0.4	0.3	0.5	0.0	9.2	1.7	38.5

Source: Authors' analyses using ILO (2026), NISR (2026), and NBS (2026) data.

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