EMPLOYMENT AND UNEMPLOYMENT IN ANGOLA: IMPLICATIONS WITH INFORMAL SECTOR, POVERTY AND INTERN CONFLICT

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Introduction

Since the independence of Angola twenty five years ago, the political situation is characterised as tragic with consequences. Infrastructures destroyed, bridges broken, roads and agricultural plants and wide areas mined. Many persons killed and mutilated. A crowd of displaced populations, street children. Unlimited number of disappeared persons. An important migrations is registered from rural to urban centres.

The oil sector as lonely prosperous and supplier of incomes for finances is unable for launching sustainable development for others social economic sectors. Weapons and military expenses are high and deal the great budget part, thus the Angolan society is deeply in crisis; added at these above mentioned aspects the corruption spread in all institutional spheres.

The war actions are its effects in rural areas and some urban towns like Bie, Huambo. Luanda the capital of Angola is the most important attractive centre of displaced populations from elsewhere of country. Several intern refugees camps are settled around the capital; The people permanent concentration rise few grave social problems like hospital, accommodation, housing, water, health, food, sanitation and mainly how to find job for all of them?

The most of these populations have not required qualifications and training to apply for urban jobs. The job demand is high to offer and the labour market is inadequate due this aspect of disparity. The public sectors, plethoric hasn't means and structure for absorbing these migrants surplus neither the official sector of economy as well the private or foreign investment initiative. The unemployment rate underlined about female sex; some structural adjustment guidelines suggested to reduce employees although the recommendation influenced by political and conjectural environment.

The labour market mechanism in spite of classical economics rules is influenced by clientelisme and the integration in the official political network relations systems circuit. The economy privatisation likely recommended is not yet able for achievements collectivity satisfaction. The informal sector although impressive by graving increase and dynamic in reply in solving daily problems for individuals needs and punctual failures and lack met. However which can't control officially these activities nor to account and collect the contribution to satisfy and achieve the collectivity welfare and solutions for all members. Thus it should be required to include the activity on the way of formal system in order to avoid this lost of incomes lack for the official finances.

Part I Generalities and main characteristics and indicators

1.1.   Fig 1 Demographic basic data

Population	*1980*	*1985*	*1990*	*1999*
Total (thousands)	7, 019	8,005	9,230	12,357
Female population (% from total)	51	51	51	51
Dependance age ratio	0,9	1,0	1,0	0,9
Population aged 0-14 (% of total)				
Population aged 15-64 (% of total)				
Population aged 65 and more (% of total)	3,0	3,0	2,9	2,9
Natality rate (for 1000)	50	51	51	48
Mortality rate (for 1000)	23	22	20	19
Total fecondity rate (births/women)	6.9	7.1	7.2	6.7
Enfantile mortality rate (for 1000 births)	154	142	130	127
Life expectancy at birth (years)	41	43	45	46

Source; Genderstats, World Bank org Angola 12/07/01

More than 50 percent of Angola's population of 12-13 million people currently live in cities and towns, as a result of a combination of push factors, (war in rural areas, lack of access to means of agricultural production etc.) and pull factors (improved personal security, perceived better access to employment and income etc.) an estimated 3.5 million people live in the capital city Luanda alone, which is more than twice as many as 1990 (Hodges 2001). No other country has such a large proportion of its population in the capital city. Other regional centres have also experienced rapid population growth, including Huambo, Benguela, Malange, Kuito and and Lubango.

Urban areas in Angola are further characterised by a near complete breakdown of public institutions and services, very low levels of formal employment, lack of access to proper dwelling, water, electricity and sewerage, and severe problems of social unrest and violence.

1.1 Angola's irregular economy

Fig. 2 economics indicators

INDICATOR	*1998*	*1999*	*2000*
Gross Domestic Product (USD bn)	4.5	5.0	4.9
Real GDP Growth (%)	3.2	2.7	4.9
Consumer price inflation (%)	107.3	248.2	316.0
Trade balance (USD mn)	1,464	2,683	5,500
Current account balance (USD mn)	-1,005	-727	-100
Foreign exchange reserves (USD mn)	203.5	489.1	401.0
Total external debt (USD bn)	12.3	11.9	11.5
Debt service ratio (%)	36.6	18.2	13.6

Source; EIU (2000)

The Angola economy is a network of three layers; the of-shore US dollar based oil-production and the diamond exploration in UNITA controlled areas, the domestic rural and urban economy comprising a formal sector based upon a combination of official currency rate and the parallel currency rate, and the informal sector totally based upon a parallel currency rate. These layers create an exceptional, unpredictable and volatile economic environment where access to proper network and knowledge is essential for playing at equal footing. The oil sector in general and Sonangol in particular are running their own sub-economy service provided for employees and their families. The large discrepancy between the official and parallel market exchange rates, currently (end-1998) doubling the rates, provides a de facto subsidy of around 100 % to importers gaining access to currency quotas at official rate. Neither of these two sources is open for traditional

public policy design, but through trickle down or not trickling down, have wide and deep implications nor only for current economic transactions, but for the economic structure as such.

The effects of civil war are not only disastrous for human beings directly affected by fighting activities, evacuation and forced migration, but through blocking transport and distribution in substantially larger parts of the country.

Angola has huge oil resources and an even larger potential, and is currently considered to be the most promising oil production area in the sub saharian african part. Production has increased from 690,000 b/d in 1996 to 850,000 b/d in 2000, with an estimated production of 1.5 mn b/d in 2004 (The Economist October 2000). Despite this, the country suffers from a large current account deficit, an equally large public, sector deficit, high inflation rates, and a huge foreign debt. Other sectors in the economy, with the exception of the diamond sector and an emerging Luanda-based construction sector, have been at a virtual standstill for years with few if any signs of improvement.

The past year has been dominated by two interrelated developments. One is the introduction of an economic reform programme, in which the vested interests both of the the Angolan government and of key international actors, including the IMF, seem to be stronger than under previous programmes. A second is the increasing confidence of the government vis à vis the oil sector, as evidenced by their controversial plan to restrict the rate of growth in oil production and their demand for increasing signature bonuses from international oil companies.

Part II Employment and unemployment: the angolan specific context

2.1. Complex realities, concepts and the population referent activities

Labour activities are often the focus of many controversial considerations especially in developing countries. In the origin of theses, statistics measurements require precise criteris then real situations are complexes and inaccurate. Sometimes changes are faster than tools prepared for registration and to record events and phenomenon's's occurred. Theses result also due lack and failure in many countries of serious informations on important populations portions

The remark valid also with the situation in Angola became too tragic by the intern war in the consideration of "ipso facto" case in this context with two political administrations in the same country. The MPLA formal government rule and the UNITA guerilla's controlled areas and respective populations under their control. This angolan specific situation has to be managed and handled with care and links with statistics data without exception of source.

The border between the employment and the unemployment as with inactivity are often difficult to draw; the labour productivity is sometimes weak. The true employment criterion had to be enough income to ensure the individual and his family survives; Surveys realised in developing countries to asses unemployment data sometimes not very representative of reality so much definitions from which they are elaborated could be taken criticeables. It is very difficult to obtain significatives statistics about unemployment and employment. Ties between these concepts, active population, employment and unemployment are logically simple, however in the other opportunity for complex measures series which have previously to clarify.

In this way, according the demography activity, the population activity definition and measure historically comes necessity of productive resource for users, to spot manpower in function of mobilisation degree, current or potential in the economic activity. The population activity definition and measure historically comes from necessity of productive resource for users, to spot manpower in function of mobilisation degree, current or potential in the economic activity. Peoples passes by total population successive circles, like

  -working age, population
  -working age population involved in economic activity and effectively

Thus, it's suitable for consideration, three referents; active population notion (age, work, the economic activity the involvement degree before touching on present institutional active population definition. The active population gathers effectively mobilisable in market activity and those population gathers persons effectively mobilisable in market activity. And those one desirable to be that and available can be considered as immediately mobilisable.

2.2. The B.I.T. meaning employment notion

The B.I.T meaning employment notion is so extensive. This extensive definition is understandable in connection with objective; to measure the active population available touchy to be mobilised in the production. The other objective that is to measure the population effectively occupied leads the B.I.T to complete this first definition gives back necessary to take account the involvement degree in the activity. The underemployment exists, when the person employment is insufficient in comparison to determine criteria or to an other possible employment taking account the interested professional qualification (training or working experience) it, is distinguished visible underemployment visible and invisible underemployment with reflects a bad manpower resources sharing or a fundamental unsteady between manpower and others production factors syntomatic characteristics could be low income, the competencies underutilisation or the weak productivity.

2.3.Whos is the unemployed

What means the unemployment in developing countries and the specific case of Angola? The B.I.T. definition applied in most employment and surveys in the world is restrictive. To be declared employed people don't have worked, at least an hour in the survey reference week, to look actively for a job, and be immediately available to carry out one. The definition is not certain to correspond to developing countries, where the border between unemployment and inactivity and underemployment are blurred as referred previously. By unemployed in principle, people takes account persons which are overpasses a specified age whose reference period were without job, available age to work at looking for a job. According the survey on employment and unemployment in Angola (INE 1992). Unemployed persons, are people inactive age who during the survey period didn't work but were looking for a job. Persons without employment who during survey reference week didn't look for a job because they had an employment guarantee in the undermined future are considered as unemployed.

*Fig. 3 **Inadequation between the Supply and Demand***

	1.Recruitment Centre	2.Demand	3 %	4 Supply	5 %	6 Placement	7 %	8 2/6	9 4/6
1	Cabinda	1559	8	608	6,8	484	6,3	31,4	79,60
2	Soyo	957	5	185	2,1	185	2,4	19,33	100
3	Uige	635	3,2	689	7,7	583	7,6	91,81	91,81
4	Luanda	2783	14,1	1031	7,7	916	12	32,91	88,84
5	K.Norte	790	4	294	3,3	294	3,8	37,21	100
6	K; Sul	263	1,3	122	1,3	122	0,7	19,02	40,98
7	Malange	1065	5,4	1249	13,9	964	12,6	90,51	77,79
8	L; Norte	779	4	561	6,2	543	7,1	69,70	96,79
9	Benguela	489	2,4	350	3,9	222	2,9	45,39	63,42
10	Luena	452	2,3	194	2,2	194	2,5	42,92	100
11	Menongue	738	4	495	5,5	365	4,8	9,53	73,73
12	Huambo	954	5	122	1,3	91	1,2	101,92	74,59
13	Kuito	105	0,5	119	1,3	106	1,4	37,6	86,59
14	Namibe	275	1,4	220	2,4	191	2,5	29,79	74,59
15	Tombwa	158	0,8	126	1,4	126	1,6	37,6	100
16	Lubango	4950	25,2	1700	18,9	1475	19,3	24,9	86,76
17	Saurimo	1625	8,2	620	6,9	611	8	37,6	37,6
18	Caxito	1025	5,2	318	3,5	247	3,2	24,9	77,6
	TOTAL	19601	100	9003	100	7647	100		

Source. MAPESS, Rencontre nationale sur l' Emploi en Angola 1998

*Fig. 3 **Luanda and the national manpower structure***

Employer	Employees number	Employees %	Luanda Contribution
Central government	250.000	5,3 %	15,2 %
Estate firms	376.000	8,0 %	34,0 %
Militaries(MPLA and UNITA)	212.000	4,5 %	-
Formal employment Sector	839.000	17,9 %	7,6 %
Informal employment sector	3.011.000	64,2 %	5,0 %
TOTAL	4.688.000	99,9 %	19, 0 %

Source; World Bank in Enquêtes sur les dépenses et recettes des agregats

2.4.Informal sector work

The informal urban sector is considered everything from the opportunity of the poor to a deal-end way out of unemployment; World Bank documents, such as (World Development Report 1995) highlights that that their own labour is the main asset of the poor. A recent UNDP report on poverty in Africa (UNDP 1998) rather highlights that thr urban poor "tend to be mostly migrants from rural areas, having migrated because they lacked productive employment. More often the than not, then are low-skilled, with, with little or no education. " While these two views may appear inconsistent, they are rather two (very different) perspectives of same issue. As addressed a joint UNDP/world Bank study by Moser Holland (1997: 43-40) a more comprehensive perspective is that " whit labour the poor peoples' greatest asset, a frequent response by poor households to decline income is to mobilise additional labour – principal women's labour but in the poorest households even children.

What we today call the informal sector is often viewed as the residual sector. In a sense this this is a proper definition. A number of well specified economic transactions are well organised for in special sectors, such as public sector, export oriented extracting industry, import substituting production, domestic transport and other protected services and segments of segments of domestic production and services. The informal sectors pick up what is left from or not suitable for the informal sectors. But to understand the nature and the nature and the potential or the informal sector we need to recognise that it comprise a number of quite different segments, all in a continuous development over the years. This includes the following sub-sectors:

-*The traditional informal sector segments* for production of goods and services in rural and urban areas, and the domestic trade of goods between rural and urban areas.
-*Rural traditional production* : traditional rural production of agricultural and others products;
-*Urban traditional production:* the small scale urban production of inputs and consumer goods for domestic rural and urban use;
-*Rural traditional trade*: traditional trade small scale rural-urban and urban-rural trading of inputs for and produce of rural production; and
-*Urban traditional trade:* traditional small scale urban –rural and urban-urban trading of inputs for production and consumer goods for domestic rural and urban use;

-*Trading in imported goods*
--*Illegal activities*
 -*Non regulated export*
 -*Other criminal activities*

2.5.Informal sector employment

Households with at least one member working in the informal sector among various dependency ratio groups.* %

Fig. 4 Informal sector employment

	No member	At least one	Total	Number
< = 0.5	29	71	100	1203
0.5<&<=1.0	27	73	100	1164
0.5<&<=2.0	30	70	100	1153
<2.0	26	74	100	367
Total	28	72	100	1887

*dependency ratio = dependents (0-14,61& above) / economic active (15-60)
Source; Poverty alleviation policy in Angola, pursuing abd efficiency UNDP 2000 Luanda

Fig 3.5 shows the probability of being employed in the informal sector and presents a third pattern. We should stress that quite few are *employed* in the informal sector. Self-employed people either being independent or organised by sub-contracting work dominate the informal sector. However there is some room larger informal establishments with employees as well. Here the share varies in an opposite U –form with education. There are very few employees among those without education, some more among those with some education and then the share decreases, probably because better educated persons tens to go for either the formal sector or create their own business.

Experience is the keyword for employment in informal sector. Except for every small group all other groups are split according to experience, and longer experience systematically gives a higher share employed in the informal sector. The share varies from 0 % among the better educated with low or no experience to 3-4 % among those with little (none) or very long education and long experience and up to 17 % % people with some but low education and long experience.

Opportunities do not vary that much, but for certain groups the probability is significantly higher in Luanda and partly also in Benguela.

2.6. *Considerations on the Angolan specificity and informal sector*

By the way it's not certain that concepts above presented on employment and unemployment such as enounced could be in fact able to be applied in the case of Angola with crise caused by the war and its consequences, Luanda the capital where a crowd of displaced and migrants move daily. At the first start, the population economically employed in particular in the administration the most part of them constituted by administrative executive and some executive technicians or unit heads are unable to sustain the cost of live. Only with the monthly wage. Due the inflation and the weak of spending capacity they are obliged to look for others means to maintain their usual standard of life. These alternative activities aren't always honest nor legal. Even the informal sector to whose dynamism in recognised, the real situation on field, don't permit the government to control these activities and to realise income to solve collectivities needs.

The dirigist economy practised from 1975-19990 led to excessive numbers of workers (unknown exactly). They receive with many months delay salaries devaluated, which haven't no power of buy. They have to look for others means to survive, legal and illegal activities. Finally the majority of populations practices the parallel economy.

The urban informal activity existence in Angola has origin from the period before the independence. The dimension and the evolution taken by this sector last year is the consequence of effects and factors provocated taking consideration of situations explained previously characterised by social economic crisis affecting the country with its consequences; The informal sector dynamic is an answer element to different disparities in the general domestic product management and the

bad dealing of national incomes and the, inequalities in opportunities access. According the Employment and Unemployment survey this sector corresponds to 28,7 % of total economically active population employed in Luanda, while others supplement surveys in particular survey on households and residence families in Luanda (IPVDC) notes 64,2 % at national level and 35 % in Luanda referring from World Bank source. On the other hand the survey on Luanda's families incomes incomes, expenses and life conditions (IDRALF) underlines that 30 % of informal trade had been created last years and preference in retailed commerce corresponds to 87 %. The average existence was 3,8 years and 30 % of informal commerce between 1993-1995 and 40 % are more 50 %. The oldest activities are concentrated in textiles and dressmaking, furniture's and industrial repairing civil building; the most recent were in trading, transports, fisheries, drugstores and services.

The urban informal sector's characterised by subsistence activities predominance related mainly also the family circle even wideness to close relatives and neighbours. In most case the person don't offer his work on the market where an employee contracts him but the individual creates himself his employment

Among factors that can explain this segmentation, there are following reasons

-Less attraction in term of insertion in these sectors (dressmaking and textiles in which the importation is more competitive

-High opportunities costs included in relation with the trade as lucrative activity.

About the abandonment motives of formal sector, they are caused mainly due law salaries in connection with the inflation and the cost of life. The main activity in focus is the detail informal trade in disadvantage to others activities like agriculture, breeding and fishing. The distribution by sex presents also a segmentation in manpower because, majority of women head households is integrated in the trade with 83 %. There is a noticeable absence of women in others economics activities like transports, civil building. Furthers reasons could be low initial capital and the access to credit.

2.7. Informal sector employment

Households with at least one member working in the informal sector among various dependency ratio groups.* %

Fig 5 Informal sector employment

	No member	*At least one*	*Total*	*Number*
< = 0.5	29	71	100	1203
0.5<&<=1.0	27	73	100	1164
0.5<&<=2.0	30	70	100	1153
<2.0	26	74	100	367
Total	28	72	100	1887

*dependency ratio = dependents (0-14,61& above) / economic active (15-60)

Source; Poverty alleviation policy in Angola, pursuing equity and efficiency PNUD Luanda

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2.8. Informal professionals

Fig. 6 Informal professionals

	No member	*At least one*	*Total*	*Number*
1-2	44	56	100	282
3	33	67	100	351
4	28	72	100	466
5	30	70	100	523
6	29	71	100	494
7	28	72	100	461
8	20	80	100	429
9	27	73	100	556
10 +	22	78	100	325
Total	28	72	100	3887

Source; Poverty alleviation policy in Angola, pursuing equity and efficiency PNUD Luanda ANGOLA 2000

Households with at least one member working in the informal sector among various dependency ratio groups *

Fig gives the figures for the informal professional sub-segments and displays a fourth pattern. It is likely to display the start of a new development trend where professionals fresh from school and university start their own business rather than going for the formal sector. This sub-segment is hardly found in Cabinda. In the other provinces young professionals or older professionals with low education dominate it. (it should be added that professional work here includes both professions requiring long formal education and informal professions where apprenticeship might replace the formal education) So far, or at least in 1995 it was a small sub-segment, but it shows that young professionals are ready to and able to start their own business and this is a segment with a clear potential for growth.

2.9 Poverty, concept and measurement

Poverty is a multidimensional concept. It was originally used for describe a lack of resources, being monetary, material or even immaterial resources. Today it is not only used to describe a lack of resources, but even a slow development process and poor results of the process as well. For policy planning it is however important to focus on resources, the process and the final result step by step. In the Angola case some reports evidences on this concept according the poverty defined as the lack of income measured by total consumption in cash and kind.

As discussed in "Perfil da Pobreza em Angola (GMCVP 1966) there are two main traditions in fixing a poverty line, an absolute and relative approach. An absolute poverty lines will always find its reference out side the poverty measure itself. Absolute poverty lines are a century old tradition referring to the economic means needed to avoid relative deprivation. There are two traditions for relative poverty lines, an applied and theoretical. The applied tradition use the distribution of income or total consumption as a reference and calculate a poverty line referring to a certain fraction of the mean or a certain percentile. The most common ones are half the mean or the 30 th percentile; empirically these usually turn out quit equal. A more theoretical approach is to

define poverty as the level where food consumption reaches a given fraction of the total consumption. The main advantage with latter is the ability to allow for comparisons across different household types. The problem with different household types is however usually approached by applying adult equivalents. Over time and cross section comparisons are handled by price indices or price level indices respectively. The main approach, which is used for the urban areas, is to define the poverty line according to the average total consumption in urban Angola

In Angola, Luanda is rather better off than other cities, but you find a pattern of severity piling up in the big city. In Luanda the poverty severity is higher than you would expect, while rather as expected or even somewhat lower in the other provinces. The end cases, the capital, Luanda, and the most rural province, Moxico have the cities with lowest share of moderate poor people, the lowest share of extreme poor people even the lowest poverty gap and the poverty severity. In the other hand, Cabinda is worst off along all these measures.

2.10. Poverty and despair in the midst of plenty

Fig 9 *Basic social indicators*

INDICATOR	VALUE
GDP per capita (USD)	438
Life expectancy at birth (years)	42
Infant mortality rate (per 1,000 live births)	170
Child mortality rate (per 1,000 live births)	192
Children 1 year vaccinated (%)	17
Infants with low birth weight, < 2,5 (%)	18
Children under 5 with malnutrition (stunted, %)	53
Population with access to safe water (%)	31
Population with access to adequate sanitation (%)	40
Not enrolment in basic education (%)	29
Pupils reaching fifth grade (%)	30
Adult literacy rate (men/women) (%)	30/50
HDI ranking (out of 174 countries)	160

Sources: (Hodges 2001)

As indicated in fig 9. Angola is a country characterised by extreme poverty and despair, despite a large economic potential. As opposed to practically all countries in sub-saharian African, moreover most indicators have shown a negative trend in the past years. This is perhaps best illustrated by the persistent drop in Angola's Human Development Index ranking in recent years, despite increasing income from oil and diamonds. In 2000, Angola ranked 160 out of 174 countries in terms of human development. Perhaps the most dramatic expression of the severe socio-economic situation is the child mortality rate, which implies that 292 out of 1000 children die before they are five years old, and the low rate of enrolment in primary education, which implies a problematic future for the large majority of those surviving their first five years. UNICEF has recently declared Angola together with Sierra Leone, as the worst country in the world for children to grow up in (UNICEF 2000).

The extreme poverty in a rich country like Angola has long-term and complex causes. 450 years of colonial rule under the Portuguese effectively segregated the country in terms of race, class and regional idiosyncrasies. A centralised political system after independence in 1975 led to improved social conditions in terms of education and health, but without creating the necessary economic base for development; And the liberalisation of the Angolan economy since early 1990 has increasingly detached a small economic elite from the large majority of the Angolan population.

Throughout Angolan history has had a negative impact on social processes and conditions. Several hundred thousand people have died as direct result of the war only since 1992, and any development effort have been hampered by the problematic security situation in the country. At he start of 2001 there were 3.8 million internally displaced persons, representing close 30 percent of the population. 457,000 of these are fled their homes during the year 2000. Although the war cannot explain the desperate situation in which large majority of Angolans find themselves, it has had a tremendous impact on Angolan society.

The situation of extreme poverty and despair is currently maintained by a complex set of factors ranging from political mismanagement and corruption via inherent problems in economies depending heavily on natural resources to the low level of education in the country at large as well as in the public sector.

CONCLUSION

The intern war in Angola has brought urban-rural discrepancies in human-development. Urbanisation in Angola represents a special case in that it has been extremely rapid and has taken place under special circumstances. First of all it has implied profound changes in class and ethnic relations. People from the main ethnic groups, who traditionally have lived in different regions, now live next door to each other. And the poor majority daily witness the affluence of the economic elite in their lavish cars and houses frequenting expensive shops and restaurants. Although studies of urban change are scarce, there are indications that this situation has created serious socila and political tension in many urban areas. There are also indications that the process of urbanisation of social group and networks such as the household, the extended family, neighbourhoods and local associations. Due a crowd of displaced populations moving from rural to urban areas mostly non qualified, the employment market is unequally composed by manpower non corresponding with technical requirements needs and high level of demand in connection with supply. Thus the unemployment is very important; for the large majority of urban Angolans, the informal economy is the dominant source of employment and income as well goods and services. Even though the informal economy in Angola has rightly been portrayed as a vibrant sector giving hope for future economic development, it is saturated and yields very limited returns for the large majority of these participants.

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<u>Education:</u>
2000-2001 postgraduate diploma DEA in demography IDUP Paris I Panthéon Sorbonne France
1984-1986 post-graduate diploma DES in development studies IUED Geneva CH
1970-1976 Degree in Sociology UNAZA ,Lubumbashi Democratic Republic of Congo
1998 Training on Angola social politics World Bank Washington U.S.A
2000 Training in Financial Consulting Banco de Espirito Santo Paris France
1995 Training in Marketing and TOIC Bell School Institute London United Kingdom
1989 postgraduate training in macroeconomy U.A.N Luanda, Angola
1986 Training in vocational training and teaching in agriculture Fribourg. CH
1985 Training in personnel management FINA Oil Luanda Angola

<u>Professional Experience:</u>
1976-1984 High technician sociologist agricultural ministry
1986-1987 Unit Head financial supervisor Cabinda gulf oil Chevron
1989-1993 Personnel administration manager GAMEK Project Capanda
1993   Senior sociologist lecturer ISCED U.A.N. Luanda Angola

<u>Societies:</u>
Member of Angolan association of anthropologist and sociologists AASA
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Member of Portuguese Association of Sociology APS
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<u>Language Proficiency</u>: French, English, Portuguese, Italian, Spanish, Kikongo (urban and rural), Lingala, Kiswahili, Kimbundu and Umbundu (learning)

<u>Computer Skills</u>: Word, Excel, Access,