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Young or adult: who has more chance to find a job in Togo?

Ayira Korem
University of Lome

Abstract

This article aims to make a comparative study of the microeconomic determinants of youth and adult employment in Togo. Two models are used: firstly, a dichotomous model is used to analyze the effects of socio-economic variables on the likelihood of being employed or not. Secondly, a multinomial logit model is used to analyze the effects of each explanatory variable related to the likelihood to find oneself in one of the following four situations: not employed, employed in the public sector, employed in the private sector and self-employed or informal sector. The data are from Togo Basic Indicators of Wellbeing (QUIBB 2015) questionnaire covering 4,531 individuals. In general, it appears that young Togolese have more chances of getting a job than their elders. However, depending on the type of job, adults are more likely to find a job in the public sector while young people are more likely to find a job in the private sector and become self-employed or being in the informal sector.

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Contact: Ayira Korem - korem_son@yahoo.fr.
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1. Introduction

Nowadays, employment is a key issue in political discourse in both developed and developing economies. The microeconomic determinants of employment vary across economies. Cissé's work (2005) suggests that in Senegal, the older the individual, the less likely he is to be unemployed. This finding is consistent with those of Adair et al. (2012) and Camara and Gueye (2013). Authors such as Njikam et al. (2005) and Adair et al. (2012) argue that marital status influences the likelihood of finding a job. The literature suggests that the place of residence may have a significant impact on the chances of getting a job (Bunel et al., 2015; Ouédraogo, 2017). Moreover, being a family head increases the odds of getting a job (Camara and Gueye, 2013). The likelihood of securing employment is greater for individuals with primary or secondary education compared to individuals with no education or those with a higher level of education (Nordman and Pasquier-Doumer, 2012; Brixiova and Kangoye, 2013). The literature shows that the microeconomic determinants of employment vary according to the status of individuals, whether they are young or adults.

This paper seeks to verify the relevance of these microeconomic determinants of employment in Togo. The variable "region" in this paper is an indicator of remoteness from the capital city Lomé and its impact. Togo, like most African countries, is facing problems of unemployment and underemployment. This situation affects both the youth and adults, albeit in varying degrees. According to data from the 2015 Unified Questionnaire on Basic Indicators of Wellbeing (QUIBB), the activity rate in 2015 in Togo was 76.8%, of which 71.7% are fully employed, and 24.9% are underemployed. All fully employed workers represented 55.6% of the working-age population in 2015 compared to 54.9% in 2011. According to QUIBB (2015), unemployment affects 3.4% of the labor force. By places of residence, the unemployment rate is four times higher in urban areas (6.2%) than in rural areas (1.3%). By gender, men are more exposed to the issue than women. As a result, the unemployment rate for working men is 4.0% and 2.7% for working women. These data provide sufficient evidence of the challenges people face in accessing the labor market in Togo. What are the potential factors that may increase the chances of a young or adult Togolese to find a job? Do these factors have an impact on the type of jobs people do? These are the two major questions explored in this article.

This article aims to make a comparative study of the microeconomic determinants of youth and adult employment in Togo. To achieve this goal, two models are used: on the one hand, a dichotomous model to analyze the effects of socio-economic variables on the probability of being employed or not and on the other hand, a multinomial logit model to analyze the effects of each explanatory variable related to the likelihood to find oneself in one of the following four situations: not employed, employed in the public sector, employed in the private sector and self-employed. This article is significant in three ways. First of all, it is a contribution to the existing literature on the issues of the microeconomic determinants of employment in developing economies. Secondly, this article highlights the specificity of Togo by integrating a "region" variable that considers the area of residence to determine whether living in a remote region far from the capital city (Lomé) affects the chances of finding a job in Togo. Finally, understanding the microeconomic determinants of employment will enable policy-makers to identify the required action levers to reduce unemployment, especially among young people, which is a major issue in Togo. In addition to the introduction, this article describes the methodological approach in the second section. The outcomes are presented and discussed in the third section and the conclusion in the last section.

2. Methodological Approaches

Two models are generally used to analyze the microeconomic determinants of employment (the binary logit and the multinomial logit). The main reason for this is the nature of the explained variable which is dichotomous and takes the value 1 if the individual is employed and 0 if otherwise. The first model aims to analyze the determinants of the situation of being or not being employed and the second model analyzes the effects that these explanatory variables have on the type of job done by the individual. This approach was used by Dogrul (2012) in Turkey and Ouedraogo (2017) in Burkina Faso. A comparative analysis is made between young workers (16 to 35 years old according to the ILO) and adults.

2.1. The Binary Logit Model

The first model of analysis is a dichotomous model that aims to investigate the effects of socio-economic variables on the likelihood of being employed or not. It is a Linear Probability Model using the Maximum Likelihood Estimation. As a result, the dichotomous model can be written as follows:

$$p_i = Prob(y_i = 1|x_i) = F(x_i\beta), \forall i = 1, \dots N \quad (\mathbf{1})$$

p_i is the likelihood of the individual i to be employed, y_i the endogenous dichotomous variable being 1 if the individual is employed and 0 if otherwise and F is the distribution function. For parameter estimation, the logit model is used to facilitate the calculation of marginal effects. The econometric model can be expressed as follows:

$$Emp_i = \beta_0 + \beta_1 Demo.Caract\begin{pmatrix} Age_i \\ Age_i^2 \\ Sexe_i \end{pmatrix} + \beta_2 Household.caract\begin{pmatrix} Head_i \\ Couple_i \end{pmatrix} + \beta_3 Residence.Place\begin{pmatrix} Urban_i \\ Region_i \end{pmatrix} + \beta_4 Education.Level\begin{pmatrix} Primary_i \\ Secondary_i \\ Tertiary_i \end{pmatrix} + \varepsilon_i \quad (\mathbf{2})$$

i refers to individuals, Emp the explained variable being 1 if the individual is employed and 0 if otherwise. The vector of explanatory variables is composed of demographic characteristics such as age and sex, household characteristics based on the status of the individual as head of the household or otherwise and whether he or she is married or not as well as the place of residence of the individual, be it in urban or rural area, and the region [1]. In Togo, except Lomé (0), there are five regions: Maritime (i), Plateaux (ii), Centrale (iii), Kara (iv) and Savanes (v). Finally, there are variables related to the level of education (Primary, Secondary and Tertiary) of the individual.

The gender variable which takes the value 1 if the individual is female and 0, if he is male, is an indicator of the existence of gender discrimination in the labour market of Togo. Variables such as age and age squared indicate the influence that an individual's age could have on his or her chances of having a job. The sign of the age squared variable will indicate whether or not there is a threshold effect, i.e. a change in the age effect from a certain number of years. The following variables "heads of household" (being 1 if the individual is head of household and 0 if otherwise) and "couple" (being 1 if the individual is married and 0 if otherwise), area also included to reflect the fact that heads of households or individuals who are married may have more pressure to work to provide for their families. The "urban" variable, being 1 if the

[1] See Appendix for a map of the regions of Togo

individual lives in an urban area and 0 if otherwise, helps to test the assumption that, in Togo, almost all working people living in rural areas are employed since they are mainly into agriculture.

2.2. The Multinomial Logit

The second econometric model of analysis used is a multinomial logit to analyze the impacts of each explanatory variable on the likelihood of being in one of the following four situations: unemployed, public sector employee, private sector employee and self-employed. Unemployment is considered as baseline. The remaining situations are: (a) public sector employee, (b) private sector employee, and (c) self-employed. For each status, the sign of the estimated coefficient indicates how the variable influences the likelihood of being in that status rather than being in a situation of unemployment, given the other independent variables. In this case, the dependent variable is an endogenous categorical variable that indicates whether the individual i is a public sector employee, a private sector employee, a self-employed (including informal) or unemployed. The vector of exogenous variables is the same as that of the dichotomous model, but it measures the influence that these variables could have on the type of employment held by the individual.

The data used in this article are microeconomic data mainly from the database of the Unified Questionnaire on Basic Indicators of Wellbeing of Togo (QUIBB 2015) covering 4,531 individuals. The estimation technique used is the maximum likelihood. This survey was conducted by the National Institute of Statistics and Economic and Demographic Studies (INSEED) of Togo from August 15 to September 05, 2015. This survey was carried out through the financial and technical support of the Togolese Government and development partners such as the World Bank, the European Union, UNDP and UNICEF.

3. Findings and Discussions

For the sake of a better presentation of the findings, only marginal effects are presented and interpreted in this article since the coefficients only provide information on the nature of signs.

3.1. Descriptive Statistics

Descriptive statistics (Table I in the Appendix) show that in Togo men are more employed than women among both young people and adults. Therefore, unemployment affects young people, in general, more severely than adults, since more than half of young people (53.65%) are unemployed, while only almost a third of adults (33.73%) are unemployed. Young women are more affected than their elders. Depending on the place of residence, it appears that employment in urban areas is about half of that in rural areas, though men's employment is more significant than women's employment regardless of the place of residence. Depending on the type of employment, descriptive statistics indicate that young people and adults in Togo are mainly self-employed. Among adults, women are more self-employed than men. Furthermore, in urban areas self-employed people represent 28.68% while the latter represent more than 63% of workers in rural areas.

3.2. Model Sensitivity and Specificity Test

The validity of the logistic regression of the microeconomic determinants of employment is tested using the specificity and sensitivity test and provides an insight into the correct and wrong predictions of the dependent variable. The results of the sensitivity and specificity test suggest that the percentage of wrong prediction is 29.56% and 28.78% respectively for youth employment and adult employment. In other words, over 100 individuals, there will be wrong

prediction for 30 and 29 respectively for youth employment and adult employment on the likelihood of finding an employment. These probabilities are deemed acceptable in a logistic regression. The sensitivity of the model is the ability of the model to identify workers among workers, while the specificity is the ability of the model to identify the unemployed among the unemployed. Thus, sensitivity is the proportion of the actual values of the explained variable "Employment" being 1 if the individual has a job and 0 if otherwise. Sensitivity is the proportion of actual values 1 that are predicted equal to 1 and specificity is the proportion of actual values 0 that are predicted equal to 0. As a result, the magnitude (1-specificity) represents the risk of identifying a worker among unemployed people.

3.3. The Socio-Economic Determinants of Employment in Togo.

The results of the econometric analysis of the dichotomous model are presented in Table II of the Appendix. For the sake of a better interpretation of the results, only marginal effects are presented instead of coefficients that provide information on the effect of exogenous variables on the employment situation of the individual.

Age: age affects positively youth employment in Togo. The chances for a young Togolese to get a job increases every year by 6.07%. This finding is consistent with the definition of young workers as people aged 16 to 35 according to the ILO. Moreover, it takes an average of thirteen years of study to complete secondary education. Furthermore, if we add the school age which is 6 years, the young Togolese gets his baccalaureate (Senior Secondary School Certificate) around the age of 20 on average. Also, private companies require a minimum of work experience from their employees. All these factors explain the positive sign of age over the chances of young people in Togo having access to employment. Regarding adults, the number of years (age) increases the likelihood of having a job by 2.11%. However, the negative sign of the age squared indicates the existence of a threshold effect. In other words, over a certain age, 39 years old, employers in Togo are reluctant to recruit. These findings are consistent with those of Cissé (2005) in Senegal and Ouédraogo (2017) in Burkina Faso. This is certainly related to the similarity of contexts.

Gender: In Togo, young men are 6.05% more likely to have access to a job than their female counterparts. This gender discrimination seems to be pervasive for most countries in Sub-Saharan Africa, as Ouédraogo (2017) underscores, and is consistent with the theory of gender discrimination, which predicts that men are more likely to have access to employment than women in both developed and developing countries. However, this discrimination is not true among adults where gender does not influence the likelihood of finding a job. The various projects instigated by the Togolese government as part of its efforts to support private entrepreneurship (national fund for inclusive finance) and the creation of women-oriented income generating activities (AGRICEF) have certainly had a significant impact on adult women, unlike young people. This finding is consistent with those of Gakou and Kuepié (2008) in Mali and Pasquier-Doumer (2012) in West Africa. This finding can be justified by the low representation of women in decision-making bodies in West African countries.

Household characteristics: In Togo, being the head of the family increases by 24.27% the chances of finding a job for young people and by 20.58% for adults. This finding supports the assumption that the need to provide for the family urges people to seek for employment. The marital status of individuals, as well as their role in the household, generally influence the likelihood of finding a job for both youth and adults. The findings indicate that newlyweds have a 12.23% chance of finding a job, while married adults have only a 9.2% chance of finding a job in Togo. It is widely shared in the literature and consolidates the work of Njikam et al.

(2005) in Cameroon and Camara and Gueye (2013) in Senegal. This similarity of results is justified by the fact that African culture compels the head of the household to provide for the family.

Area of residence: the place of residence has a significant impact on the likelihood of finding a job in Togo. As a matter of fact, young Togolese living in urban areas are less likely to have a job than those living in rural areas. Living in an urban area in Togo reduces by 33.9% and 20.3% the likelihood of finding a job, respectively for young people and adults. This finding is consistent with previous studies that have pointed out that unemployment is mainly an urban phenomenon in Togo (QUIBB surveys, 2006, 2011 and 2015). This can be explained by the fact that in rural areas, all young people work in the agricultural sector because the population is predominantly agricultural. Geographically, the results underscore that individuals residing in Lomé are less likely to be employed than those in the inland areas. Living in the inland areas of Togo increases the chances of getting a job by 5.1% and 2.9%, respectively for young people and adults in the south as compared to the north of Togo. This result is in line with the findings of Ouédraogo (2017) but contradicts those of Adair et al. (2012) in Algeria. This is justified by the fact that people are more engaged in Agriculture in West Africa than people in Northern Africa.

Education: Here, three levels of education are included: primary, secondary and tertiary. The findings suggest that educational attainment influences adversely young people's chances of finding a job. The more highly educated a young person is, the less likely he or she is to get a job. Moving from one level of education to another reduces the likelihood of having a job by 5.9% among young people. This is due to the structure of the Togolese labour market which is mainly characterized by the informal sector, which accounts for more than 70% of jobs but employs workers with a low level of education (primary) or even no education at all. Moreover, young people with a higher education degree generally expect to work in the civil service or in private businesses offering good wages, while the civil service accounts for less than 7% of jobs and private businesses employ less than 15% of the workforce. This result reinforces the findings of Boutin (2010) in Cameroon but refutes those of Nordman and Pasquier-Doumer (2012). On the contrary, the educational level does not influence the likelihood of adults to get a job. It comes out clearly that young Togolese people are more likely to find a job than their elders in all sectors of activity.

From Tables IV and V in the Appendix, it appears that young people and adults are more likely to find a job in 2015 than in 2011 and 2006. This result can be attributed to the effectiveness of public policies to reduce unemployment through the National Volunteer Agency and the promotion of entrepreneurship.

3.4. Determinants of Types of Employments in Togo

Table III in the Appendix describes the determinants according to the type of employment of young people and adults in Togo.

Age: Age increases the likelihood of young people in Togo to find a job in both the public and private sectors rather than not being employed. The chances of the youth in Togo to get a job increases every year by 0.4% and 4.84% respectively in the public and private sectors. It is clear that young people in Togo are 10 times more likely to get a job in the private sector than in the public sector. These findings are further substantiated by descriptive statistics according to which 1.97% of young people work in the public sector compared to 8.86% in the private sector while 35.52% work in the independent or informal sector (QUIBB Survey, 2015). Conversely,

among adults, age only influences the likelihood of being employed in the private sector rather than not being employed. Each year, the chances of an adult to work in the private sector increases by 2.2% compared to 4.84% for a young person. As a result, young people are twice as likely to work in the private sector as adults. This is due to the age threshold impact on the odds of finding a job. Beyond the age of 40, the Togo civil service does not recruit job seekers. This justifies the fact that by 41 years, age affects adversely the chances of adults to be recruited in the civil service. This finding is consistent with Ouédraogo findings (2017) in Burkina Faso. As Camara and Gueye (2013) point out, the chances of finding a job increase with age but at a decreasing rate. The findings also demonstrate that in Togo age does not affect the likelihood of working as self-employed or in the informal sector for both youth and adults. This finding is consistent with the findings of Ouedraogo (2017), who demonstrated that in Burkina Faso age does not influence the chances of young people and adults to be self-employed. Camara and Gueye (2013) arrived at the same conclusion in Senegal. The fact that young people are IT literate justifies their advantage in getting a job, especially in the private sector in Togo, given that some adults make little use of new technologies.

Gender: the findings reveal that gender does not influence the likelihood of being employed in the public or private sector as compared to those not employed among young people and adults. This finding is consistent with that of Ouedraogo (2017) in Burkina Faso. Moreover, gender does not have a significant impact on the likelihood of being self-employed, but being a woman reduces by 6.09% the likelihood of being self-employed. This finding is contrary to those of Adair et al. (2012) in Algeria and Pasquier-Doumer (2012) in West Africa. For the latter, women are much more likely to be in the informal sector than men. This is due to the fact that the independent sector in Togo is predominantly agricultural where jobs are more male-oriented than feminine-oriented. Furthermore, the public and private sectors provide less than 20% of jobs, while self-employment or informal sector alone provides more than 80% of jobs in Togo. This result backs up the economic theory that predicts the existence of gender discrimination in hiring (Petit, 2013; Challe et al., 2015) but only in the informal sector.

Household characteristics: Among young people, the fact of being the head the family increases the likelihood of getting a job by 12.05% and 6.35% respectively in the private sector and self-employment or the informal sector. This finding is inconsistent with the findings of Ouedraogo (2017). It may reflect the fact that young people who are running the household do not have a choice between formal and informal employment. But for adults, being the head of family, influences positively the chances of finding a job in the public and private sectors. Their chances of finding a job in the public and private sectors increase by 4.08% and 9.87% respectively. Among young people, being married increases the chances of working in the public sector by 0.43% or being self-employed by 14.79%, while this decreases the chances of finding a job in the private sector by 2.05%. Conversely, for adults, marriage only increases the chance of finding a job in the private sector by 8.01%.

Area of residence: For both the youth or adults, residing in an urban area does not affect the likelihood of being employed in the public or private sector. But living in an urban area, however, reduces the chances of being self-employed by 31.65% for young people and 18.34% for adults in Togo. This is due to the fact that the majority of self-employment jobs can be found in rural areas and are more in the agricultural and informal sector. It appears that the more a young person moves away from the capital city, the less likely he is to find a job in the private sector. The chances of finding a job in the private sector are reduced by 0.81% but increases the likelihood of being self-employed by 6.17%. The more an adult moves away from Lomé, the more likely he or she is to work in the public sector. The chances of working in the public

sector increase by 1.27% or to be self-employed by 3.3%, while the likelihood of being employed in the private sector is reduced by 2%. It is the case because the private sector is mainly established in the capital city of Togo. These findings are consistent with the theory and findings of Cissé (2005) and Camara and Gueye (2013) in Senegal Boutin (2010) in Cameroon.

Level of education: Education significantly increases the chances of young people and adults to find a job in the civil service by 0.39% and 7.42% respectively and reduces the likelihood of being self-employed by 8.57% and 15.39% respectively among youth and adults. These findings are consistent with the human capital theory and corroborate those of Boutin (2010) in Cameroon. This is due to the fact that in the Togolese civil service, recruitment value the level of education and candidates with more diplomas have a greater chance of being recruited. In a nutshell, the findings suggest that, depending on the type of employment, adults in Togo are more likely to find a job in the civil service, but young people are more likely to find a job in the private sector and be self-employed or in the informal sector. This is due to the fact that public service entrance exams are not regularly organized in Togo but also the requirement of recruiting younger workforce in the private sector where employers demand a high level of productivity.

4. Conclusion

This article aims to make a comparative study of the microeconomic determinants of youth and adult employment in Togo. As a result, two models are used: on the one hand, a dichotomous model to analyze the effects of socio-economic variables on the likelihood of being employed or not and on the other hand a multinomial logit model to analyze the effects of each explanatory variable related to the likelihood to find oneself in one of the following four situations: not employed, employed in the public sector, employed in the private sector and self-employed. Two main lessons can be drawn from the findings. The first lesson is that the youth, in general, are more likely to get a job than adults in Togo. This is due to the fact that more than 30% of the Togolese population is between 15 and 34 years of age. In addition, young people in rural areas are more likely to be employed than their urban counterparts. This is also due to the fact that more than 70% of the Togolese population is predominantly agricultural. The second lesson is that young people are more likely to find jobs in the private sector and be self-employed or in the informal sector, while they are less likely to be employed in the public sector. This finding indicates that the private sector and informal sector require a young labor force, while the public sector employs an ageing workforce since recruitment into the civil service is not a regular practice. As a result, we urge the Togolese public authorities to expedite their efforts to better develop the private sector and modernize the informal sector, especially agriculture, which provides more jobs, especially for the youth in Togo. Governments should also provide better incentives in the entrepreneurship sector to create more jobs in Togo.

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APPENDIX

Table I: Descriptive Statistics

	Young people			Adults			Urban			Rural		
	H	F	T	H	F	T	H	F	T	H	F	T
Employment												
Not employed	50.89	56.32	53.65	27.67	39.29	33.73	49.82	59.93	55.08	23.49	27.94	25.80
Employee	49.2	43.68	46.35	72.33	60.71	66.27	50.18	40.07	44.92	76.51	72.06	74.20
Type of Employment												
Public employee	2.98	1.02	1.97	7.77	1.81	4.66	6.59	1.78	4.09	2.40	0.62	1.48
Private employee	10.7	7.20	8.86	18.98	9.77	14.17	16.38	8.24	12.15	10.64	8.54	9.55
Independent	35.6	35.47	35.52	45.58	49.13	47.43	27.21	30.04	28.68	63.47	62.90	63.17
Not employed	50.8	56.32	53.65	27.67	39.29	33.73	49.82	59.93	55.08	23.49	27.94	25.80

Source: Author based on QUIBB database (2015)

Table II: Results of the Logit Model of the Determinants of Youth and Adult Employment

	Total (Youth+Adults)	Young people	Adults
Demographic Characteristics			
Age	0.04037*** (10.87)	0.06075*** (3.91)	0.02111* (1.75)
Age squared	-0.00047*** (-10.45)	-0.00089*** (-2.80)	-0.00027**(-2.38)
Sex (woman)	-0.03525* (-1.81)	-0.06051*** (-2.65)	0.02013 (0.54)
Household Characteristics			
Head of household	0.22310*** (9.86)	0.24271*** (8.29)	0.20584*** (4.87)
Couple (married)	0.11299*** (5.29)	0.12232*** (4.34)	0.09207** (2.52)
Place of Residence			
Urban	-0.30947*** (-16.43)	-0.33925***(-14.52)	-0.20298***(-7.40)
Region	0.04653*** (8.57)	0.05110*** (7.88)	0.02913*** (3.53)
Level of Education			
Education	-0.04512*** (-2.97)	-0.05974*** (-3.11)	-0.01689 (-0.78)
Constant	-2.1837*** (-7.81)	-2.9231*** (-3.99)	-1.3098 (-0.87)
Pseudo R square	0.1846	0.1827	0.0954
Number of observation	4531	3082	1449

Note: The values in brackets represent the t-statistical values of the estimated parameters.
*. ** and *** represents significance at 10%. 5% and 1%.
Source: Author based on QUIBB database (2015)

Table III: Determinants of Employment Type in Togo

	Public sector employee		Private sector employee		Self-employed employee	
	Young people	Adults	Young people	Adults	Young people	Adults
			Demographic Characteristics			
Age	0.0040***(3.1)	0.0074(1.4)	0.0484***(6.8)	0.0220**(1.98)	0.016(1.13)	-0.0013(-0.1)
Age squared	-0.00006***(-3)	-0.00009*(-1.7)	-0.0008***(-5.7)	-0.0003**(-2.3)	-0.0002(-0.7)	-0.000003(-0.03)
Sex (woman)	-0.001 (-1.3)	0.0064(0.5)	-0.0027(-0.28)	-0.0462(-1.5)	-0.0609**(2.0)	0.0623(1.6)
			Household Characteristics			
Head of household	0.0027(1.4)	0.0408***(4.2)	0.1205***(5.85)	0.0987***(3.5)	0.0635***(-2.8)	0.0611(1.5)
Couple (married)	0.0043*(1.7)	0.0046(0.4)	-0.0205**(-2.11)	0.0801***(3.3)	0.1479***(5.2)	0.0041(0.11)
			Place of Residence			
Urban	0.0007(0.7)	0.0037(0.4)	-0.0181(-1.55)	-0.0374(-1.4)	-0.3165***(-14)	-0.1834***(-5.4)
Region	0.00016(0.8)	0.0127***(4.6)	-0.0081***(-2.9)	-0.020***(-2.8)	0.0617***(10)	0.0330***(3.5)
			Level of Education			
Education	0.0039**(2.0)	0.0742***(7.9)	-0.0066(-0.85)	0.0305(1.6)	-0.0857***(-4.8)	-0.1539***(-6.2)
Constant	-32.04***(-5.1)	-11.811***(-3.3)	-12.47***(-7.4)	-4.39**(-2.1)	-1.687**(-2.2)	0.7075(0.5)
Pseudo R square	0.1983	0.1200	0.1983	0.1200	0.1983	0.1200
Number of observations	3082	1449	3082	1449	3082	1449

Note: The values in brackets represent the statistical values of the estimated parameters.
*. ** and *** represents significance at 10%. 5% and 1%.

Source: Author based on QUIBB database (2015)

Table IV: Results of the Logit Model of the Determinants of Youth and Adult Employment QUIBB (2011)

	Total (Youth+Adults)	Young people	Adults
Demographic Characteristics			
Age	0.00862 *** (3.23)	0.05347*** (3.60)	0.00443 (0.56)
Age squared	-0.00008** (-2.43)	-0.00089*** (-3.18)	-0.0003 (-0.41)
Sex (woman)	0.04643*** (3.11)	0.06126*** (2.94)	0.01324 (0.55)
Household Characteristics			
Head of household	0.06966*** (4.39)	0.07708*** (3.79)	0.04589* (1.67)
Couple (married)	0.07989*** (5.19)	0.07712*** (3.66)	0.04255* (1.64)
Place of Residence			
Urban	0.03877*** (3.13)	0.00547 (0.31)	0.07274*** (4.28)
Region	-0.07808*** (-23.00)	-0.08550*** (-17.35)	-0.06870*** (-15.45)
Level of Education			
Education	0.06459*** (6.11)	0.07032*** (4.56)	0.05355*** (3.83)
Constant	-0.1186 (-0.39)	-2.9409*** (-3.07)	0.5866 (0.42)
Pseudo R square	0.1258	0.1240	0.1197
Number of observation	5 756	3 272	2 484

Source: Author based on QUIBB database (2011)

Table V: Results of the Logit Model of the Determinants of Youth and Adult Employment QUIBB (2006)

	Total (Youth+Adults)	Young people	Adults
Demographic Characteristics			
Age	0.0406*** (22.29)	0.0383*** (4.64)	0.0030 (0.66)
Age squared	-0.0005*** (-22.47)	-0.0004** (-2.10)	-0.0001** (-2.47)
Sex (woman)	0.0053 (0.65)	-0.0003 (-0.03)	0.0247* (1.74)
Household Characteristics			
Head of household	0.1596*** (16.15)	0.1964*** (16.30)	0.0984*** (4.95)
Couple (married)	0.0864*** (8.26)	0.0840*** (5.96)	0.0605*** (3.56)
Place of Residence			
Urban	-0.1393*** (-15.19)	-0.1578*** (-13.45)	-0.0976*** (-7.90)
Region	0.0249*** (9.83)	0.0372*** (11.28)	-0.0025 (-0.75)
Level of Education			
Education	-0.1108*** (-16.79)	-0.1584*** (-17.21)	-0.0229*** (-2.97)
Constant	-2.3114*** (-11.62)	-1,6986*** (-3.47)	2.7198** (2,07)
Pseudo R square	0.2122	0.2009	0.1689
Number of observation	12 830	9 246	3 584

Source: Author based on QUIBB database (2006)

Table VI: Determinants of Employment Type in Togo QUIBB (2011)

	Public sector employee		Private sector employee		Self-employed employee	
	Young people	Adults	Young people	Adults	Young people	Adults
			Demographic Characteristics			
Age	0.0012 (0.3)	0.0208*** (2.76)	0.0591*** (3.69)	-0.0176 (-1.58)	-0.0588*** (-3.8)	-0.0025 (-0.28)
Age squared	0.00001 (0.2)	-0.0002** (-2.59)	-0.0011*** (-3.54)	0.0002 (1.64)	0.0010*** (3.5)	0.00002 (0.17)
Sex (woman)	0.0034 (0.68)	-0.0204 (-1.08)	0.0521** (2.35)	0.0381 (1.23)	-0.0549** (-2.55)	-0.0147 (-0.55)
			Household Characteristics			
Head of household	0.0079 (1.56)	0.0465*** (3.04)	0.0639*** (2.92)	-0.112 (-0.35)	-0.0722*** (-3.4)	-0.0348 (-1.18)
Couple (married)	0.0068* (1.91)	0.0373*** (2.85)	0.0673*** (3.05)	0.0008 (0.03)	-0.0765*** (-3.5)	-0.0235 (-0.86)
			Place of Residence			
Urban	0.0114*** (2.85)	0.0410*** (3.88)	-0.0080 (-0.42)	0.0295 (1.39)	0.0198 (1.08)	-0.0649*** (-3.5)
Region	0.0038*** (4.31)	0.0149*** (5.43)	-0.1017*** (-19.0)	-0.101*** (-16)	0.9904*** (18.9)	0.0848*** (16.38)
			Level of Education			
Education	0.359*** (7.42)	0.1310*** (12.9)	-0.0119 (-0.72)	-0.1262*** (-6)	-0.0218 (-1.34)	-0.0091 (-0.54)
Constant	-10.482*** (-3.1)	-14.488*** (-5.4)	2.331** (2.36)	-2.705* (-1.9)	0.329 (0.12)	-3.022 (-0.66)
Pseudo R square	0.1507	0.1786	0.1507	0.1786	0.1507	0.1786
Number of observations	3 272	2 484	3 272	2 484	3 272	2 484

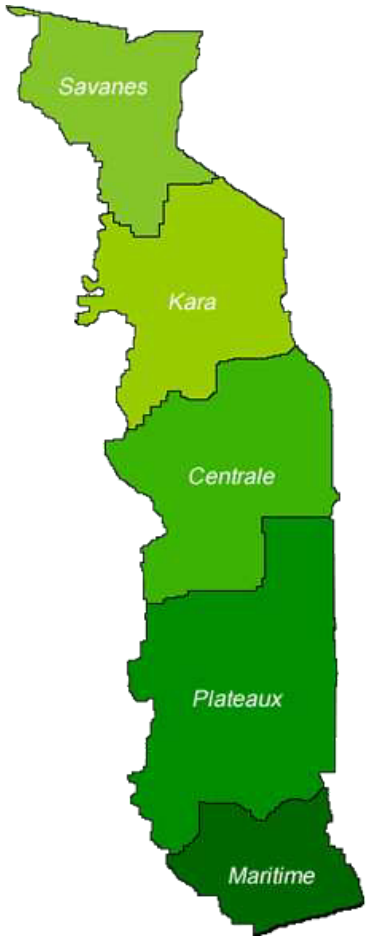
Source: Author based on QUIBB database (2011)

Table VII: Determinants of Employment Type in Togo QUIBB (2006)

	Public sector employee		Private sector employee		Self-employed employee	
	Young people	Adults	Young people	Adults	Young people	Adults
			Demographic Characteristics			
Age	0.0025*** (2.67)	0.0255*** (3.39)	0.0389*** (4.24)	-0.0215*** (-2.6)	0.0066 (1.24)	0.00009 (0.03)
Age squared	-0.00003 (-1.54)	-0.0003*** (-3.4)	-0.0003* (-1.78)	0.00015* (1.8)	-0.0002* (-1.8)	-0.0000007 (-0.27)
Sex (woman)	-0.00057 (-0.42)	-0.0235* (-1.86)	0.0087 (0.71)	0.0571*** (2.80)	-0.0067 (-0.93)	-0.0044 (-0.54)
			Household Characteristics			
Head of household	0.0109*** (3.01)	0.0366*** (3.30)	0.2154*** (14.26)	0.0730*** (3.06)	-0.0347*** (-3.72)	-0.0088 (-0.96)
Couple (married)	0.0028** (2.06)	0.0169 (1.55)	0.1157*** (7.47)	0.0503** (2.28)	-0.0325*** (-3.70)	-0.0038 (-0.42)
			Place of Residence			
Urban	-0.0005 (-0.47)	0.0393*** (3.84)	-0.1095*** (-8.22)	-0.1044*** (-6.1)	-0.0488*** (-6.3)	-0.0417*** (-5.30)
Region	0.0006** (1.99)	0.0096*** (3.58)	0.0431*** (11.42)	-0.0093** (-1.9)	-0.0043* (-1.89)	-0.0039** (-1.99)
			Level of Education			
Education	0.0105*** (5.52)	0.1165*** (13.9)	-0.1545*** (-14.2)	-0.156*** (-11.8)	-0.0266*** (-4.2)	-0.0015 (-0.29)
Constant	-13.437*** (-5.3)	-14.390*** (-4.9)	-0.1737 (-0.24)	-2.339 (-0,99)	2.4895*** (4,91)	-3.6153*** (-2.81)
Pseudo R square	0.1729	0.1644	0.1729	0.1644	0.1729	0.1644
Number of observations	9 246	3 584	9 246	3 584	9 246	3 584

Source : Author based on QUIBB database (2006)

Figure 1: Map of Togo of the five regions of Togo



Source : Author