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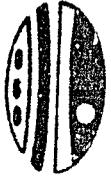
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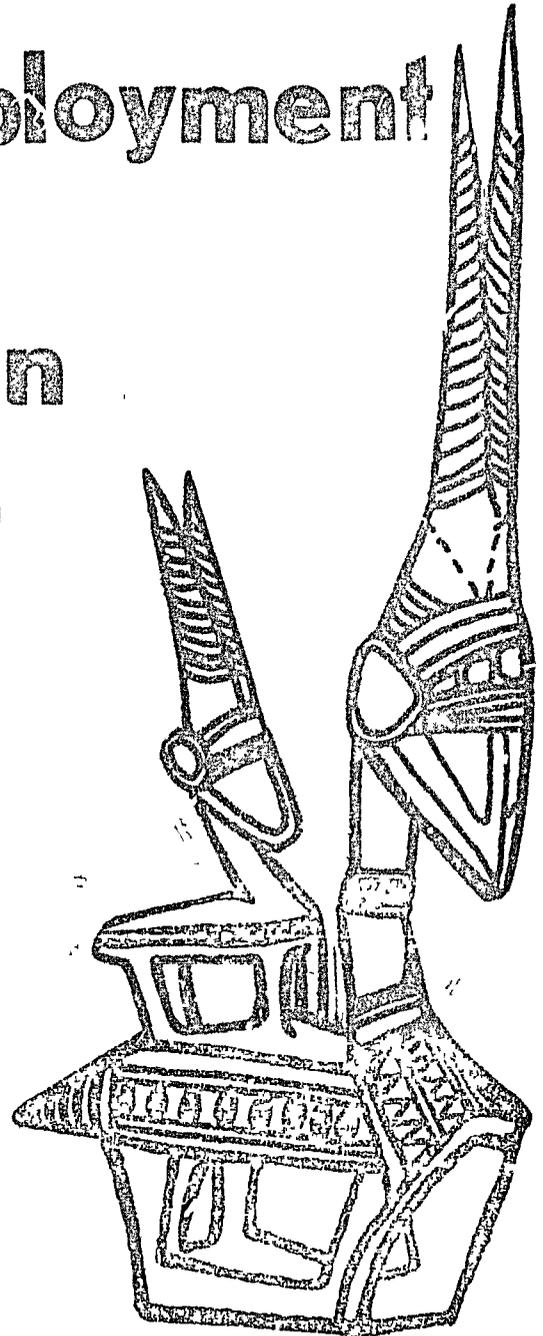
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income & employment generation in africa

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Africon, a special unit within ABC, has been functioning since early 1972 with the principal task of coordinating and compiling economic literature for the Agency for International Development's Bureau for Africa. Income and Employment Generation in Africa was compiled by Anita M. Rhett (Project Researcher); and Research Assistants: Delores M. Mortimer and Gita Rao.

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INTRODUCTION

This bibliography on employment in Africa is the third in a series of six reference tools intended to provide development officials and scholars, both in Africa and in donor countries, with a current and basic overview of available literature on a given theme. The first bibliography is entitled Rural Development in Africa; the second, Educational Development in Africa. Those to follow will encompass regional cooperation and links among neighboring African countries including trade and migration; population programs with an emphasis on social, cultural, and attitudinal factors influencing decisions on family size; and the implementation and administration of development activities in the public and private sectors, including low-cost methods of bringing health, education, and other governmental services to the rural populace.

All compilations consist of resources published between 1969 and 1973; however, selected works of importance published prior to 1969 have been included in order to indicate the nature of the development of research on African employment problems. The Bibliographical heading in the Subject Index contains a number of entries which will provide the user with earlier and selected retrospective references.

The scope of materials selected for inclusion in this guide is international. The format is based on the Center's quarterly journal, Current Bibliography on African Affairs, and other specialized guides issued by this office on an irregular basis. Items of special importance are denoted with an asterisk and are annotated wherever possible. The materials included herein are available on a selective basis at major private and public depositories in the United States and abroad. The Continuing Resource Information section mentions micropublishers whose services may provide the user with many of the references.

Employment in Africa is a subject which has yet to receive the same degree of attention now being directed at other topics, such as regional development. Much of the material included reflects the continuing debate as to which priorities the various African governments should assign to their individual employment situations. Even a microcosmic overview of employment problems, such as is provided in this volume, readily reveals the complex and often paradoxical problems which confront those seeking qualitative development. For

example, unemployment may exist in urban areas while workers are needed in agriculture.

Material has been included on labor movements. However, information on intra-African labor migration can also be found in the volumes on Population Problems and Regional Cooperation and African Integration, numbers 4 and 5 respectively. Entries on vocational training were included in Educational Development in Africa. Finally, some of the literature on urbanization in developing countries appears in this work. But, only where it pertains to labor in urban areas and rural-urban migration. Urbanization as a discrete subject is too vast a topic for this particular bibliography. Those concerned with the subject are advised to consult the following sources:

Urbanization in Developing Countries: An International Bibliography, by Stanley D. Brunn, East Lansing, Michigan, Michigan State University, 1971. 693 pp. Entries since 1955; non-annotated.

Current Bibliography on African Affairs, African Bibliographic Center, published by Baywood Publishing Company, 43 Central Drive, Farmingdale, N.Y. Quarterly. Current and annotated materials.

Monthly Bulletin of African Materials, African Studies Center, Boston University, Boston, Mass. Limited number of in-depth annotations.

The Center gratefully acknowledges the assistance of those persons who received earlier drafts of the bibliography and provided many useful suggestions. These include Professor Carl F. Eicher, Dr. Eugene De Benko, Mr. John R. Eriksson, and Ms. Charlotte B. Cook.

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CONTINUING RESOURCE INFORMATION

These listings of more specialized reference tools and relevant periodicals are intended to provide the user with continuing services for research on employment themes.

SELECTED ABSTRACTING AND INDEXING SERVICES

Employment Relations Abstracts. (Information Coordinators, Inc. 1435-37 Randolph St., Detroit, Michigan, 48226). Guide to current material on labor relations and personnel management.

International Labour Documentation. (International Labour Office, Central Library and Documentation Branch, Geneva, Switzerland). Abstracts, with a cumulative index.

Current Bibliography on African Affairs. (African Bibliographic Center, published by Baywood Publishing Co., 1 Northwest Drive, Farmingdale, New York, 11735). Selective and annotated guide of current information on books, periodicals, articles, and essays from international sources on all aspects of African affairs and studies.

U.N. Current Bibliographical Information. (United Nations Publications, Rm. LX2300, U.N., New York, N.Y., 10017). Acquisitions lists of books, reports, official documents, and periodical literature. Also available from this source is the Monthly List of Books Catalogued in the Library of the United Nations, and the Monthly List of Selected Articles. Titles and text are in French and English.

Employment Relations Abstracts. (African-American Labor Center, 345 East 46th Street, New York, N.Y., 10017). Valuable employment information.

MICROPUBLISHERS

MICROFILMING CORPORATION OF AMERICA. (21 Harristown Road, Glen Rock, New Jersey, 07452). On microfilm: newspapers, periodicals, and selected papers and records.

THE SUBCOMMITTEE ON MICRO-PUBLISHING PROJECTS. (American Library Association, 50 East Huron St., Chicago, Illinois, 60611). Serves as a coordinating body to which publishers who wish to inaugurate micro-publishing projects may turn for advice when they are considering purchasing proposed micro-publishing projects.

SYSTEM DEVELOPMENT CORPORATION. (SDC/ERIC Search Service, Rm. 3113, 2500 Colorado Ave., Santa Monica, California, 90406). SDC has an ERIC Search Service which provides on-line interactive retrieval access to the ERIC report and journal literature. Available to subscribers.

CONTINUING RESOURCE INFORMATION

UNIVERSITY MICROFILMS. (Xerox Education Group, 300 N. Zeeb Rd., Ann Arbor, Michigan, 48106). On-demand publishing by microfilm, microfiche, and xerography of out-of-print books and periodicals, dissertations, documents, and lithographic publishing of facsimile reprints and trade books.

ACADEMIC PAPERS (UNPUBLISHED)

Papers presented at the Annual Meetings of the African Studies Association are available from the Association, 218 Shiffman Center, Brandeis University, Waltham, Mass., 02154.

The U.S. Department of State Foreign Affairs Research Documentation Center acquires and makes available social science research papers prepared for academic and professional meetings. For information: Office of External Research, Rm. 8642, Department of State, Washington, D.C. 20520.

SELECTED PERIODICALS

AFRICAN URBAN NOTES. (Center for African Studies, Michigan State University, East Lansing, Michigan, 48823). An informal and occasional newsletter provided free of charge to scholars and institutes engaged in African urban research.

INTERNATIONAL LABOUR REVIEW. (International Labour Office, Geneva, Switzerland). Most useful source for extensive articles on employment problems in all parts of the world.

MANPOWER AND UNEMPLOYMENT RESEARCH IN AFRICA: A NEWSLETTER. (Center for Developing Areas Studies, McGill University, Montreal, Canada). Articles deal with current research efforts in the field of employment in Africa. Bibliography usually included.

AFRICAN RURAL EMPLOYMENT PAPERS (AERP). (Department of Agricultural Economics, Michigan State University, East Lansing, Michigan, 48823). Papers deal with various aspects of rural employment problems.

A number of useful periodicals are no longer being published as of January, 1972, but back issues are still available and may prove useful. Two of these are:

BULLETIN OF THE INTER-AFRICAN LABOUR INSTITUTE. (Scientific, Technical and Research Commission, Watergate House, York Bldgs., London, W. C. 2, England). A quarterly review of labor problems in Africa.

SELECTED PERIODICALS

Labor Developments Abroad. (U. S. Department of Labor, Washington, D. C.).
Short summary articles of labor issues in all countries of the world.

EMPLOYMENT PROBLEMS IN DEVELOPING COUNTRIES

- BARBER, CLARENCE L. "The Capital - Labor Ratio in Underdeveloped Areas." In: Philippine Economic Journal, (Manila), vol. 8, First Semester, 1969, pp. 85-89. (1)
- BHAGWAT, AVINASH. "Main Features of the Employment Problem in Developing Countries." In: Staff Papers, International Monetary Fund, (Washington), no. 20, March 1973, pp. 78-99. (2)
- BHALLA, A. S. "The Role of Services in Employment Expansion." In: International Labour Review, vol. 101, no. 5, May 1970, pp. 519-540. Studies of optimum choice of service sub-sectors and of the appropriate technology within the selected sub-sectors as they relate to the expansion of employment and output can have important policy implications. (3)
- BOGNAR, JOZSEF. Employment Policies and Growth Strategy in Developing Countries. Paper presented at the 12th World Conference of the Society for International Development, Ottawa, Canada, May 1971. 16 pp. (4)
- CALLAWAY, ARCHIBALD. "The Cambridge Conference on Development: Prospects for Employment Opportunities in the Seventies." In: Manpower and Unemployment Research in Africa: A Newsletter, McGill University, vol. 4, no. 2, November 1971, pp. 3-12. (5)
- CHANDAVARKAR, ANAND G. "More Growth - More Employment? A Challenge for the Less-Developed Countries." In: Finance and Development, (Washington, D.C.), no. 9, June 1972, pp. 29-35. (6)
- CLAGUE, CHRISTOPHER K. "Capital - Labour Substitution in Manufacturing in Underdeveloped Countries." In: Econometrica, vol. 37, no. 3, July 1969, pp. 528-537. Gives estimate of the elasticity of substitution between capital and labour in eleven manufacturing industries. It is generally found to be quite low. (7)
- DIXIT, A. "Growth Patterns in a Dual Economy." In: Oxford Economic Papers, vol. 22, no. 2, 1970, pp. 229-234. The labor-surplus model in a dual economy can not only hold its own against the neoclassical model, but the two often yield similar growth patterns. (8)
- ELKAN, WALTER. "Unemployment in Low Income Countries." In: The Advancement of Science, vol. 27, no. 133, March 1971, pp. 250-254. Focuses on the need to create more employment as one of the most urgent problems in many developing countries. (9)
- EMMERIJ, LOUIS. "Research Priorities of the World Employment Programme." In: International Labour Review, vol. 105, no. 5, May 1972, pp. 411-424.

EMPLOYMENT PROBLEMS IN DEVELOPING COUNTRIES

Identifies research priorities for the ILO Programme, which is designed to provide national planning authorities with policy guidelines that will help them reduce unemployment and underemployment by accelerating the creation of additional productive jobs. (10)

*Fiscal Measures for Employment Promotion. Geneva, International Labour Office, 1972. 342 pp. An outgrowth of an ILO-sponsored meeting in Geneva, 1971, this volume contains articles by 21 experts on ways that fiscal policies in developing countries can promote employment through influencing the product mix and the choice of production techniques. (11)

GRANT, JAMES P. "Marginal Men: The Global Unemployment Crisis." In: Foreign Affairs, vol. 50, no. 1, October 1971, pp. 112-124. (12)

GUGLER, JOSEF. "A Further Note on Unemployment Rates in Developing Countries." In: Manpower and Unemployment Research in Africa; A Newsletter, (Montreal), vol. 4, no. 1, April 1971, pp. 14-16. Proposes that an analysis of urban unemployment take into account both the rural-urban balance of economic opportunities and the migrants' access to jobs. (13)

GUHA, A. "Accumulation, Innovation and Growth Under Conditions of Disguised Unemployment." In: Oxford Economic Papers, vol. 21, no. 3, November 1969, pp. 360-372. Questions past theories of economic growth predicated on unlimited labour supplies. Argues that the economics of occupational choice overturn that model, even in the presence of disguised unemployment, and that technological innovation is a necessary source of sustained growth. (14)

HAQ, MAHBUB ul. "Employment and Income Distribution in the 1970's: A New Perspective." In: Development Digest, vol. 9, no. 4, October 1971, pp. 3-8. Questions prevailing assumptions of development policies. High overall rates of economic growth have proved to be no guarantee that poverty and unemployment are reduced. Proposes adoption of minimum employment and living standards. (15)

-----"Employment in the 1970's: A New Perspective." In: International Development Review, (Washington, D.C.), vol. 13, no. 4, 1971, pp. 9-13. (16)

HARRIS, DONALD J. "Feasible Growth with Specificity of Capital and Surplus Labour." In: Western Economic Journal, (Salt Lake City), vol. 10, no. 1, March 1972, pp. 65-75. Considers the development of consumption, real wages, and employment when there is an initial surplus of labour. Introduces the role of technical progress. (17)

INTERNATIONAL LABOUR CONFERENCE. FIFTY-SIXTH SESSION. Freedom by Dialogue;

EMPLOYMENT PROBLEMS IN DEVELOPING COUNTRIES

- Economic Development by Social Process, the ILO Contribution, Report of the Director-General. Part I. Geneva, ILO, 1971. 54 pp. Discusses inequalities between rural and urban areas, particularly in developing countries, and discusses how the 'Green Revolution' has affected rural employment. (18)
- INTERNATIONAL LABOUR CONFERENCE. FIFTY-THIRD SESSION. The World Employment Programme. Geneva, ILO, 1969. 151 pp., tables. Emphasizes problems of unemployment and underemployment in developing countries. Announces the launching of the World Employment Programme to encourage productive employment throughout the world. (19)
- INTERNATIONAL LABOUR OFFICE. Concepts of Labour Force Underutilization. Geneva, 1971. 88 pp., tables. Report forms part of a research project designed to support the practical activities of the World Employment Programme, launched by the ILO in 1969. It considers how certain basic concepts such as 'employment', 'unemployment', and 'underemployment' can be applied to the problems of the Third world. (20)
- The World Employment Programme. Geneva, ILO, 1971. 86 pp., tables. Reports on progress of the Programme. Latest data on employment problems in developing countries is summarized. Developments in national policies and international trends are reviewed. (21)
- Year Book of Labour Statistics 1971. Geneva, vol. 31. 1971. 799 pp. Presents a summary of principal labour statistics in 180 countries and territories, including the African continent with data divided into ten chapters. (22)
- KUZ'MIN, S.A. "The Developing Countries: Employment and Capital Investment." In: Problems of Economics, (New York), vol. 11, February-March 1969, pp. 1-108. Translated from the Russian. (23)
- LEWIS, J. O'NEILL. "Work or Welfare? Developing Countries and the Technology Dilemma." In: Newstatements, (Ottawa), no. 1, 1971, pp. 44-50. (24)
- *LEWIS, W. ARTHUR. "Summary: The Causes of Unemployment in Less Developed Countries and Some Research Topics." In: International Labour Review, vol. 101, no. 5, May 1970, pp. 547-554. Brief discussion of major approaches to the unemployment problem: macro-economic causes, and inter-sectoral disequilibrium. Areas for inquiry are suggested. (25)

EMPLOYMENT PROBLEMS IN DEVELOPING COUNTRIES

- MERCIER, RENE. Emploi et Formation. Paper presented at the 12th World Conference of the Society for International Development, Ottawa, May 1971. 7 pp. (26)
- MORSE, DAVID A. Employment and Economic Growth: An International Perspective. New York, Columbia University, 1969. 9 pp. (27)
- "Unemployment in Developing Countries." In: Political Science Quarterly, vol. 85, no. 1, March 1970, pp. 1-16. General discussion of employment problems in LDCs, including the problems of contradictory goals. Suggests international and national policy priorities to stimulate employment. (28)
- MOTOYAMA, Y. "Gisoshitsugyo no gainen to sono Keisoko." In: Konan Keizaigaku Ronshu, (Kobe), vol. 10, no. 2, 1969, pp. 30-62. Doubt is expressed concerning the disguised unemployment theory assuming conditions of unlimited labour supply. Underemployment in developing countries is emphasized. (29)
- MOULY, JEAN. "Some Remarks on the Concepts of Employment, Underemployment, and Unemployment." In: International Labour Review, vol. 105, no. 2, February 1972, pp. 155-160. Author feels that employment theories and policies relate almost exclusively to the individual, a simplification which is unacceptable for most developing countries. Employment targets should instead take the form of minimum objectives for family groups rather than for individuals. (30)
- ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. The Challenge of Unemployment to Development and the Role of Training and Research Institutes in Development. Paris, OECD Development Centre, 1971. 337 pp., tables. An international group of experts' papers on the effects of wages, migration, and the extended family on employment and development. The role of research and training institutes is also explored. (31)
- PACK, H. and M.P. TODARO. "Technological Transfer, Labour Absorption and Economic Development." In: Oxford Economic Papers, vol 21, no. 3, November 1969, pp. 395-403. Argues in favor of the creation of domestic capital goods industries in LDCs so that capital-saving and labor-intensive technology could be emphasized. (32)

EMPLOYMENT PROBLEMS IN DEVELOPING COUNTRIES

PAINE, SUZANNE. "Lessons for LDCs from Japan's Experience with Labor Commitment and Subcontracting in the Manufacturing Sector." In: Bulletin of the Oxford University Institute of Economics and Statistics, vol. 33, no. 2, May 1971, pp. 115-133. (33)

PAZOS, FELIPE. Policy Implications of Unemployment. Paper presented at the 12th World Conference of the Society for International Development, Ottawa, May 1971. 8 pp. (34)

PEACOCK, ALAN T. and G.K. SHAW. "Fiscal Measures to Improve Employment in Developing Countries." In: Public Finance, vol. 26, no. 3, 1971, pp. 409-418. Argues that a capital tax will be more effective than a labour subsidy in creating employment. (35)

-----Fiscal Policy and the Employment Problem in Less Developed Countries. Washington, D.C., Organization for Economic Cooperation and Development, Development Center, 1972. 134 pp. Analyzes possibilities for fiscal measures to create employment opportunities in developing countries. Concludes that budgetary measures are not the most important means of achieving direct employment creation. (36)

REYNOLDS, LLOYD G. "Economic Development with Surplus Labor; Some Complications." In: Oxford Economic Papers, vol. 21, no. 1, March 1969, pp. 89-103. A theoretical attempt to improve upon past models of development in a surplus labor situation. (37)

*ROBINSON, R. and P. JOHNSTON, eds. Prospects for Employment Opportunities in the Nineteen Seventies. Papers and Impressions of the Seventh Cambridge Conference on Development Problems, 13 to 24 September 1970 at Jesus College, Cambridge. London, HMSO, 1971. 246 pp. Includes several articles on employment in less-developed countries. (38)

RULLIERE, G. "Le chômage déguisé: myth ou réalité." In: Revue de l'Économie Politique, (Paris), vol. 79, no. 2, 1969, pp. 388-402. Argues that recent macro- and micro-economic analyses have decisively refuted the concept of disguised unemployment. (39)

SABOLO, YVES. La Croissance Sectorielle de l'Emploi. Employment Research Papers, No. 1, Geneva, International Labour Office, 1969. 1 vol. An econometric study with the general aim of analyzing how the distribution of employment by sectors of economic activity is affected by the process of economic growth in developing countries. (40)

-----"Sectoral Employment Growth: The Outlook for 1980." In: International Labour Review, vol. 100, no. 5, November 1969, pp. 445-474. Concentrating on developing nations, the author makes regional projections for 1980 of the capacity of different economic sectors to absorb manpower and, by

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- comparing these results with labor forecasts, arrives at pessimistic conclusions concerning future employment. (41)
- SALISBURY, R. F. "Development Through the Service Industries." In: Manpower and Unemployment Research in Africa: A Newsletter, (Montreal), vol. 4, no. k, April 1971, pp. 57-66. The local-level development of service industries is a relatively untapped potential source of employment and economic growth. (42)
- SINGER, H.W. "Brief Note on Unemployment Rates in Developing Countries." In: Ibid., vol. 3, no. 1, April 1970, pp. 1-3. Makes alarming projections of unemployment rates. (43)
- "Employment Problems in Developing Countries." In: Ibid., vol. 4, no. 1, April 1971, pp. 29-35. Sees expanded trade as having the best potential for solving employment problems. Also discusses needed reforms of wage structures and rural income. (44)
- SKOROV, G. "Employment and Development." In: Problems of Economics, (New York), vol. 13, no. 1, May 1970, pp. 55-75. Translated from the Russian. Gives a Soviet Marxist perspective on the causes and solutions of employment problems in developing countries. (45)
- "The Quest for a Solution to a Difficult Problem." In: Ibid., (New York), vol. 13, no. 3, July 1970, pp. 53-72. Possible solutions to employment problems in the developing economies of the third world are discussed. Translated from the Russian. (46)
- SOLO, ROBERT. "Capital and Labor Intensive Technology in Developing Countries." In: Journal of Economic Issues, (Austin), vol. 3, no. 4, December 1969, pp. 96-103. Argues against the frequent assumption that there can be a considerable trade-off between capital and labor in production techniques in LDCs. (47)
- STEWART, FRANCES and PAUL STREETEN. "Conflicts Between Output and Employment Objectives in Developing Countries." In: Oxford Economic Papers, vol. 23, no. 2, July 1971, pp. 145-168. Concludes that in general the path which maximizes growth in output also maximizes the growth of employment. (48)
- STRASSMAN, W. PAUL. "Construction Productivity and Employment in Developing Countries." In: International Labour Review, vol. 101, no. 5, May 1970, pp. 503-518. In order to predict how far employment can be increased by the expansion of construction, studies of innovations in materials, design, and equipment based on data from a large number of enterprises in many countries would be needed, but a figure of 3 per cent does not seem unreasonable. (49)

TODARO, MICHAEL P. "A Theoretical Note on Labour as an 'Inferior' Factor in Less Developed Economies." In: Journal of Development Studies, (London), vol. 5, no. 4, July 1969, pp. 252-261. Demonstrates how a simple and plausible modification of the model of producer behavior to fit the realities of LDCs can generate a set of theoretical conclusions with respect wage adjustments and employment which are contrary to those typically found in development literature. (50)

TURNHAM, DAVID. The Employment Problem in Less Developed Countries: A Review of Evidence. Paris, Organization for Economic Cooperation and Development, 1971. 154 pp., tables. (51)

UNITED NATIONS ECONOMIC AND SOCIAL COUNCIL. "The Employment Problem." In: Development Digest, vol. 7, no. 4, October 1969, pp. 3-11. New approaches to increase both labor intensity and output in urban and rural activities are suggested. (52)

UPPAL, J.S. "Disguised Unemployment and Forms of Business Organization in an Underdeveloped Economy." In: Economia Internazionale, (Genoa), vol. 23, no. 1, February 1970, pp. 68-73. Brief theoretical article attempting to show how the forms of business organization can result in disguised unemployment even if market imperfections and the deficiency of aggregate demand could be eliminated. (53)

-----"Work Habits and Disguised Unemployment in Underdeveloped Countries - A Theoretical Analysis." In: Oxford Economic Papers, vol. 21, no. 3, November 1969, pp. 387-393. Provides a theoretical explanation for the economic rationale behind work habits in many developing countries. (54)

WILLIAMSON, J.G. "Capital Accumulation, Labor-Saving, and Labor Absorption Once More." In: Quarterly Journal of Economics, vol. 85, no. 1, 1971, pp. 40-65. Discusses the need for research on the problem of labor absorption in Asian, African, and Latin-American developing nations. (55)

WOLFERS, D. "Problems of Population Growth and the Employment of Young People in Developing Countries." In: Overseas Development, no. 17, July 1969, pp. 6-7. (56)

EMPLOYMENT PROBLEMS IN AFRICA

ARRIGHI, GIOVANNI. "International Corporations, Labour Aristocracies, and Economic Development in Tropical Africa." In: Imperialism and Underdevelopment, A Reader edited by Robert I. Rhodes, (New York), Monthly Review Press, 1970, pp. 220-267. (57)

EMPLOYMENT PROBLEMS IN AFRICA

- BERG, ELLIOT J. "Backward-Sloping Labor Supply Functions in Dual Economies - The African Case." In: Quarterly Journal of Economics, vol. 75, August 1961, pp. 468-492. (58)
- BERRY, SARA S. "Economic Development with Surplus Labor; Further Complications Suggested by Contemporary African Experience." In: Oxford Economic Papers, vol. 22, no. 2, July 1970, pp. 215-281. Examination of the extent to which labor-surplus models help to elucidate contemporary problems of un- and underemployment in Africa, and which of their assumptions are inappropriate. (59)
- BYERLEE, DEREK. Research on Migration in Africa: Past, Present and Future. East Lansing, Michigan State University, 1972. 1 vol. (60)
- and CARL K. EICHER. Rural Employment, Migration and Economic Development: Theoretical Issues and Empirical Evidence from Africa. East Lansing, Michigan State University, 1972. 1 vol. (61)
- EICHER, CARL K. "Tackling Africa's Employment Problems." In: Africa Report, vol. 16, no. 1, January 1971, pp. 30-33. Agriculture offers the best prospects for absorbing labor, but present policies must change. (62)
- GUTKIND, P.C.W. "Bibliography on Unemployment." In: Manpower and Unemployment Research in Africa: A Newsletter, (Montreal), vol. 3, no. 2, November 1970, pp. 64-69. (63)
- "Tradition, Migration, Urbanization, Modernity, and Unemployment in Africa: The Roots of Instability." In: Canadian Journal of African Studies, vol. 3, no. 2, Spring 1969, pp. 343-366. Discusses the role of the unemployed in the transition of African countries from tradition to modernity. (64)
- HUNTER, GUY. "Employment Policy in Tropical Africa: The Need for Radical Revision." In: International Labour Review, vol. 105, no. 7, January 1972, pp. 35-38. Argues that the main direction of economic growth and the burden of economic advice have been disastrously inappropriate for the general development of Africa. Economic analysis based on the experience of the industrialized societies has led to unattainable targets. A radical alternative approach is presented. (65)
- INTERNATIONAL LABOUR OFFICE. Africa. Employment Policy: Conference Proceedings. 2 Parts. Geneva, ILO, 1969. 132 pp., 14 pp. (66)
- LEFEBVRE, YVONNE and PIERRE NATUREL. "Formation et emploi dans les pays Africains d'expression française et à Madagascar." In: Tiers-Monde, (Paris), vol. 13, January-March 1972, pp. 103-128. (67)

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MIRACLE, MARVIN P. "On the Significance of Unemployment in Africa." In: Manpower and Unemployment Research in Africa: A Newsletter, (Montreal), vol. 3, no. 1, April 1970, pp. 18-21. Questions usual assumptions about the extent of economic hardship caused by high unemployment rates in Africa. (68)

-----and BRUCE FETTER. "Backward-Sloping Labor-Supply Functions and African Economic Behavior." In: Economic Development and Cultural Change, vol. 18, no. 2, January 1970, pp. 240-251. Argues that if there has been a disappearance of the backward-bending supply of labor in recent years, this does not reflect a change in individual African attitudes toward economic incentives; rather, it may reflect changes in the economic conditions faced by Africans. (69)

MULLER, J. "Labour-Intensive Methods in Low-Cost Road Construction: A Case Study." In: International Labour Review, vol. 101, no. 4, April 1970, pp. 359-376. Studies an unnamed road construction project in Africa. Initially highly mechanized, the project ran into many difficulties and had to resort to more and more labour-intensive methods. (70)

N'DIAYE, JEAN PIERRE. "Négriers modernes; les travailleurs noirs en France." In: Présence Africaine, 1970, p. 127. (71)

"O.C.A.M. colloque sur l'africanisation des entreprises." In: Afrique Contemporaine, May-June 1969, no. 43, pp. 10-11. Discusses the possibilities of getting foreign enterprises to hire more Africans at the managerial level. (72)

Report of the Regional Conference on Education, Vocational Training, and Work Opportunities for Girls and Women in African Countries, Rabat, Morocco, 20-29 May 1971. Organized jointly by the UN Economic Commission for Africa and the German Foundation for Developing Countries with the Participation and Collaboration of the UN Department of Economic and Social Affairs, ILO, UNESCO, WHO, FAO. New York, United Nations, n.d., 29 pp. Experts and representatives of African governments brought together to consider concrete actions and measures, at various levels, which could accelerate the promotion of education, vocational training and work opportunities for girls and women in African countries. (73)

UNITED NATIONS. ECONOMIC COMMISSION FOR AFRICA. SOCIAL DEVELOPMENT SECTION. Youth Employment and National Development in Africa. New York, United Nations, 1969. 54 pp. (74)

WALLACE, TINA. "Young and Unemployed -- Who is and what Does it Mean?" In: East Africa Journal, vol. 9, no. 11, pp. 18-25. Discusses the

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problems of the growing mass of disillusioned, unproductive, and uprooted youths flocking to the cities where they join the ranks of the unemployed. (75)

WEEKS, JOHN F. "Does Employment Matter?" In: Manpower and Unemployment Research in Africa: A Newsletter, (Montreal), vol. 4, no. 1, April 1971, pp. 67-70. Questions the present emphasis on employment as Africa's number one problem. (76)

World of Labour and Development. Geneva, International Labour Office, 1971. 1 vol. Distributed by ILO Regional Office for Africa. Contains a brief report on the May 1971 Kericho meeting on employment policy. Conferees gave high priority to rural development as a means of improving the employment situation. (77)

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BREESE, GERALD W., ed. The City in Newly Developing Countries: Readings on Urbanism and Urbanization. Englewood Cliffs, N.J., Prentice-Hall, 1969. 556 pp. Includes several articles on Africa describing the growth of urban areas, including the employment effects of this growth. (79)

-----Modernization and Urbanization: Existing and Potential Relationships in the Third World. Monticello, Illinois, Council of Planning Librarians, 1969. 49 pp. Bibliography. (80)

FRANK, CHARLES R., JR. "The Problem of Urban Unemployment in Africa." In: Employment and Unemployment Problems of the Near East and South Asia. Edited by R. Ridker and H. Lubell, Delhi, Vikas Publications, 1971. 36 pp. (81)

-----"Urban Unemployment and Economic Growth in Africa." In: Oxford Economic Papers, no. 20, July 1968, pp. 250-274. (82)

GUGLER, JOSEPH. "Unbalanced Urban Sex Ratios: An Exploration." In: African Urban Notes, vol. 7, no. 1, Spring 1971, pp. 15-18. Discusses the effect of employment and wage opportunities in cities on sex-ratios. (83)

HANNA, WILLIAM J. Urban Dynamics in Black Africa, An Interdisciplinary Approach. Chicago, Aldine Atherton, 1971. 390 pp. (84)

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LUX, ANDRÉ. "Chômage urbain et évolution de la nature de l'offre de travail dans les économies africaines." In: Canadian Journal of African Studies, vol. 3, no. 2, Spring 1969, pp. 395-408. Unemployment and under-employment are the consequence of the interpenetration of the subsistence and market sectors. (85)

-----"Unemployment in Modern African Urban Centres, A Rejoinder." In: Manpower and Unemployment Research in Africa: A Newsletter, (Montreal), April 1969, pp. 33-36. (86)

O'BRIEN, RITA CRUISE. "Urban Unemployment in Africa." In: Journal of Modern African Studies, vol. 10, no. 1, May 1972, pp. 109-113. Report on an international conference convened by the Institute of Development Studies, University of Sussex, Brighton, England. (87)

SANTOS, MILTON. "Modernisation, métropolisation et développement." In: Civilisations, vol. 21, nos. 2-3, pp. 243-254. The elaboration of an urban model of development must take account of the existence of two distinct strata in the towns, the upper being generally integrated with the modern circuit, and the lower remaining in the traditional circuit. (88)

SCHWARZ, A. "Solidarité clanique, intégration urbaine et chômage en Afrique noire." In: Canadian Journal of African Studies, vol. 3, no. 2, Spring 1969, pp. 377-384. Discusses structural aspects of the urban unemployment situation in Africa, using data from Kinshasa. (89)

*TODARO, MICHAEL P. "The Urban Employment Problem in Less Developed Countries: An Analysis of Demand and Supply." In: Yale Economic Essays, Fall 1968, pp. 331-402. Attempts to demonstrate that increasing urban job opportunities will not lower urban unemployment rates due to increased migration. (90)

VENNETIER, PIERRE. "Aspects of Urbanization in Black Africa and Madagascar." In: Africa Quarterly, vol. 11, no. 1, April-June 1971, pp. 31-42. Describes the nature and extent of urbanization in Africa, and the resulting employment problems. (91)

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- BERRY, ALBERT and RONALD SOLIGO. "Rural-Urban Migration, Agricultural Output and the Supply Price of Labour in a Labour-Surplus Economy." In: Oxford Economic Papers, vol. 20, no. 2, July 1968, pp. 230-249. (94)
- CONSTABLE, M. Promoting Employment Through Rural Project Selections. University of Nairobi, Paper for the Institute for Development Studies, 1971. 14 pp. (95)
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- *EICHER, CARL K. and others. Employment Generation in African Agriculture. East Lansing, Institute of International Agriculture, Michigan State University, July 1970. 66 pp. Discusses the importance of the agricultural sector in generating employment. Criticizes African governments for failing to encourage small landed farm proprietors, foreign governments for providing technical aid inappropriate for labor-intensive agriculture, and the Pearson Report for implying that African rural problems can be solved by capital alone. (97)
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- FISK, E.K. "Labour Absorption Capacity of Subsistence Agriculture." In: The Economic Record, vol. 47, no. 119, September 1971, pp. 366-378. (99)
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SCHUMACHER, E.F. "Employment Possibilities of Different Types of Technological and Structural Innovations." In: Ibid., edited by R. Robinson and P. Johnston, (London), HMSO, 1971, pp. 134-142. Suggests means for increasing employment in rural areas of developing countries. (102)

YUDELMAN, MONTAGUE; GAVAN BUTLER and RANADEV BANERJI. Technological Change in Agriculture and Employment in Developing Countries, Washington, D.C., Organization for Economic Cooperation and Development, Development Center, 1972. 228 pp. (103)

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ALLEN, V.L. "The Study of African Trade Unionism." In: Journal of Modern African Studies, vol. 7, no. 2, July 1969, pp. 289-307. Reviews major research on the subject, and criticizes past approaches. The author feels that the role of labor unions as social movements for change has not received sufficient emphasis. (105)

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- DAVIES, JOAN. African Trade Unions. Baltimore, Penguin, 1966. 256 pp. Surveys labor policies of Britain, France, and Belgium; industrialization and racial policies in South Africa, and the growth of trade unions in Africa. (110)
- FRIEDLAND, WILLIAM H., "The Contemporary Role of African Trade Unions."
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- HANNA, WILLIAM J., "Labor Union Activity and Dysemployment in Africa: Conceptual Note." In: Manpower and Unemployment Research in Africa: A Newsletter, (Montreal), vol. 4, no. 1, April 1971, pp. 50-56. Suggests several ways in which labor unions could have an impact on unemployment problems. (113)
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- Seminar on National and International Labour Standards (Africa, English-Speaking Countries), Addis Ababa, October 1969 Report. Geneva, ILO, 1970. 10 pp. (115)
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BAIROCH, PAUL. "La structure de la population active du tiers monde, 1900-1970." In: Tiers-Monde, (Paris), vol. 10, April-June 1969, pp. 393-403. Labor force structure in developing countries. (122)

BARTSCH, WILLIAM H. and LOTHAR E. RICHTER. "An Outline of Rural Manpower Assessment and Planning in Developing Countries: Part I." In: International Labour Review, vol. 103, no. 1, January 1971, pp. 65-76. Argues that a systematic assessment of the human resources situation in rural areas should begin with the collection and analysis of benchmark data on labor supply, employment, and migration, as well as the carrying out of special surveys on selected problems of manpower supply and demand. (123)

-----"An Outline of Rural Manpower Assessment and Planning in Developing Countries: Part II." In: Ibid., vol. 103, no. 2, pp. 179-194. Deals with the role of the rural manpower planner in the formulation of the first draft of a development plan, and in the forecasting of rural labor supply and demand to enable appropriate revision of the plan. (124)

-----"An Outline of Rural Manpower Assessment and Planning in Developing Countries: Part III." In: Ibid., vol. 103, no. 3, March 1971, pp. 269-286. Includes two sections: a) the role of the rural manpower planner in the preparation of the revised draft of a development plan, and (b) the evaluation of the actual effects of the plan on rural manpower and of the accuracy of the plan forecasts. (125)

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- HOLLISTER, ROBINSON G. "Manpower Problems and Policies in Sub-Saharan Africa." In: International Labour Review, (Geneva), vol. 99, no. 5, May 1969, pp. 515-532. Defines three major problems related to manpower that will be of central importance in Africa over the next five to ten years: the shortage of skilled manpower, rural-urban drift and unemployment, and malfunctioning of the wage system. Possible solutions are considered. (129)
- INTERNATIONAL LABOUR ORGANIZATION. Special Youth Employment and Training Schemes for Development Purposes. Vol. 2, 55th Session. Geneva, ILO, 1971, 55 pp. (130)
- JOLLY, RICHARD. Planning Education for African Development. Nairobi, East African Publishing House for the Makerere Institute of Social Research, 1969. 168 pp. Relates educational planning to the national economic and employment situation. (131)
- LOKEN, R. de L. Manpower Development in Africa. New York, Praeger, 1969. 152 pp., tables, bibl. The concept of manpower planning in African countries is covered, together with the development of the techniques to implement and control manpower plans. A case study of Ghana is included. (132)
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- MATTHEWS, DANIEL G. Le Tiers Monde: A Select and Preliminary Bibliographic Survey of Manpower in Developing Countries 1960-1964. Washington, D.C., African Bibliographic Center, 1965. 30 pp. Contains a General section, and a Geographic one. The bulk of the material concerns Africa. (134)
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- *MOULY, JEAN. "Essai d'analyse de quelques problèmes techniques de planification de la main-d'oeuvre." In: Revue Tiers-Monde, vol. 9, no. 41, January-March 1970, pp. 47-83. Extensive discussion of some of the technical problems involved in effective planning of manpower. (137)
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- PEDLER, F.J. "Manpower and Management in the Strategy of Industrial Development." In: African Development and Europe. Report of a Seminar of the International Student Movement for the United Nations, Cambridge, 1966, by John Burley and Peter Tregear, (London), Pergamon Press, 1970, pp. 63-80. (139)
- PERLBERG, ARY. and GIL SHAAL. "An Interdisciplinary Approach to Manpower Planning and Development." In: International Labour Review, vol. 99, no. 4, April 1969, pp. 363-380. Describes a model for interdisciplinary research and analyses some of the problems and advantages inherent in the application of this method to manpower planning and development. (140)
- REYNOLDS, LLOYD G. "Relative Earnings and Manpower Allocation in Developing Economies." In: Pakistan Development Review, (Keerachi), vol. 9, Spring 1969, pp. 14-34. (141)
- SINHA, M.P. Manpower Planning: A Research Bibliography. Rev. ed. Minneapolis, University of Minnesota, Industrial Relations Center, 1970. 59 pp. (142)
- *Summaries of Manpower Surveys and Reports for Developing Countries 1958-1968. Washington, D.C., prepared by the U.S. Dept. of Labor for the Office of Labor Affairs, U.S. AID, June 1969. 230 pp. Includes summaries of 226 selected manpower reports and surveys in 64 countries. (143)

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- BOWLES, SAMUEL. "Migration as Investment: Empirical Tests of the Human Investment Approach to Geographical Mobility." In: The Review of Economics and Statistics, vol. 52, 1970, pp. 356-362. (152)
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- "Migratory Labor in Africa - A Bibliographical Note." In: The Journal of Modern African Studies, vol. 1, no. 4, 1963, pp. 521-529. (171)
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TODARO, MICHAEL P. "Income Expectations, Rural-Urban Migration and Employment in Africa." In: International Labour Review, (Geneva), vol. 104, no. 5, November 1971, pp. 387-413. Presents a model to explain Africa's heavy rural-urban migration, which leads to serious urban unemployment. Policies designed to reduce the wide disparities between expected rural and urban incomes and thus reduce the problem are suggested. (177)

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