

UGANDA BUREAU OF STATISTICS



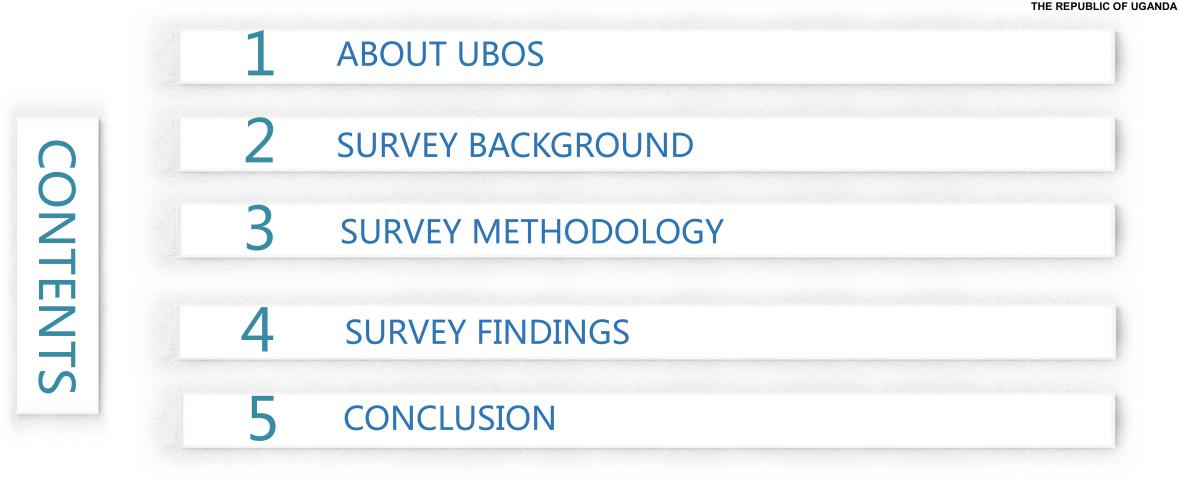
# National Labour Force Survey (NLFS) 2021 Key Findings

### Presented by: Director Population and Social Statistics

Dissemination Workshop Held at Serena Hotel, Kampala District 16th November 2022







SURVEY LIMITATION







Vision: A World Class National Statistical Office

**Culture:** Evidence Based

**Mandate:** Produce Official Statistics and Coordinate the National Statistical System (UBOS Act 1998)





- The primary objective of Uganda' s economic policy is to improve the welfare and the quality of life of the population of the country.
- Enshrined in NDP III, SDG 2030 agenda, National Standard Indicator framework, National Employment Policy 2011 etc.

To realize the objectives of the NDP III, there is need to have updated statistics on the labour market to support detailed analysis of the relationships between employment, income and other socio-economic variables.





- The Bureau conducts Labour Force Surveys to generate quality and official Labour market indicators
  - First stand-alone National Labour Force Surveys (NLFSs) in 2011/12
  - 2011/12 and 2016/17
  - NLFS 2021 is 3<sup>rd</sup> in a series
- The NLFS 2021 adopted the latest International standards on labour statistics, including;
  - Resolutions of the 20th International Conference of Labour Statisticians (ICLS) of October 2018 concerning statistics on work relationships, child labour and the methodology of SDG indicators on labour rights and youth employment.





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**The main objective -** To provide current information for use in the generation of Labour Market indicators to facilitate policy formulation and decision-making across all age groups.

### **Specific objectives:**

- i. Provide information on the labour force status of the population
- ii. Measure labour underutilization, formal and informal employment
- iii. Generate and build a trend on labour market indicators over time
- iv. Provide labour force statistics disaggregated at national and sub-national levels.





## A nationally representative survey

• Covered all 146 districts including cities as of July 2020

# Adopted a multiple-stage cluster sampling design.

- Sampling frame: 2014 National Population and Housing Census.
- Country grouped into 15 statistical sub-regions
- \$1,100 Enumeration Areas (EAs) were selected
- 10 households were selected within each sampled EA. After Listing exercise



# Sample distribution for the 2021 NLFS

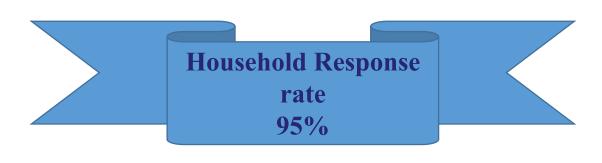








- 1. High stakeholder engagement (Technical Working Group)
- 2. Questionnaire design Paper and Computer Assisted Personal Interviews (CAPI)
- 3. Pre-test 4 regions
- 4. Training of field staff 96
- 5. Data collection June to December 2021
- **6. Data Processing and Management** analysis, quality tests (ILO and validation (TWG)
- 7. Dissemination of findings







- 1) Upload of NLFS 2021 report and dataset on UBOS website
- 2) Sub-regional dissemination
- 3) Drafting of Popular versions
- 4) Development of modular reports on;
  - 1) Gender and Labour market
  - 2) Youth Unemployment
  - *3) Child Labour*
  - 4) Unpaid Work
  - 5) Sub-regional Labour Market profiles
  - 6) Policy briefs

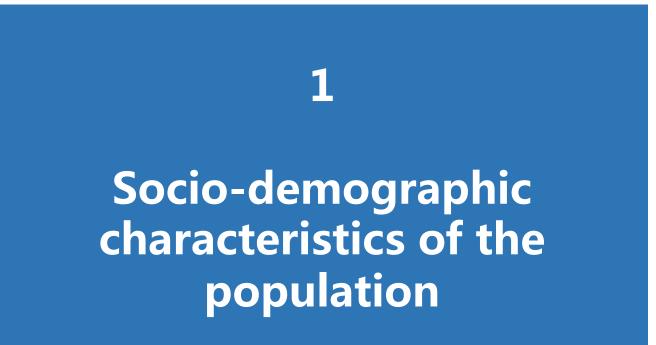




- 1. Socio-demographic characteristics of the population
- 2. Working Age Population (14-64years)
- 3. Working Population
- 4. Population in employment
- 5. Unpaid work
- 6. Labour underutilization and inadequate employment
- Population in and outside the Labour Force
- 8. Labour Force characteristics among Youth
- 9. Children's Activities



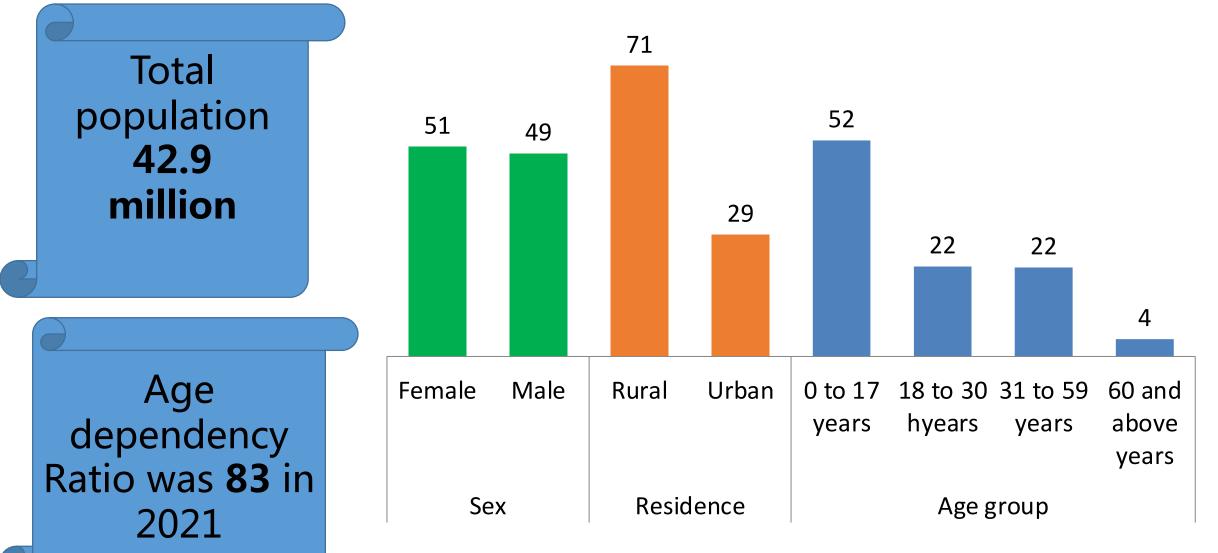






### **Population distribution**, %







### Household size and headship, %



	DA					
	Background Age group of Household members				Average	
	Characteristic	0-17	18-30	31-59	60+	Household size
<b>9</b> million households	Sex of household heads					
	Male	2.6	1.1	1.1	0.2	5.0
	Female	2.3	0.9	0.8	0.3	4.3
	Residence					
<b>7 in 10</b> of the household heads were men	Rural	2.8	1.0	1.1	0.2	5.1
	Urban	2.1	1.1	1.0	0.2	4.4
	Age of household head					
	10-17	1.6	0.0	0.2	0.0	1.8
	18-30	1.5	1.7	0.1	0.0	3.3
	31-59	3.1	0.8	1.6	0.0	5.5
	60+	2.2	0.9	0.6	1.2	4.9
	National	2.5	1.1	1.0	0.2	4.9



#### Use of Information and Communication Technology (ICT), persons 10yrs and above

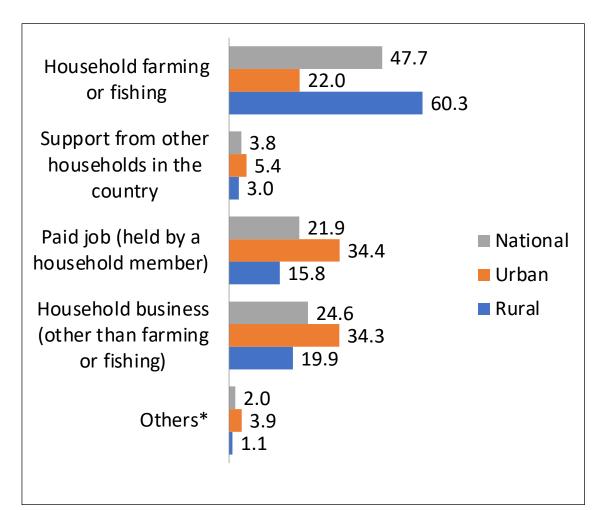


Never used internet 87.9 Internet usage **Purpose for** weekly 3.5 internet use; daily 7.3 Social networking – Does not use mobile phone 39.3 96% Mobile phone Use shared phone usage 2.3 Information – 68% Use someone else's mobile phone 9.1 Entertainment – 48% 49.4 Use own mobile phone Others\* 4.3 Business – 17% Main source of information Friends/ relatives 15.8 Academic work – 28% ΤV 18.4 Online jobs – **10%** Radio 61.5 40 60 80 100 0 20

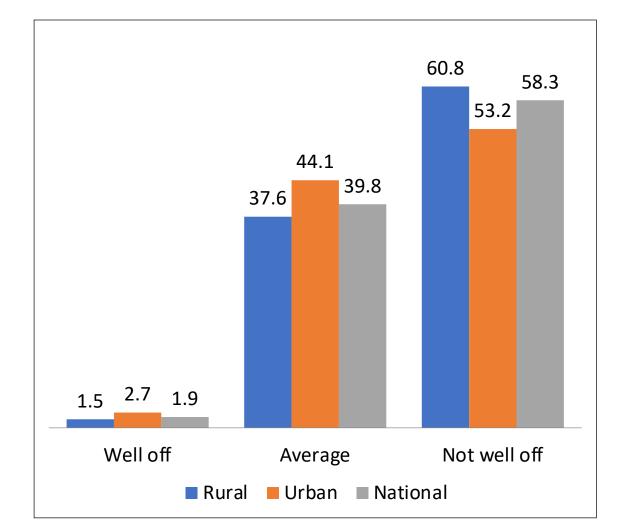




# Households' main source of income, %



# Households' perceived financial situation, %













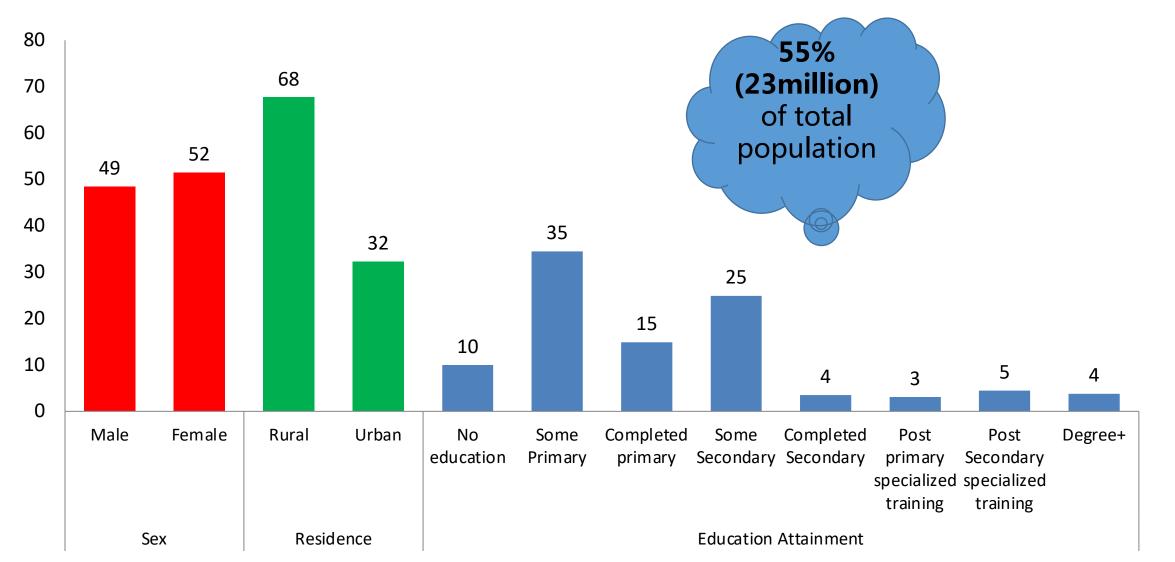
# Uganda: 14-64 Years

• International: Persons **15 years and above** but varying according to country practices and national laws.



## **Distribution of Working Age Population, %**

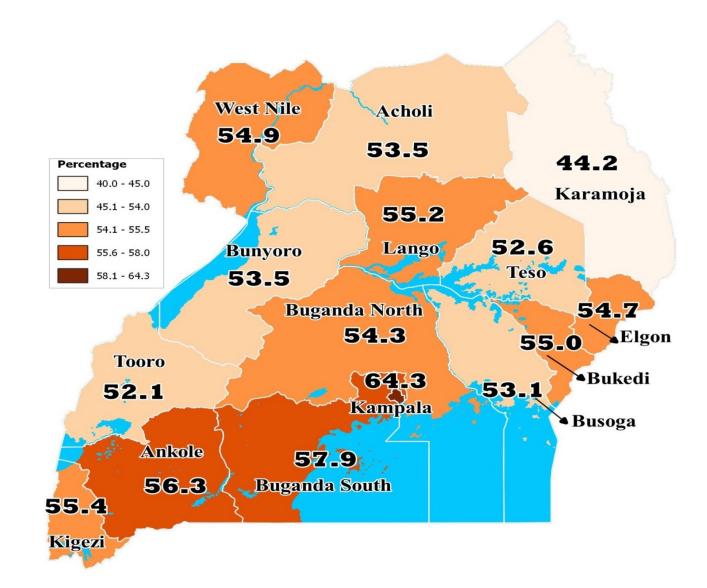






### **Distribution of WAP by sub-region**, %

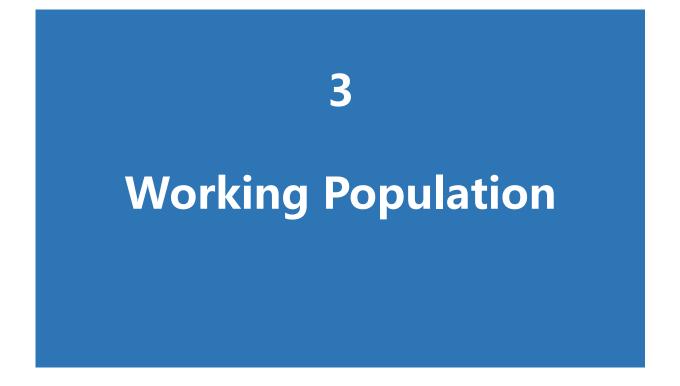




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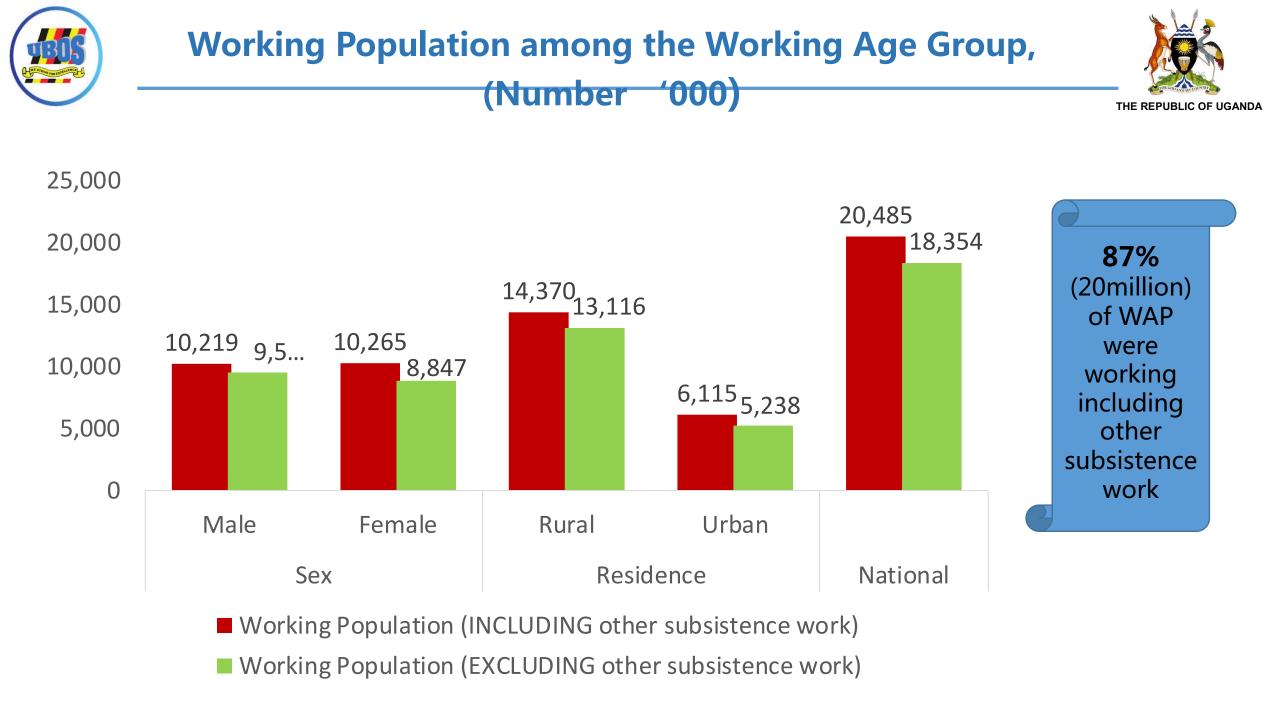




 Work comprises any activity performed by persons of any sex and age to produce goods and to provide services for use by others or for own use.

## • Excluded are:

- activities that do not involve production of goods or services (e.g., begging and stealing)
- self-care (personal; grooming and hygiene) and
- activities that cannot be performed by another person on behalf of someone else e.g., sleeping, own recreation and learning).







Forms of work distinguished on the basis of the intended destination of the production

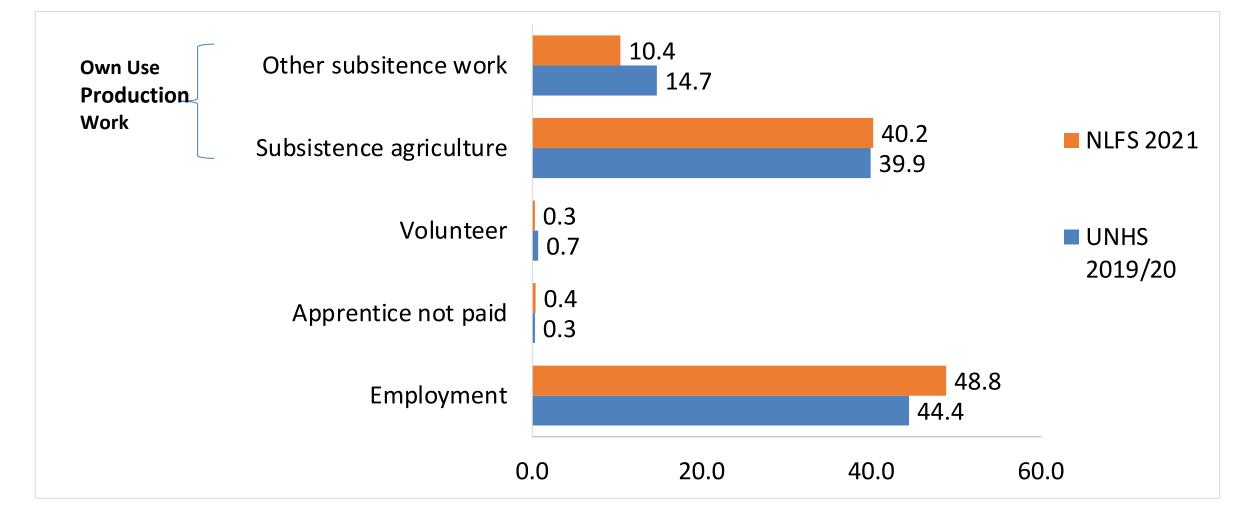
- 1. Own-use production work production for own final use.
- 2. Employment work for pay or profit
- 3. Unpaid trainee work
- 4. Volunteer work non-compulsory work performed for others without pay
- 5. Other work activities not defined above like community service.



## Forms of work among the Working Population, %



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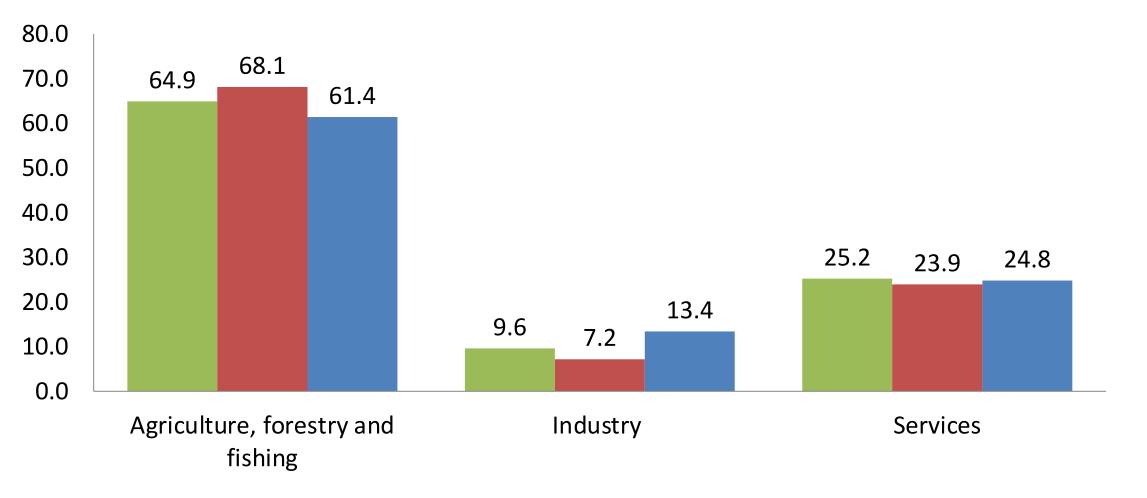




### **Sector of the working population**, %



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NLFS 2016/17 UNHS 2019/20 NLFS 2021

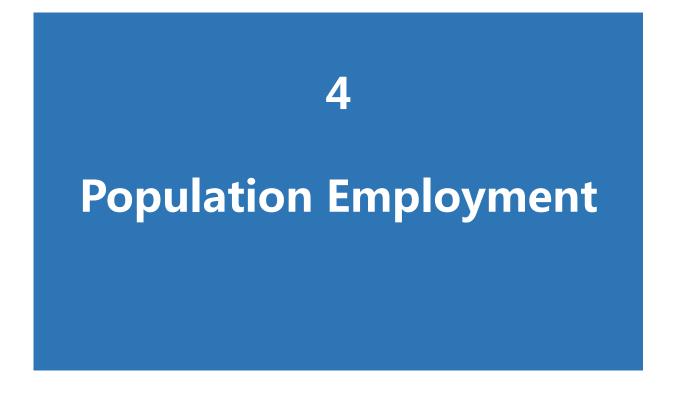




Proportion of 8 National working 39 population that **23%** of the **Ever-Suffered** working accidents/ population 5 Injuries (%) is provided Female with or use 33 protective Proportion that gear. suffered serious accidents that 10 caused absence Male 42 from work 10 0 20 30 40 50









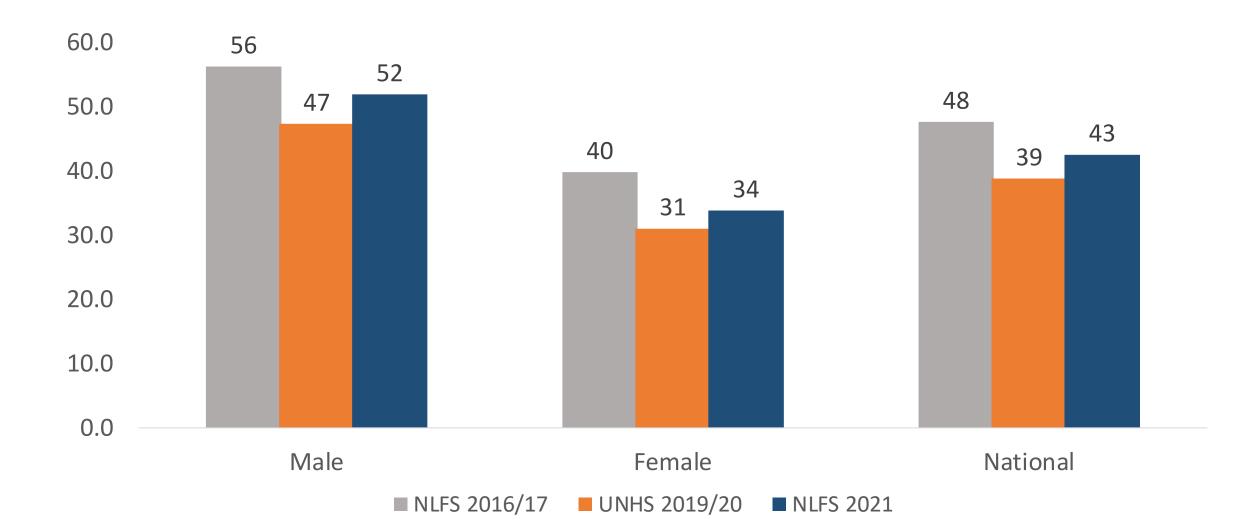


Persons in employment are defined as all those of **working** age who, during a period of one week preceding the date of interview, were engaged in any activity to produce goods or provide services for use by others in exchange **for pay or profit** 



### **Employment-to-Population Ratio**







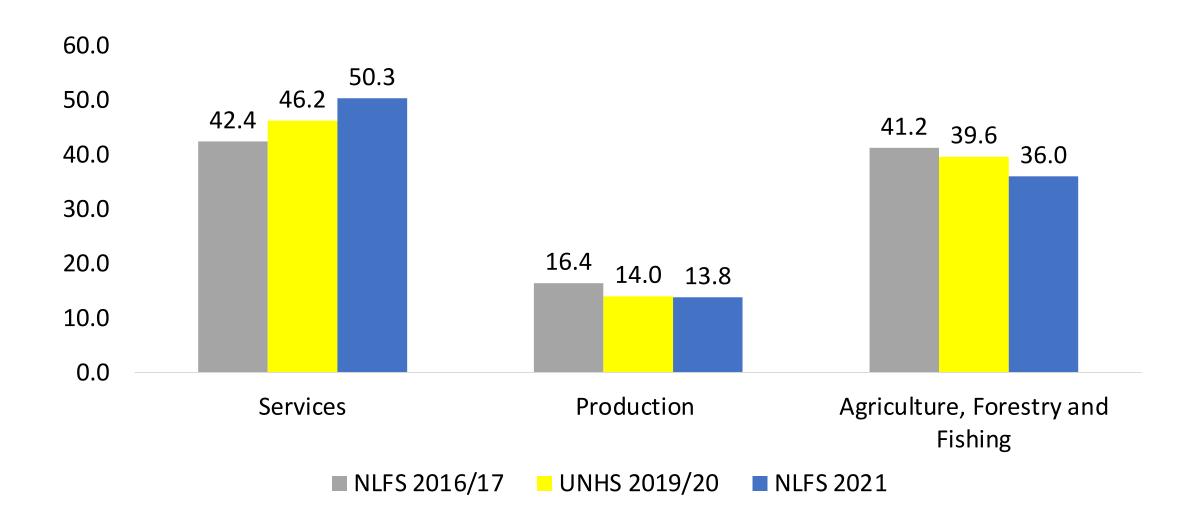


Male **Occupation type** Female **National** Skilled agricultural, forestry and fishery workers 31.5 31.4 31.7 Service and sales workers 18.9 33.7 25.1 **Elementary occupations** 14.7 16.6 15.5 Craft and related trades workers 13.6 11.9 9.4 Plant and machine operators and assemblers 10.3 6.1 0.4 **Professionals** 5.6 4.1 5.0 **Technicians and Associate Professionals** 2.9 2.6 2.8 Other occupations 2.6 1.6 2.2 100 Total 100 100



### Sector of employment on main job, %







### **Status in employment**, %



6 Employers 10 Independent Workers Dependent workers Independent workers Background 42 Independent Total without employees-Contributing Characteristics 47 Dependent Employees workers OAW Employers Family without contractors Workers employees Dependent 1 2 contractors Sex Male 11.5 41.1 1.8 40.2 5.4 100 40 Employees 34 8.1 55.8 2.3 25.6 8.2 Female 100 Residence **Contributing Family** 10 9.3 52.1 2.8 28.4 7 Rural 7.4 100 workers 11.3 39.3 0.8 43.4 5.2 Urban 100 1 0 Not stated National 10.1 47.1 2.0 34.2 6.6 100 9,996 Number '000 1,008 4,709 201 3,422 656 NLFS 2021 UNHS 2019/20



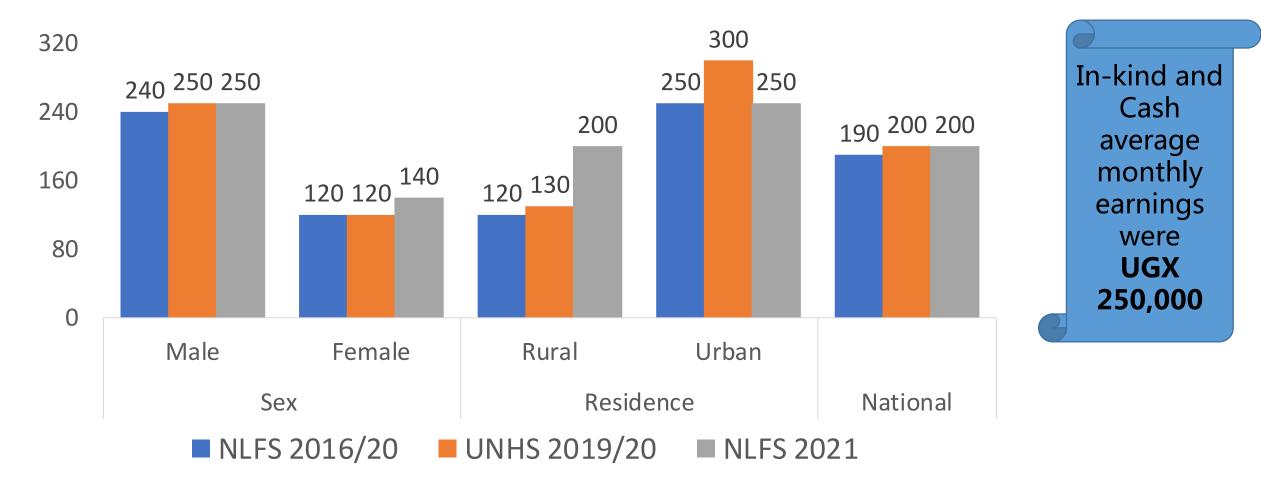


Background **Average actual DAILY hours Characteristics** Male Female National Sector of employment Agriculture, forestry and fishing 6.3 5.6 6.0 8.7 8.3 Production 7.1 9.0 8.7 8.4 Services Occupation Skilled agricultural, forestry and fishery workers 6.1 5.5 5.8 Service and sales workers 9.1 8.3 8.6 7.7 7.6 7.6 Elementary occupations Craft and related trades workers 8.6 6.8 8.1 **Professionals** 8.2 8.3 8.2 9.6 8.5 9.6 Plant and machine operators and assemblers 8.4 9.0 8.6 Technicians and associate professionals 7.9 7.2 National 7.6



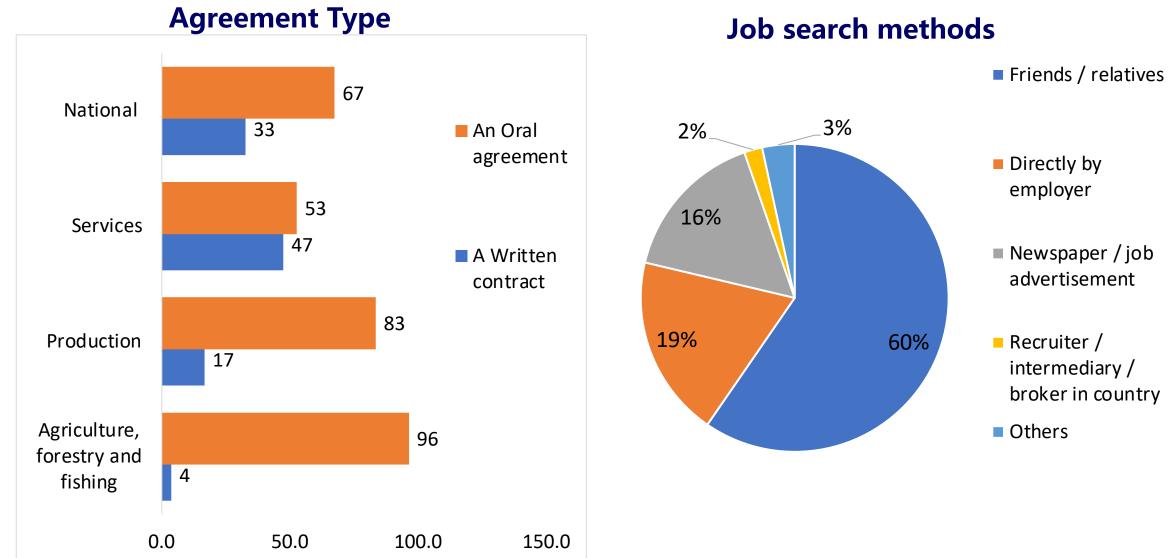


Median monthly CASH earnings for persons in paid employment on the main job, UGX '000





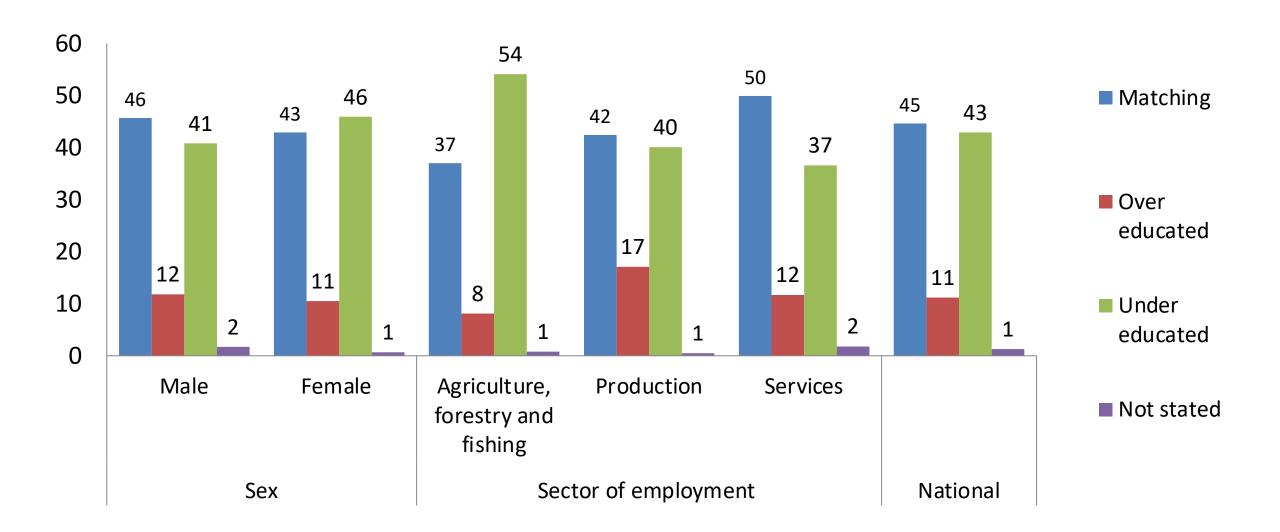






## **Education mismatch among employed population**, %



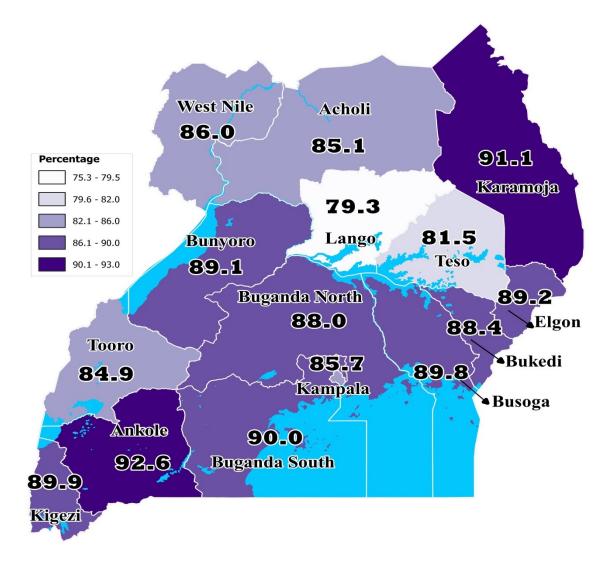




## Informal employment excluding agriculture, %

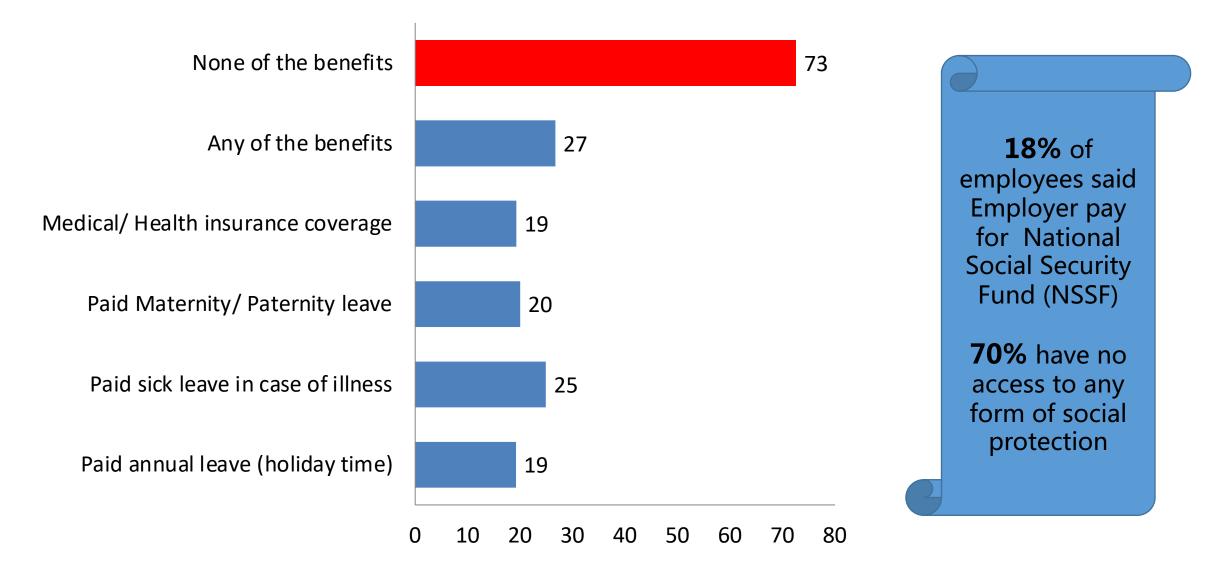


Background characteristic	NLFS 2016/17		NLFS 2021
Sex			
Male	84.5	86.5	85.6
Female	85.6	90.6	91.2
Residence			
Rural	89.6	91.2	89.0
Urban	80.5	84.9	86.8
Education level attained			
No education	95.0	98.0	97.8
Some primary	94.1	97.4	96.8
Primary	86.2	97.5	95.8
Some secondary	64.6	85.3	91.7
Secondary	49.5	89.9	84.2
Post primary/secondary and above	95.0	67.7	63.4
National	85.0	88.2	87.9







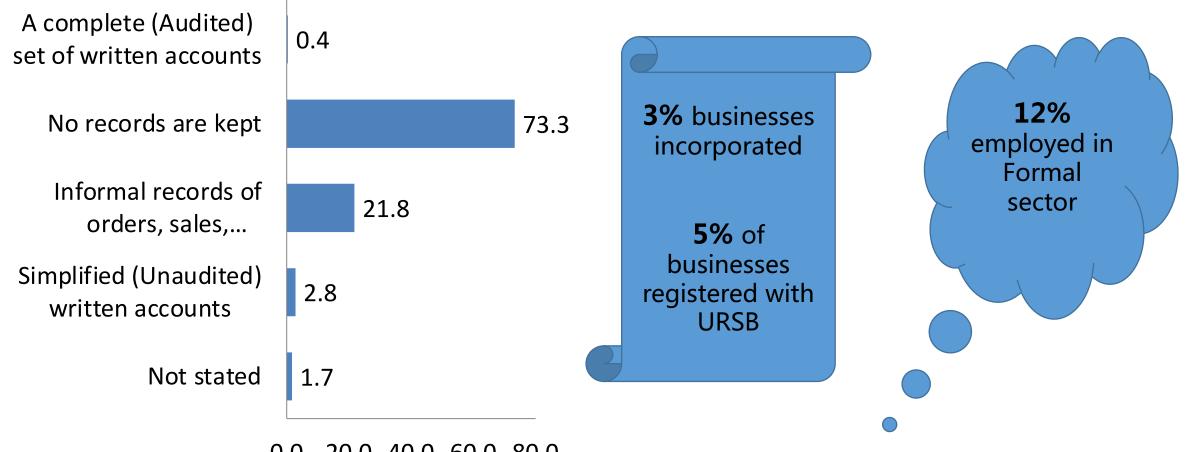




# **Book keeping, Incorporation and URSB Registration**



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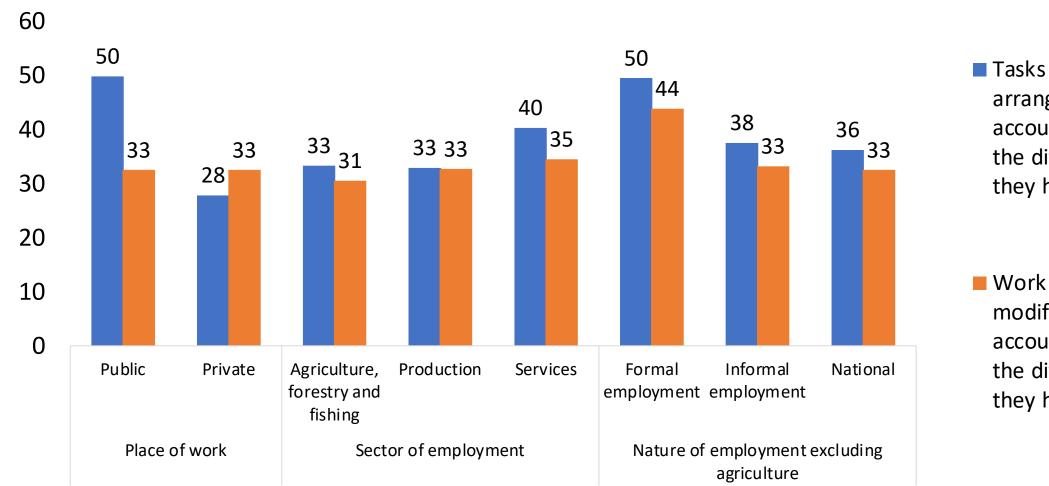


20.0 40.0 60.0 80.0 0.0



#### PWDs whose work places and tasks have been modified to account for the difficulty they have, %





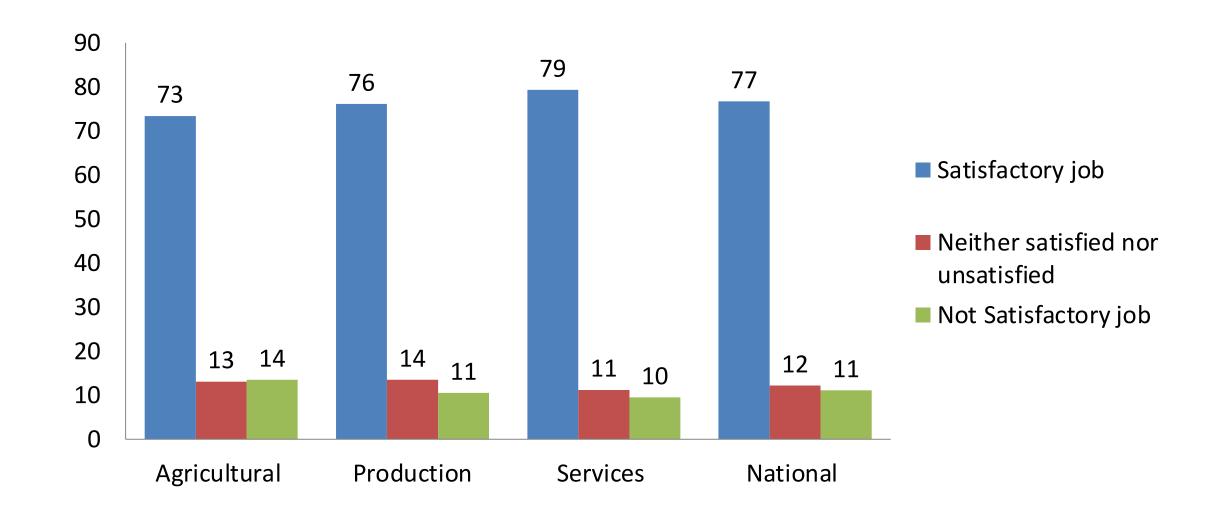
arranged to account for the difficulty they have

Work place modified to account for the difficulty they have



# Population in Employment by Job Satisfaction status, %













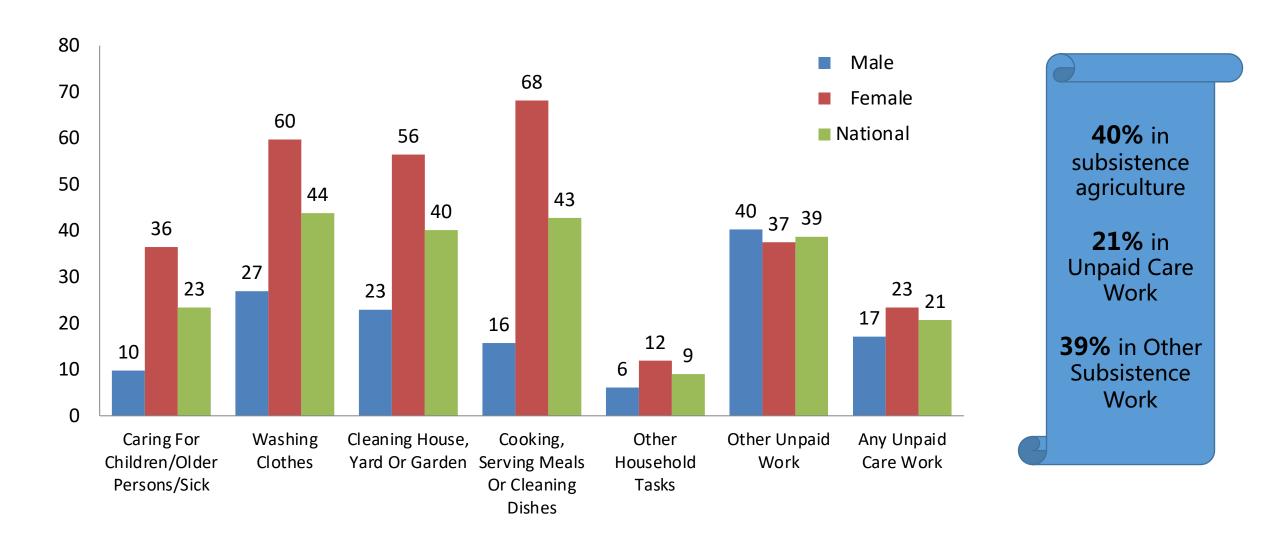


Activities performed by an individual for self-benefit or for the benefit of others without any pay. They include;

- 1. Subsistence agriculture
- 2. Other unpaid work
- *3. Unpaid care work*



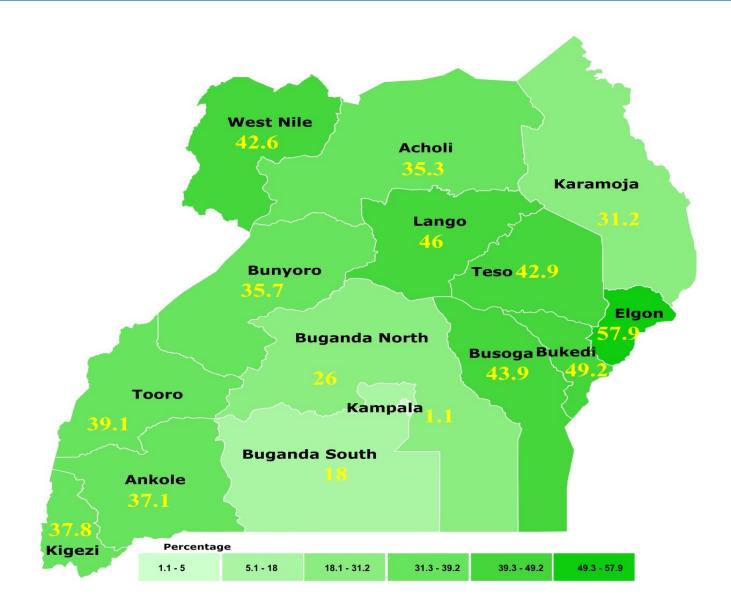






#### **Population in purely subsistence Agriculture**, %















# Mismatches between Labour supply and demand; unmet need for employment

Four measures;

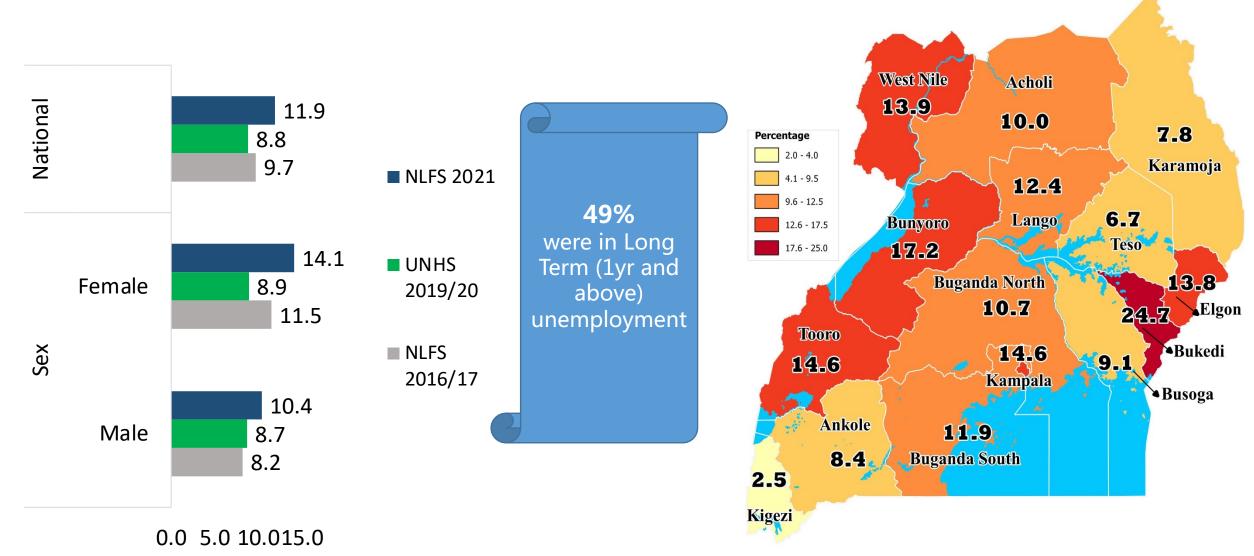
- LU1: The Unemployment rate
- LU2: The Combined rate of time-related underemployment and unemployment
- LU3: The Combined rate of unemployment and potential Labour force
- LU4: The Composite measure of Labour underutilization



### **LU1: Unemployment Rate**



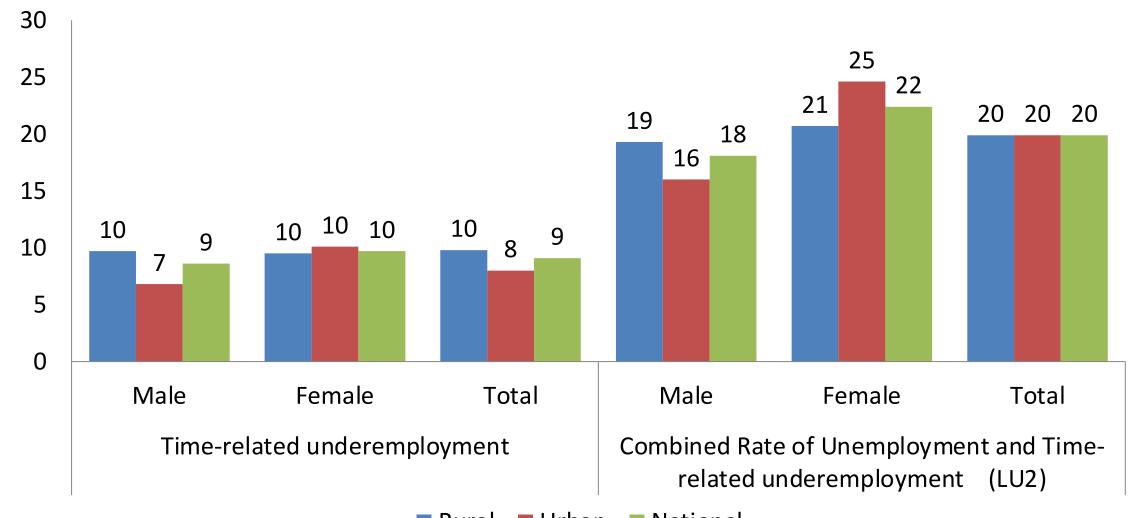
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#### LU2: Combined Rate of Unemployment and Time related Underemployment



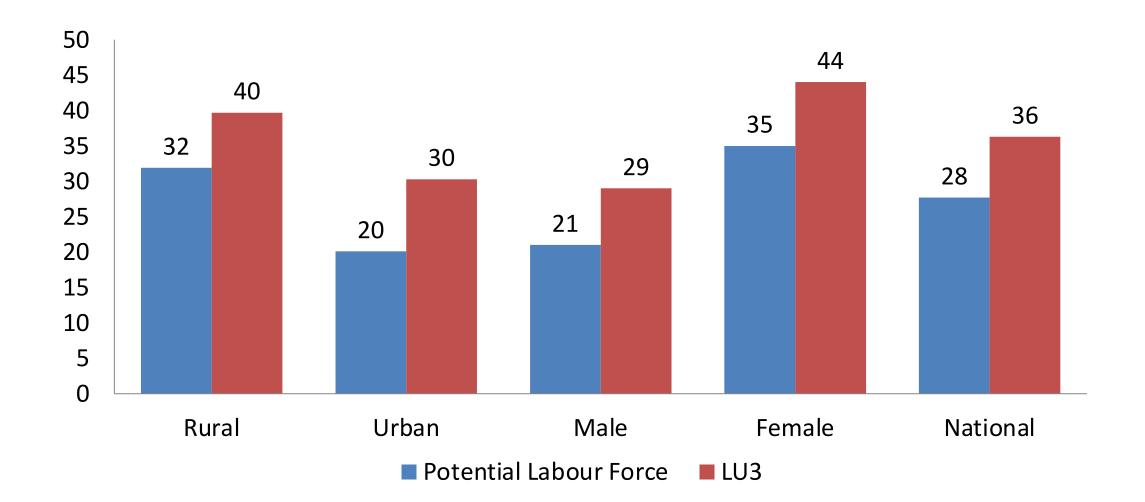


Rural Urban National



# LU3: Combined Rate of Unemployment and Potential Labour Force

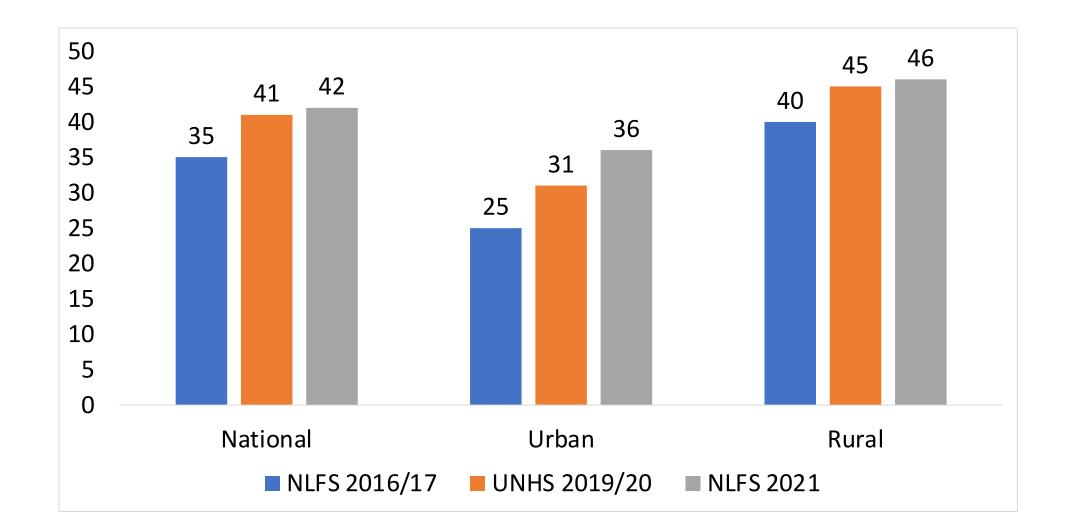






## LU4: Composite measure of Labour underutilization, %



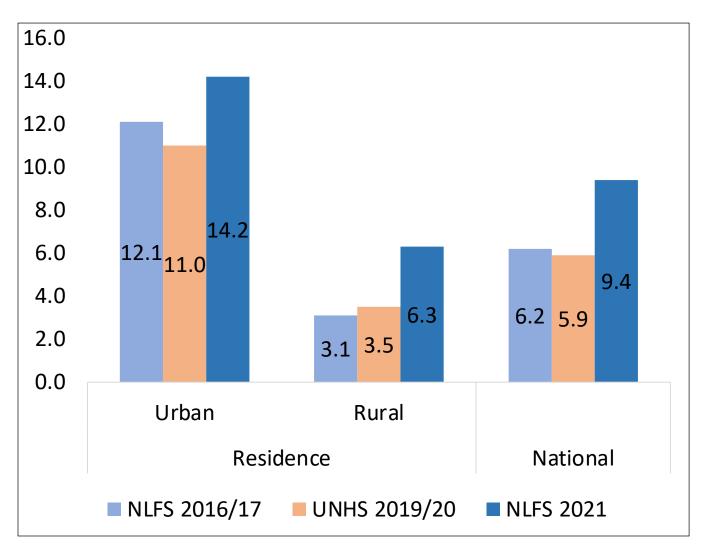


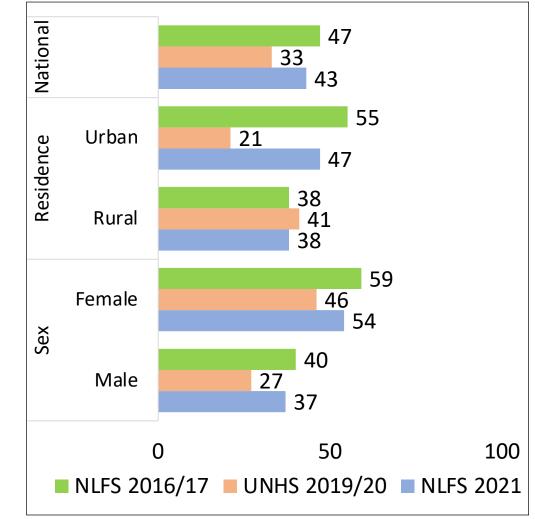




#### Skills related inadequate employment

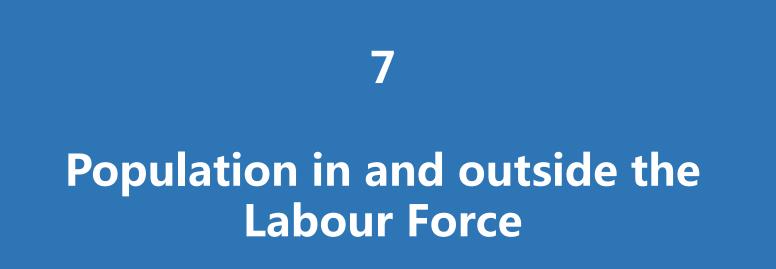
#### Wages related inadequate employment



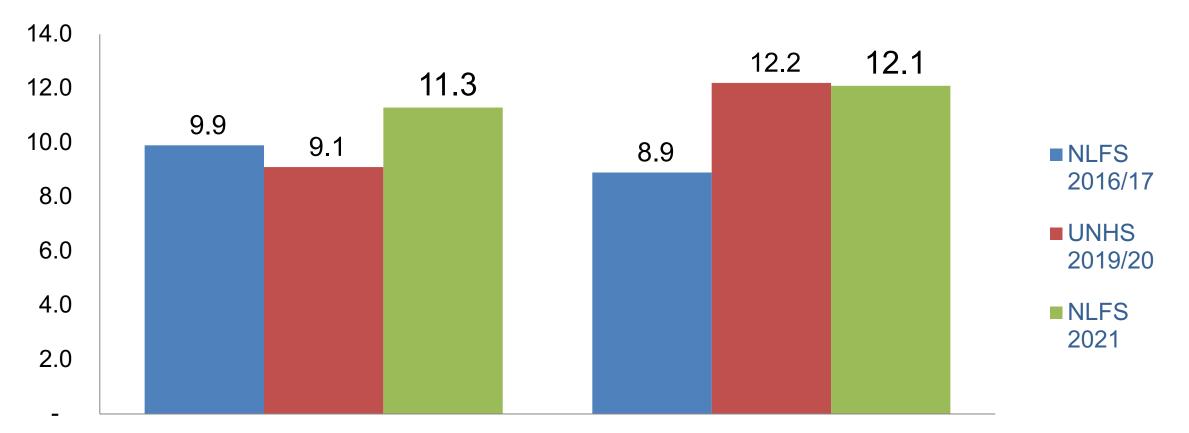












Population in the labour force

Population outside the labour force



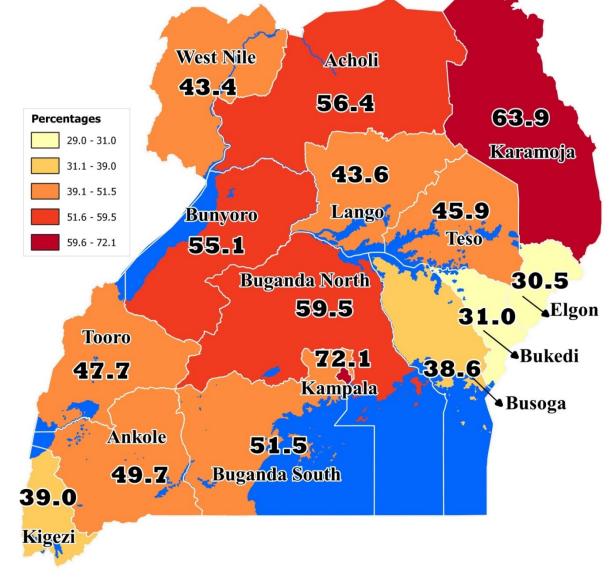
### Labour Force Participation Rate (LFPR), %



LFPR was 48% (58% males and 39% females)

Increase from 43% in 2019/20

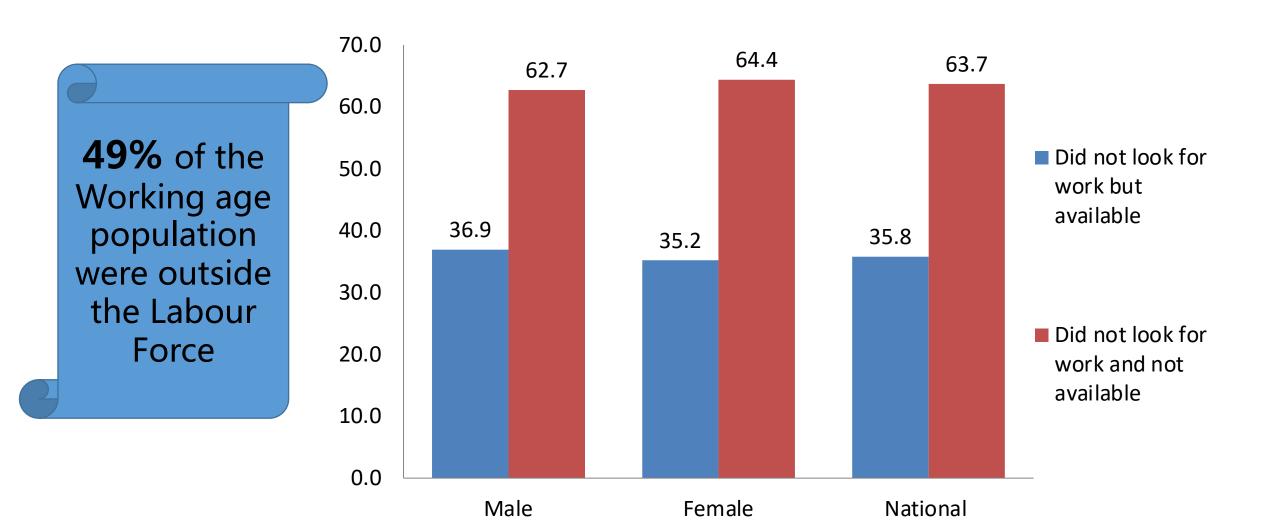
Decrease from 53% in 2016/17





## **Composition of Working age Population OUTSIDE the** Labour Force, %

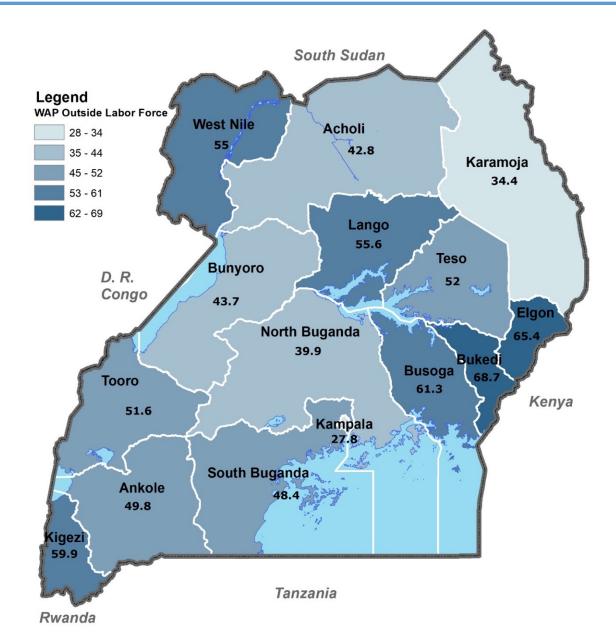






#### Proportion of Population outside the Labour Force by Sub-region

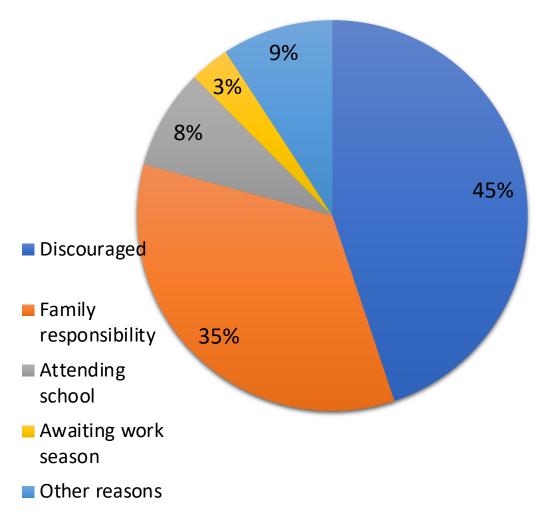




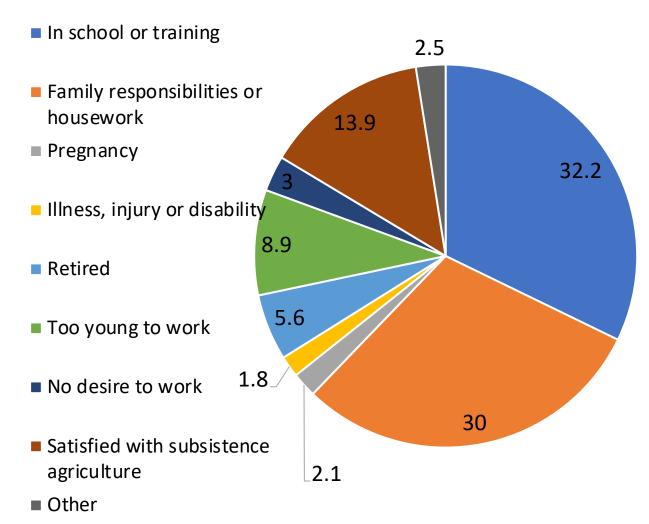




# Reasons for Not seeking yet available for employment



#### Reasons for Not being available and did not looking for employment







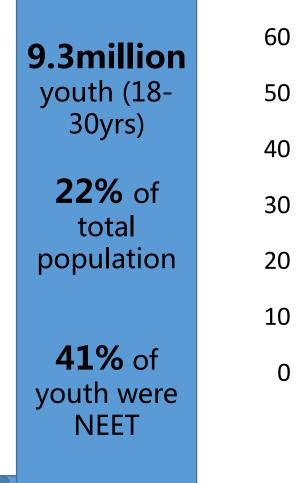


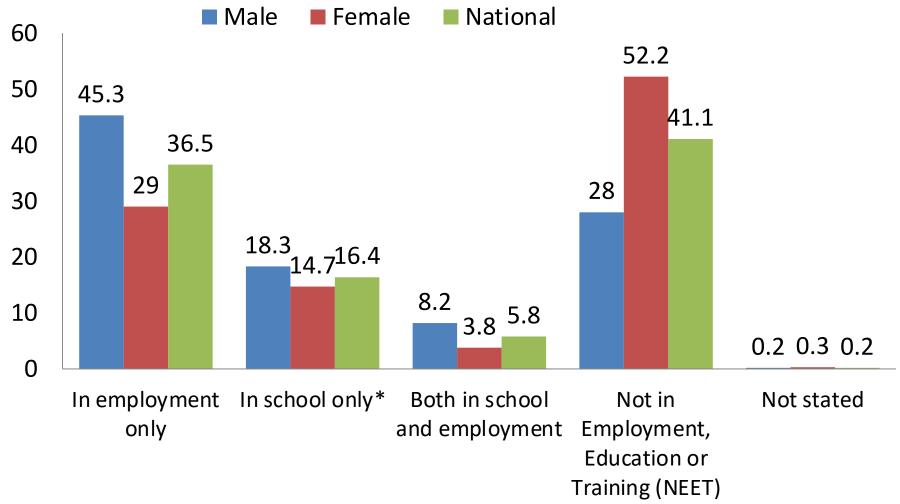
Youth Activities (18-30years)







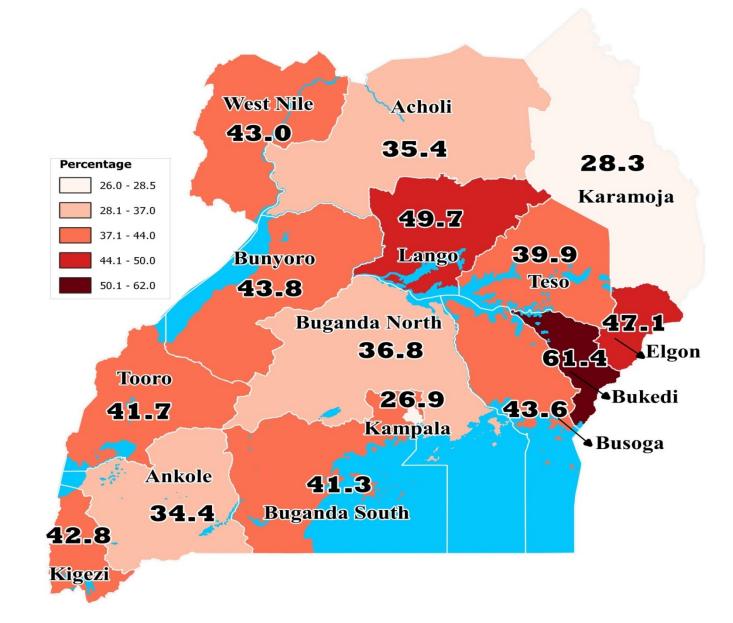






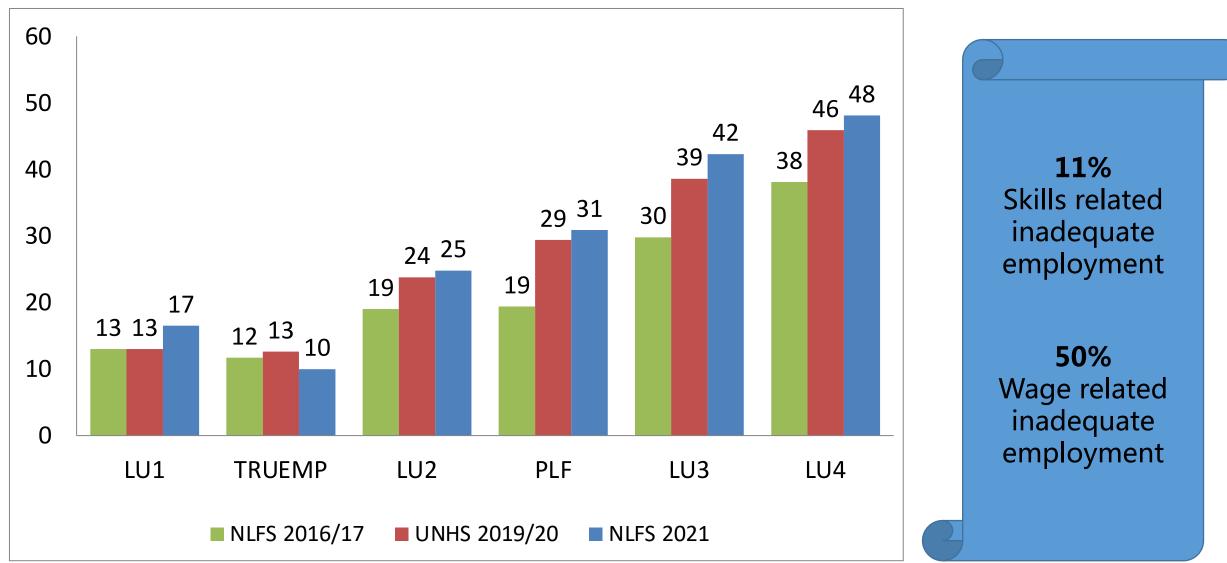
## Youth Not in Employment Education or Training (NEET) by sub-region, %





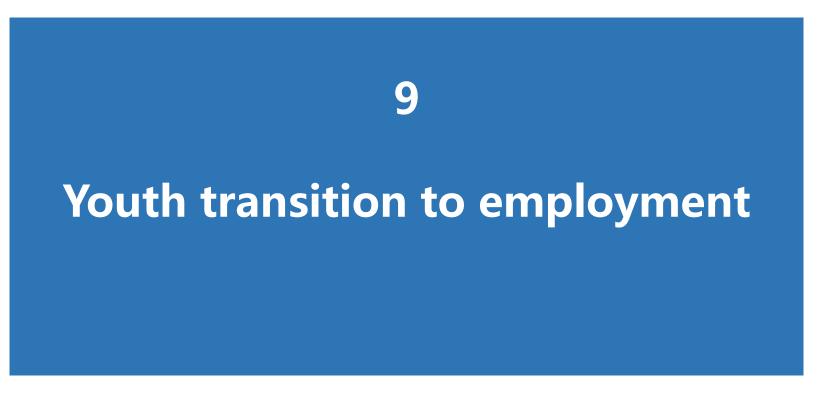


# **Trend in Youth Labour underutilization measures**











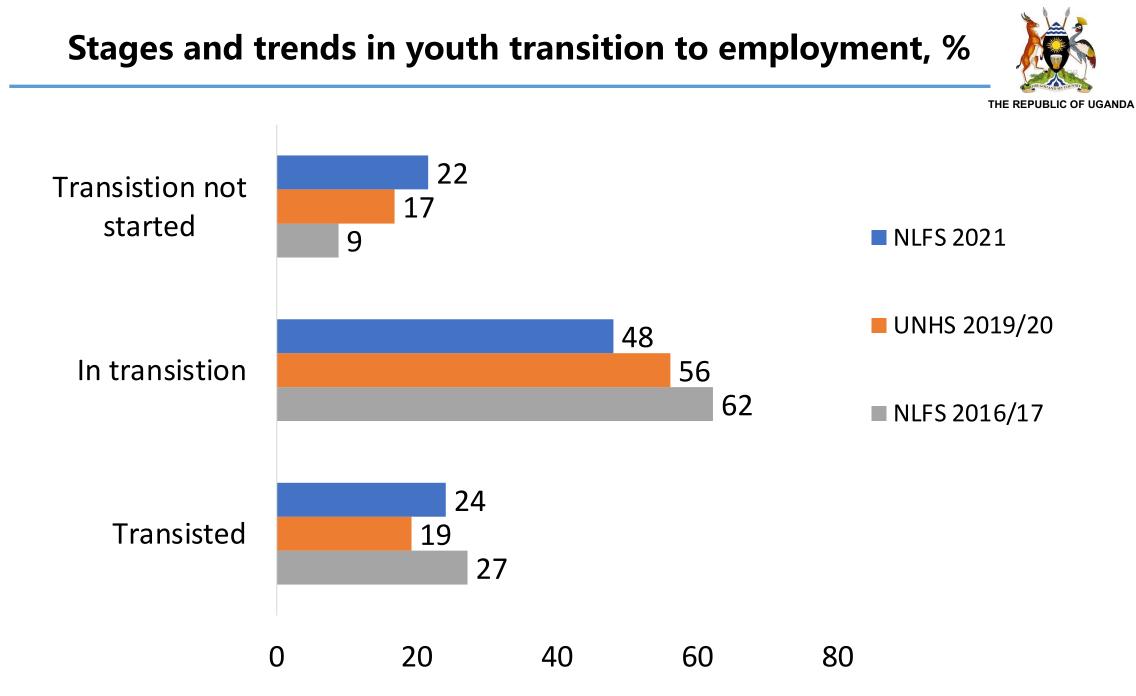


Youth transitions refer to young people's journeys from school (or start of job search) to employment

# **Categorized into 3 stages**

- 1. Transited to stable/satisfactory job
- 2. In transition: (current students in LF), non satisfactory/stable jobs, non-students (LU3), NEET aim to look for work later
- 3. Transition not started: current students not in LF, not in school with no intention of looking for employment







# Youth who **transited** to employment by sub-region, %



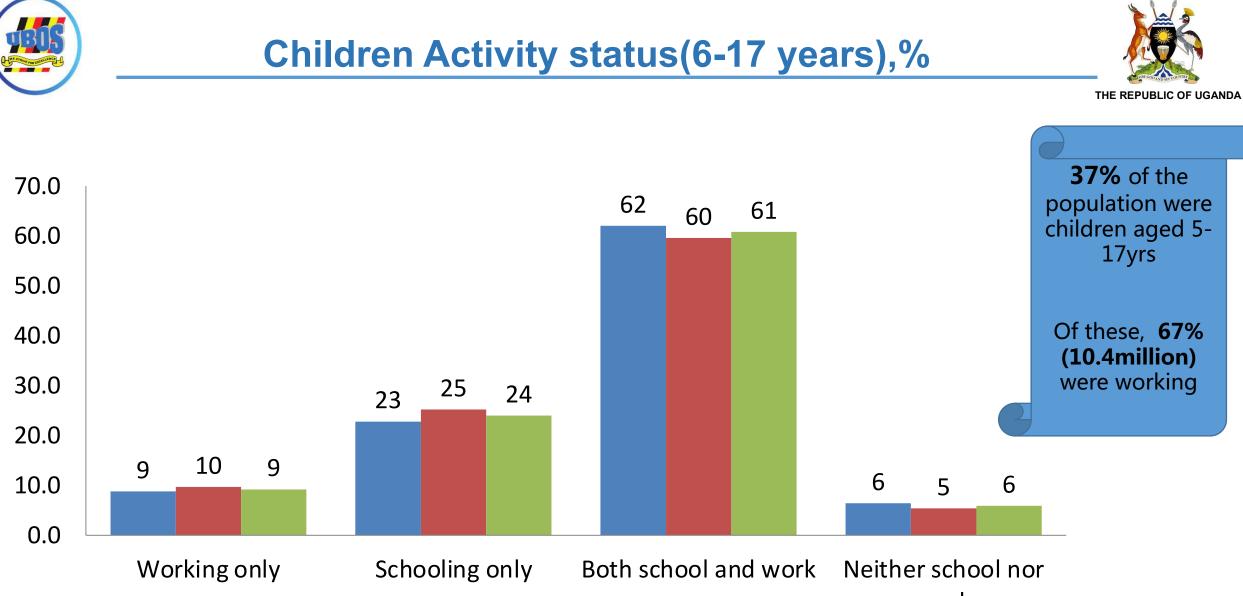
West Nile Acholi 23.0 21.3 44.2 Percentage 10.0 - 13.5 Karamoja 13.1 - 23.0 25.2 23.1 - 29.0 19.3 Lango Bunyoro 29.1 - 39.0 Teso 28.4 39.1 - 45.0 **Buganda North** 13.1 30.1 Elgon 10.7 Tooro 38.4 **Bukedi** 22.8 26.6 Kampala **Busoga** Ankole 26.8 Buganda South 26.9 **33.**7 Kigezi







# Children' s Activities (0-17years)



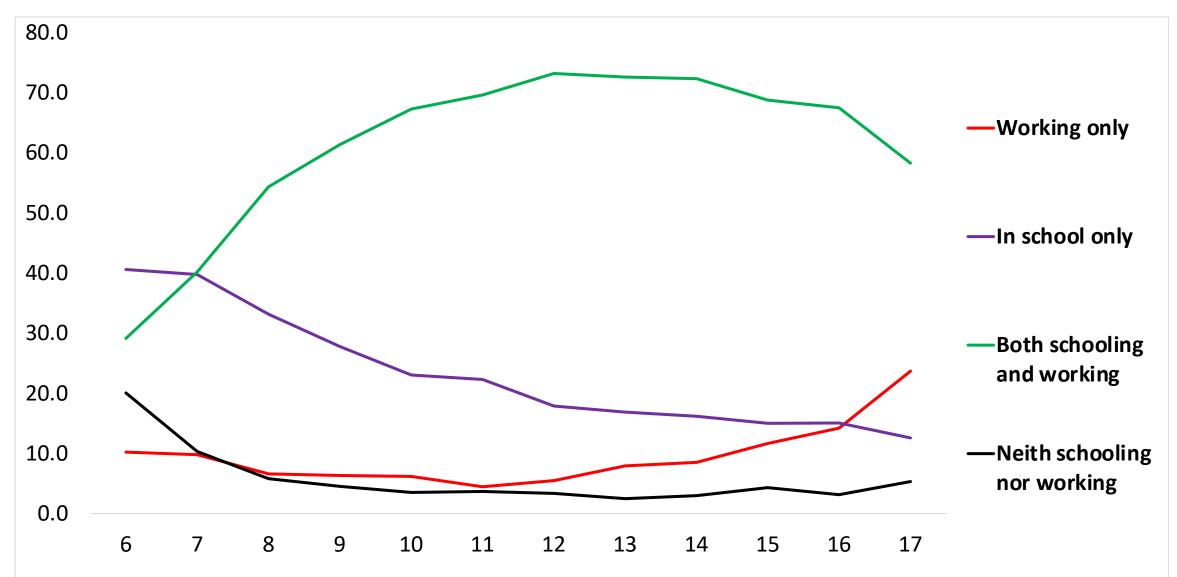
work

Male Female National



## Children Activity status (6-17years) by Single years, %











Children Labour (5-17years)





- Work that is hazardous or exploitative and threatens the health, safety, physical growth and mental development of children and therefore constitutes an urgent policy priority.
- Children are in child laborers if they satisfy the following conditions if :
  - 1. They are aged 5-11 years and they are at work (not expected to work).
  - 2. They are aged 12-13 years doing work other than 'light work' or do work beyond 14 hours a week.
  - 3. Aged 14-17 years involved in hazardous forms of Labour or working for an equivalent of 43 hours in a week or beyond.

For children 5-14 years, additional criterion may be added of working beyond 21 hours in HH chores



## **Child Labour excluding household chores (%)**

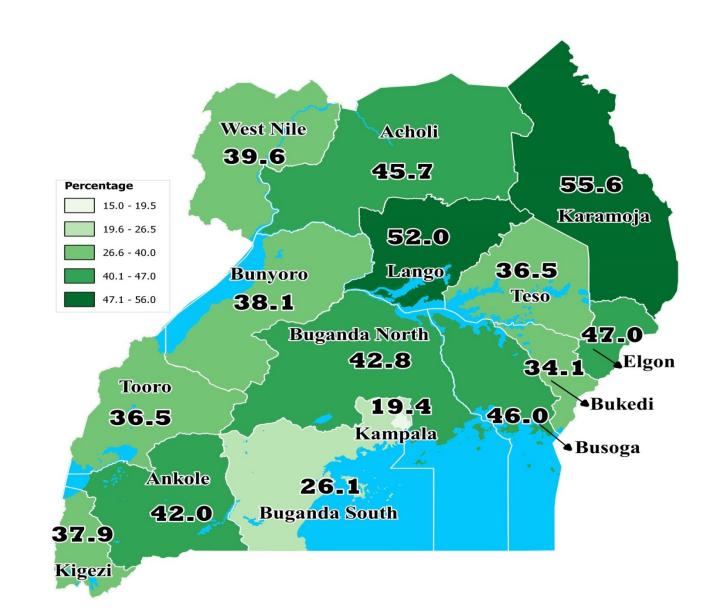


Background characteristics	Children 5- 11 years in economic activity	Children 12 - 13 years in economic activity excluding those in light economic activity	Children 14 - 17 years in hazardous work or working excessive hours	Total in child Labour, 5 -17 years	6.2 million (40%) of the
Sex					children aged
Male	56.2	19.2	20.7	40.9	5-17yrs were
Female	55.2	12.8	18.3	38.0	in child labour
Residence					(excluding
Rural	59.8	17.0	20.4	42.3	household
Urban	44.3	12.5	17.1	31.8	chores )
Orphan hoc	od status				
Orphan	61.8	14.2	21.7	37.7	
Non- Orphan	55.3	16.2	19.0	39.7	
National	55.7	15.9	19.5	39.5	



#### **Child Labour excluding household chores by sub region**, %

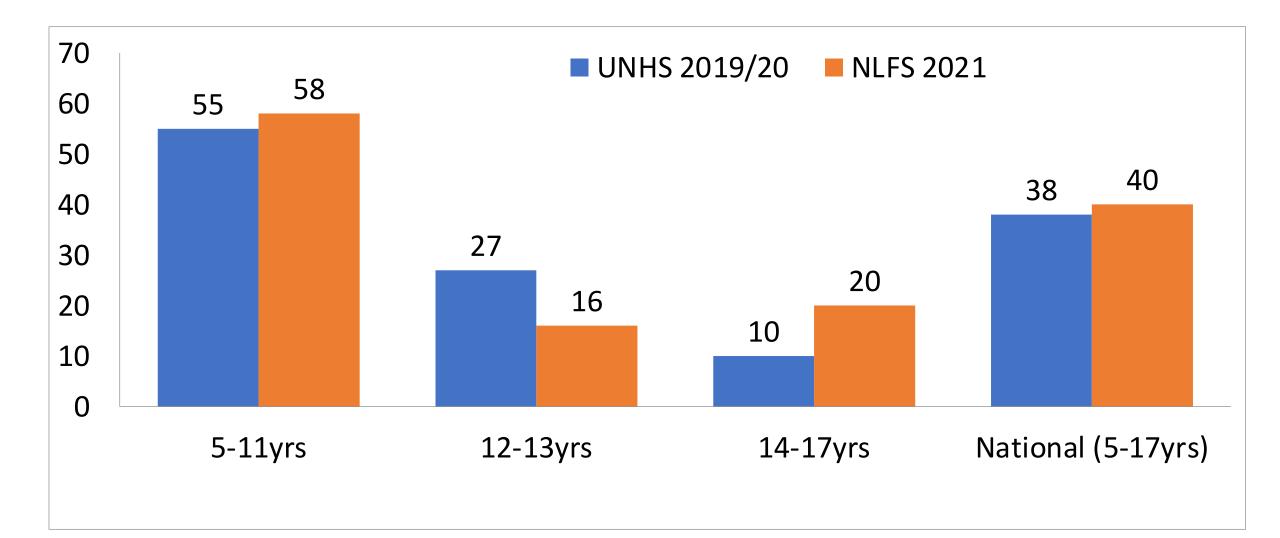






## Trends in Child Labour Estimates excluding household chores, (%)







# CONCLUSION



- 87% of working age population (14-64yrs) were working (40% were in subsistence agriculture and 43% employment)
- 2. Labour Force Participation Rate: 48% (58% male, 39% female); an increase from 43% in 2019/20
- 3. Proportion of informal employment (excluding agriculture): 88%
- 4. Unemployment rate: 12%, an increase from 9% in 2019/20, Youth (17%)
- 5. 12million (50%) of the working age population were outside the labour force
- 6. 41% of youth (18-30 years) were Not in Education, Employment or Training (NEET)
- 7. 21% of working age population were in unpaid care work
- 8. 24% of youth (18-30yrs) had transited to employment
- 9. 40% of children aged 5-17 years were engaged in child Labour excluding household chores





- 1. The forced labour module could not yield results for representation at sub-regional level.
- 2. The sampling frame (NPHC 2014) was inadequate to capture statistics on labour migration (outflows and inflows).





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