



Women in the labour force in Uganda

Presentation at the Annual Gender Statistics Forum

Silver Springs Hotel

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Objectives



1

To share evidence on the labour market dynamics for women in Uganda

2

Discuss the factors that influence women's participation in the labour force



Women's participation in the labour force is critical for economic development and gender equality. SGD 5 and SDG 8



- An increase in its working age population from **20.2 million** in 2018/19 to over **23.5 million** in 2021
- The proportion of females being higher at **51.5%** when compared to males (**48.5%**)

Introduction



Lower female labour force participation rate (39.3%) compared to males (57.9%)



- More (52.2%) female youths are NEET compared to males (28%)
- A higher proportion of females in the Informal sector (94% -Female Vs 90.3 -Male)

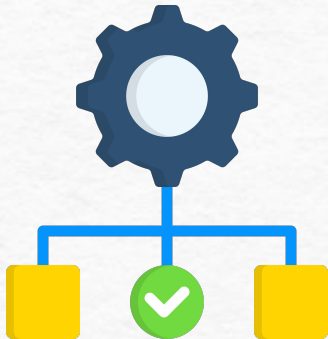


A substantial females (46%) engaged in subsistence work (both agriculture and other forms) compared to males counterparts (34%) (UBoS, 2021).



Data Sources

Uganda National Labour Force Survey (NLFS) 2021 and 2016/17 produced by the Uganda Bureau of Statistics (UBOS)



- Comparative analysis
- Multinomial logistic regression

EMPLOYMENT RATES

11/21/2024

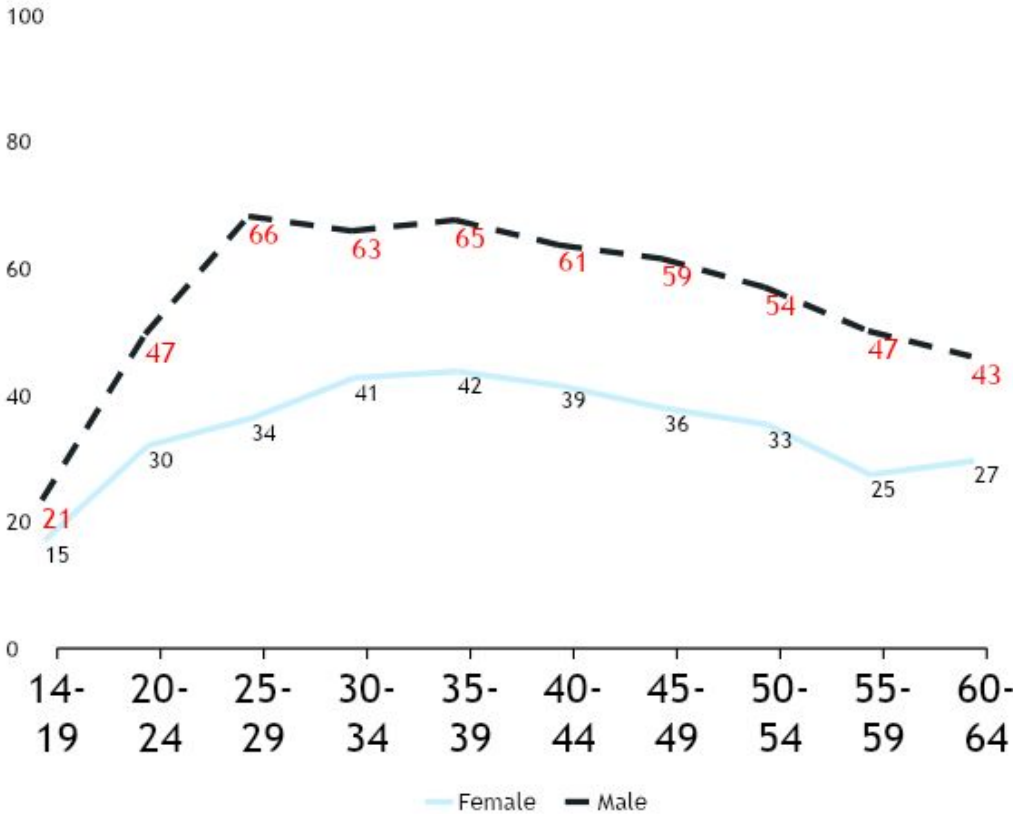
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The proportion of working age women employed is lower than for men

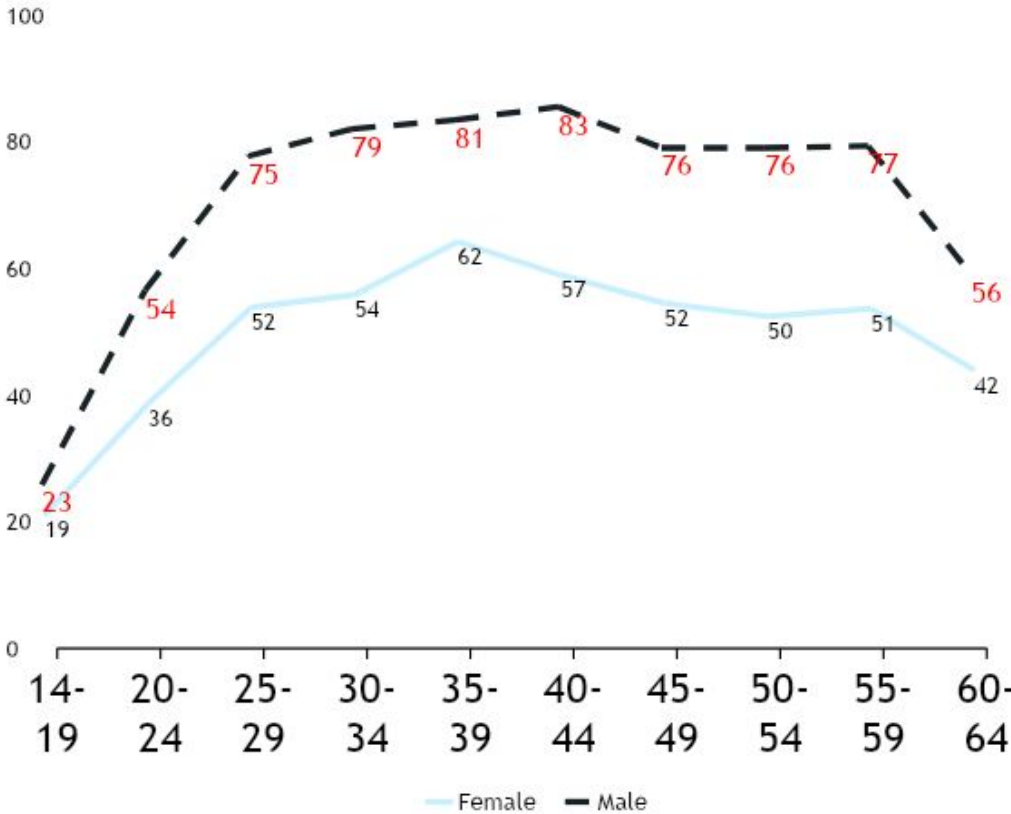
Group	Employment-to-Population ratio	
	2016/17 (%)	2021 (%)
National	47.6	42.5
Gender		
Women	39.8	33.8
Men	56.2	51.9
Rural	42.8	38.4
Gender		
Women	35.4	29.6
Men	50.7	42.1
Urban	60.5	51.2
Gender		
Women	51.1	42.1
Men	71.4	61.6

Women aged 35-39 have the highest employment rates

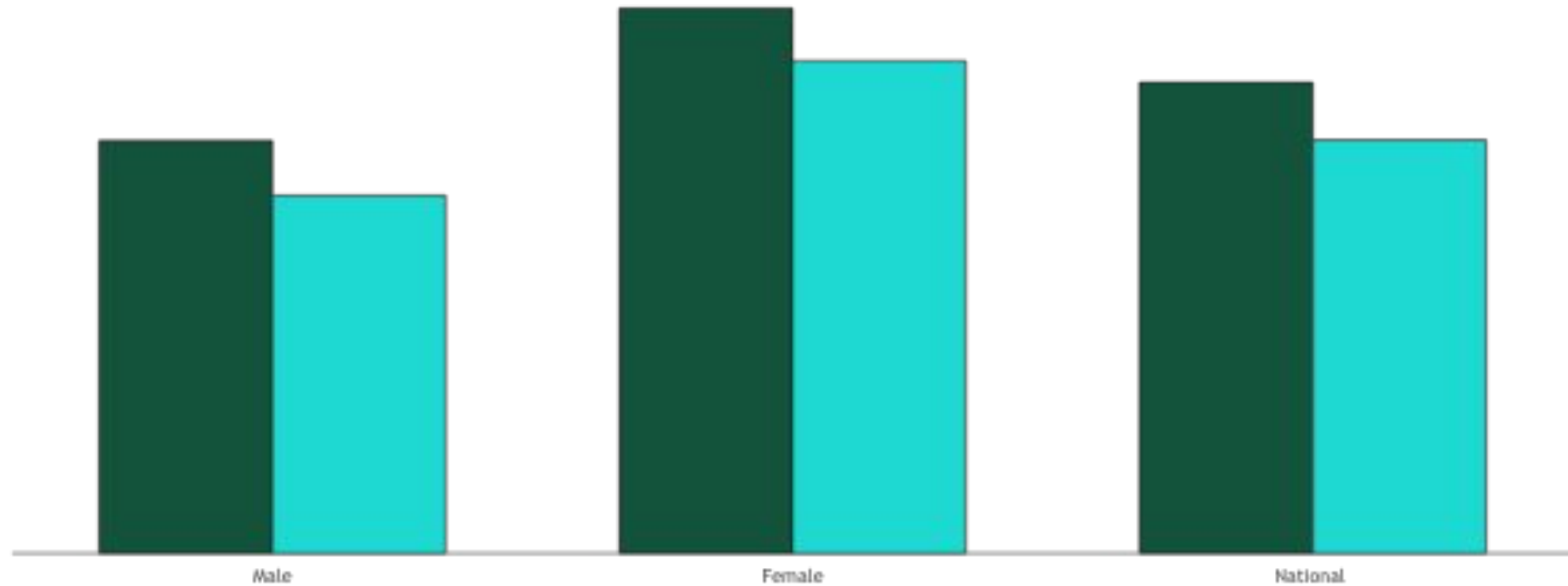
Rural employment rates



Urban employment rates



More women are employed in vulnerable jobs



Distribution of the working population

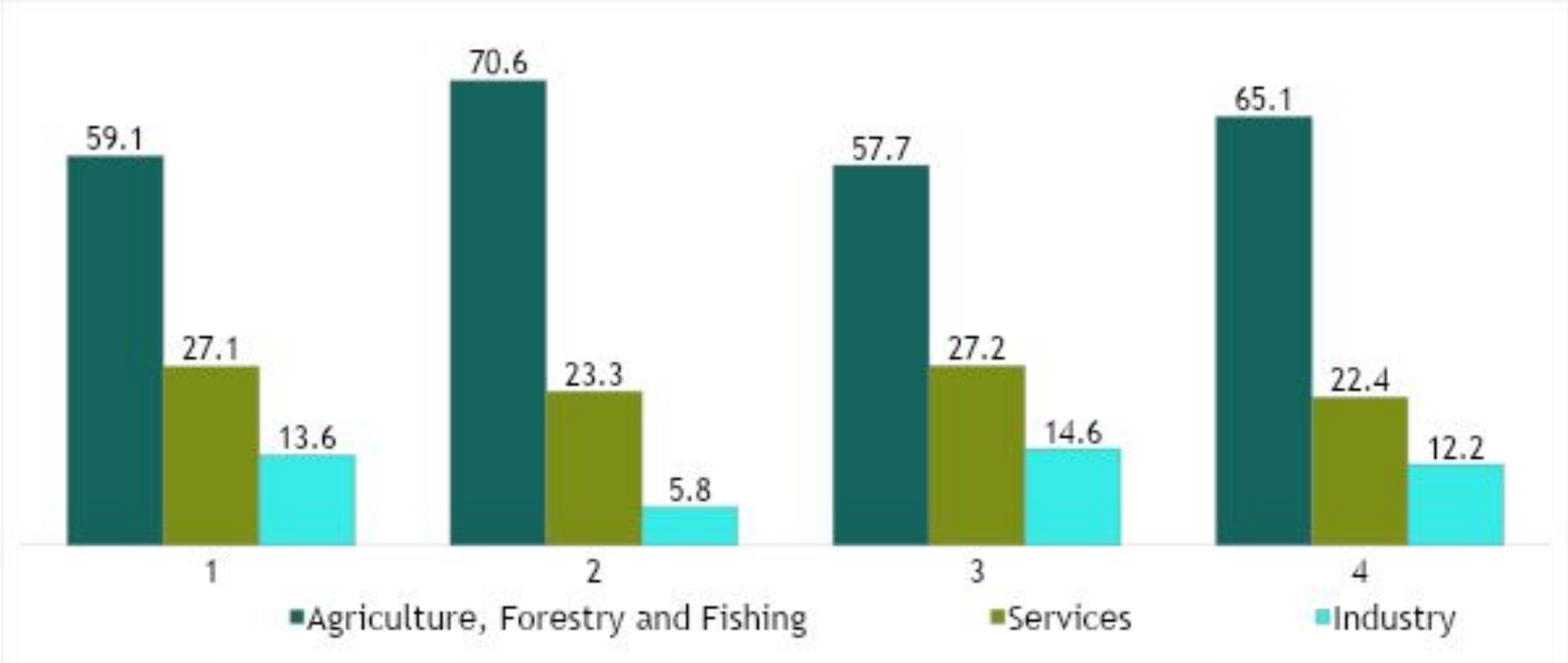
(Where are they?)



Women Predominantly Work as Independent Workers

	Female (%)	Male (%)	Total (%)
Total			100
National			
Employers	8.1	11.5	10.1
Independent workers without employees	55.8	41.1	47.1
Dependent contractors	2.3	1.8	2.0
Employees	25.6	40.2	34.2
Contributing family workers	8.2	5.4	6.6
Youth 18 to 30			
Independent workers without employees	51.5	36.5	42.8
Employees	30.5	48.2	40.7
Rural			
Independent workers without employees	61.1	46.2	52.1
Employees	19.3	34.3	28.4
Youth 18 to 30			
Independent workers without employees	58.2	42.0	48.4
Employees	21.8	39.8	32.7
Urban			
Independent workers without employees	48.4	32.3	39.3
Employees	34.6	50.3	43.4
Youth 18 to 30			
Independent workers without employees	42.8	26.7	34.2
Employees	41.9	62.7	53

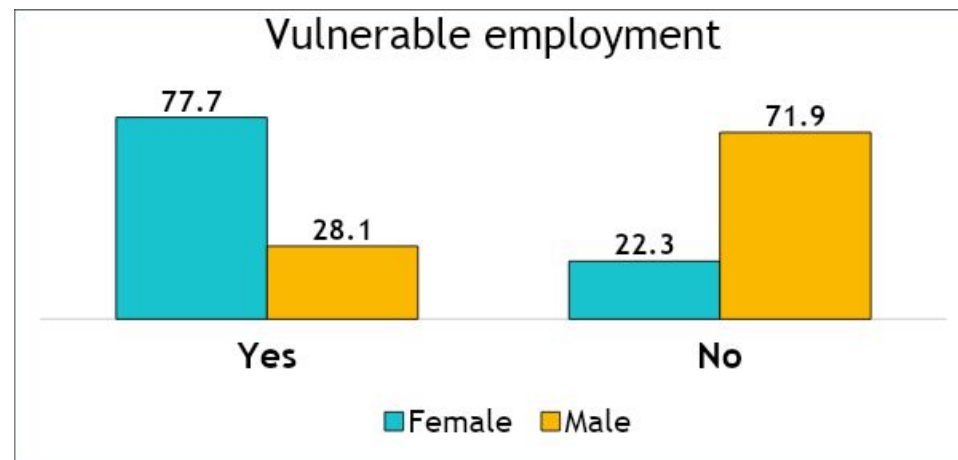
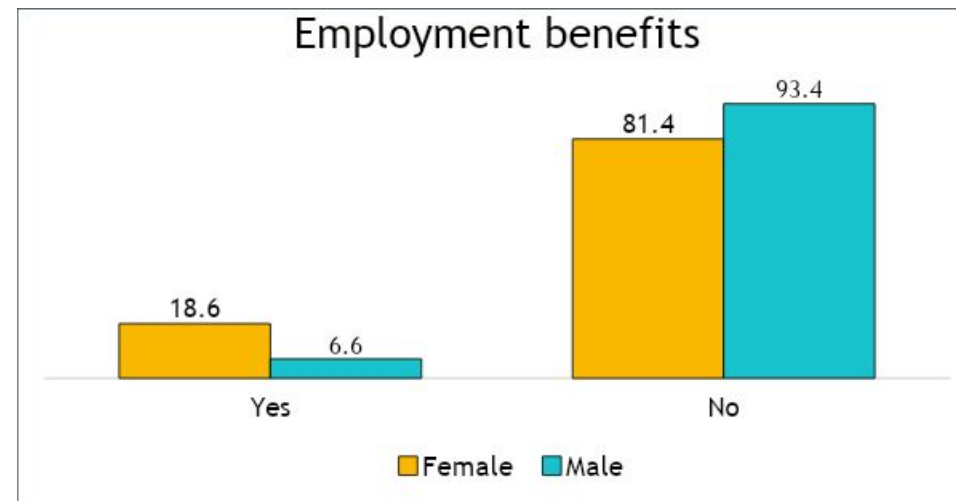
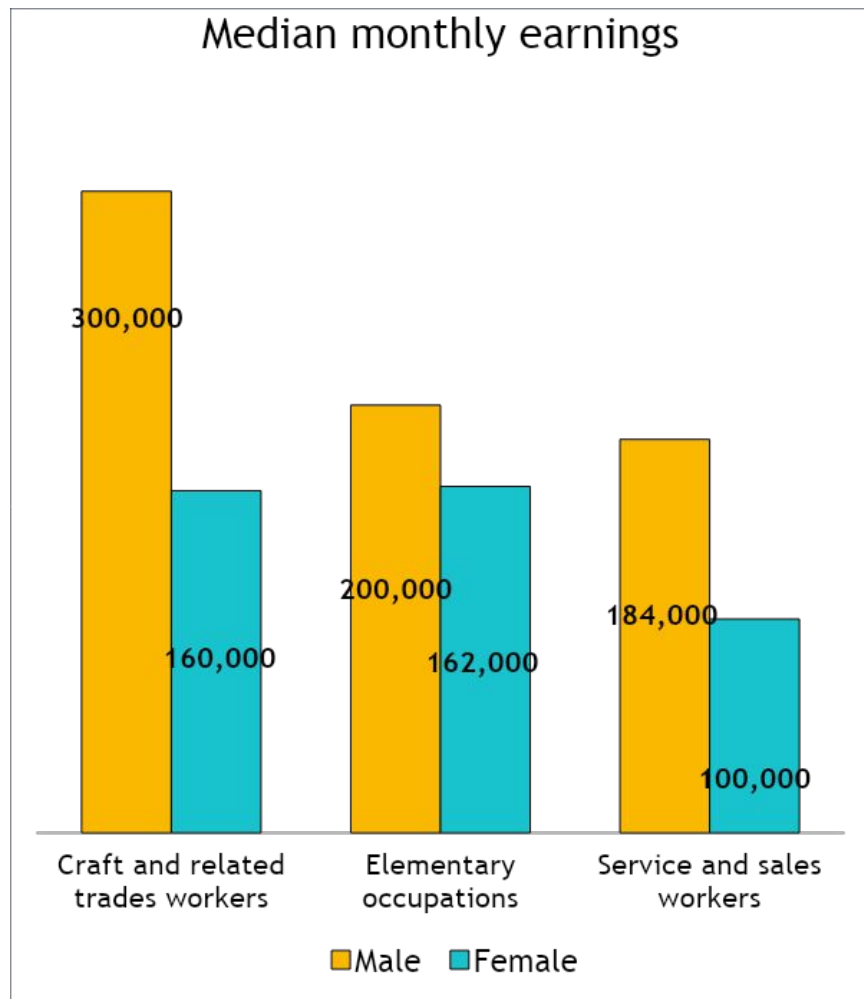
Sector of work: Women are increasingly transiting to industry



Majority of women are in the lower skilled manufacturing jobs



..... With vulnerable working conditions





WAGE DIFFERENCES



With the same education level, women on average earn less than men

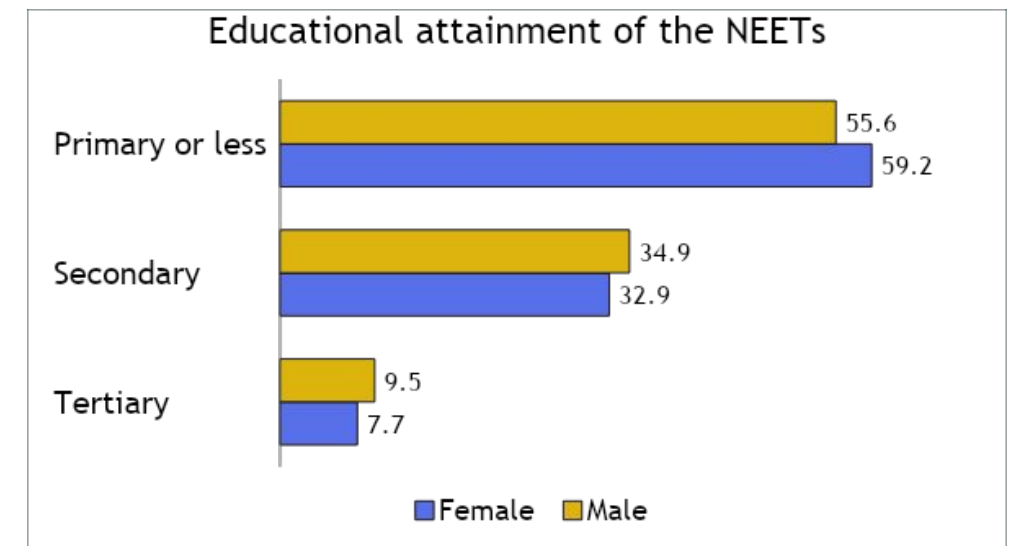
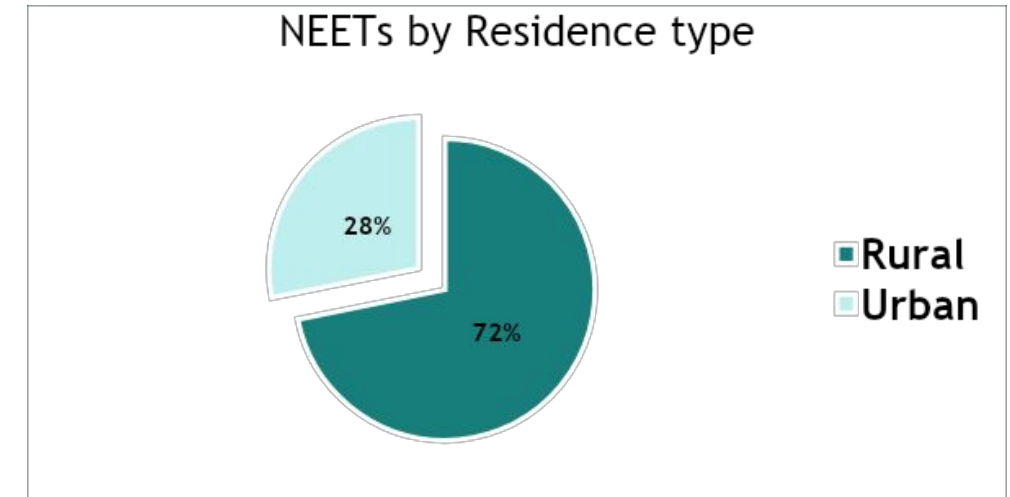
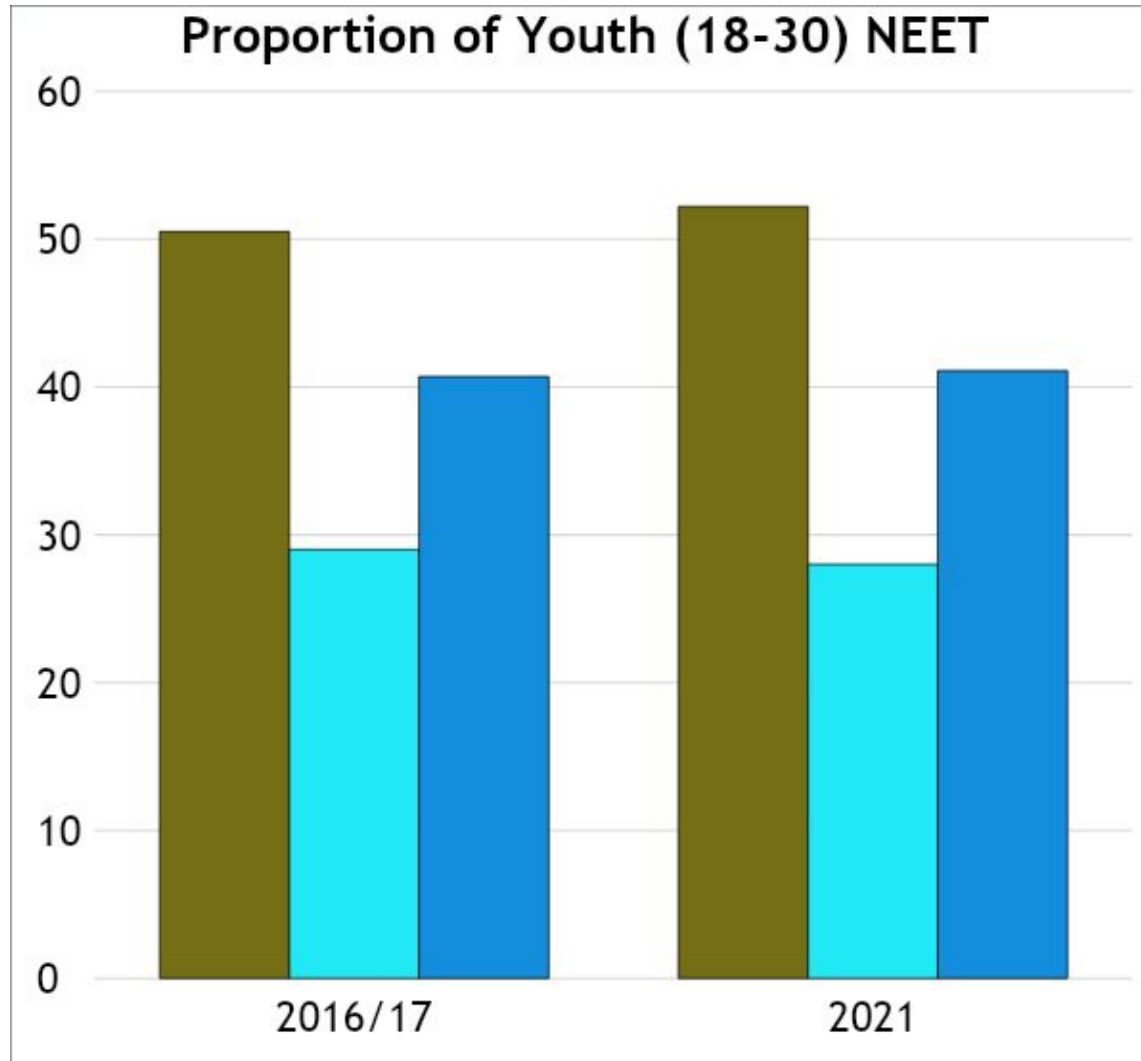
	Youth (18 to 30)		31 to 45		Total	
	2016/17	2021	2016/17	2021	2016/17	2021
<i>Total ('000)</i>	170	200	300	380	200	250
Female	150	150	200	300	150	180
Male	200	225	316	400	240	300

<i>2021: Education</i>	Youth (18 to 30)		31 to 45		Total	
	Female	Male	Female	Male	Female	Male
No education	100	200	50	100	60	150
Primary	100	190	120	200	100	185
Secondary	160	260	255	350	180	300
Post primary/secondary specialized training	300	400	500	530	450	500
Degree and above	564	650	960	935	800	900

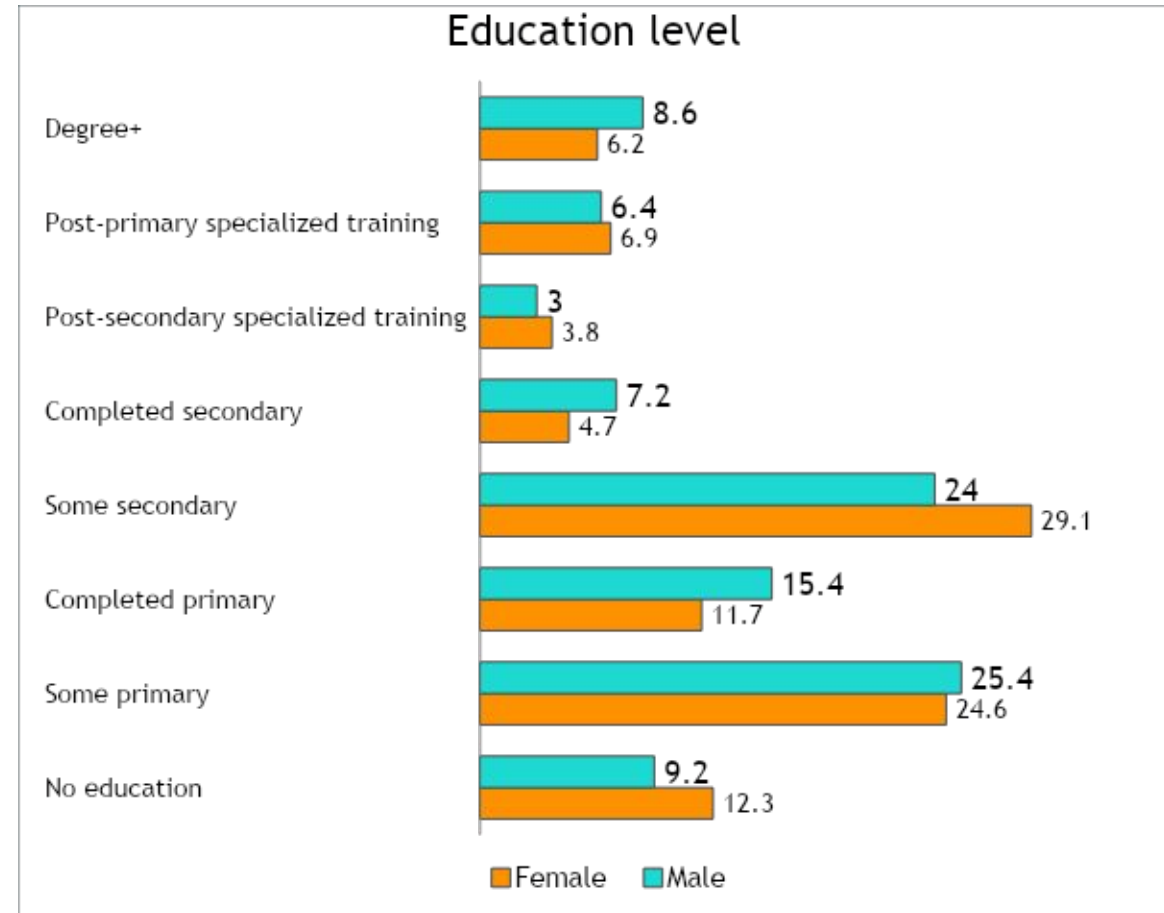
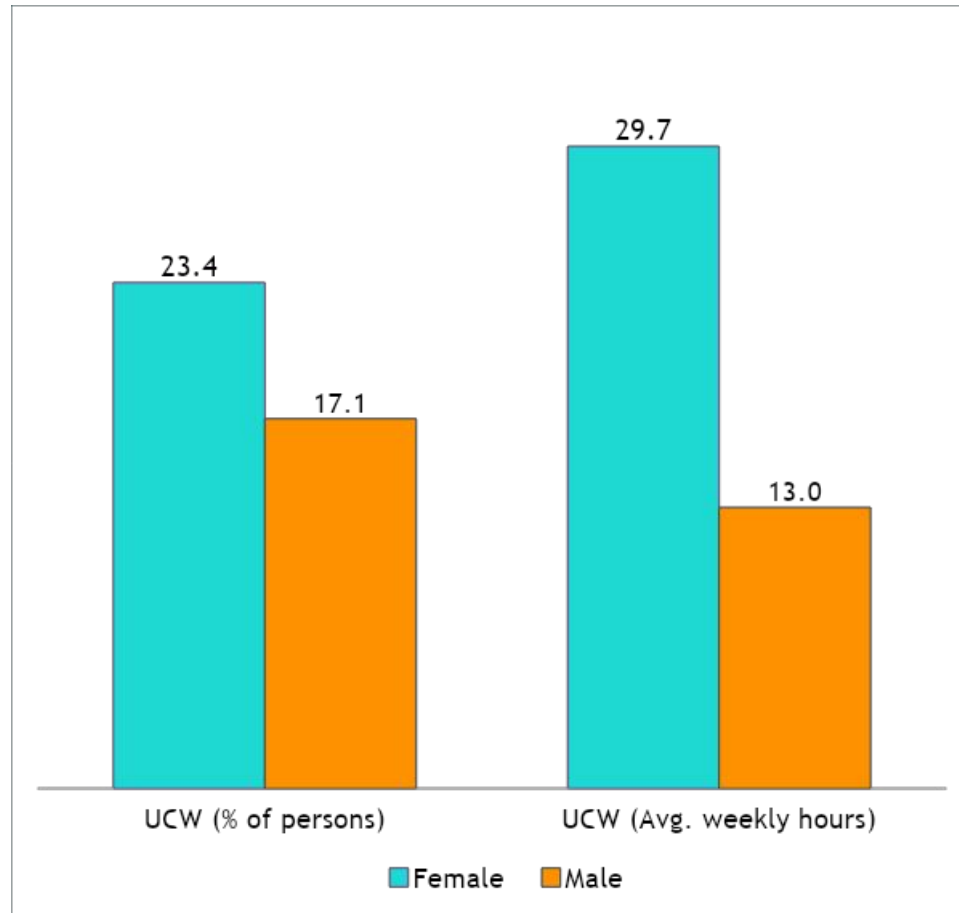
Status of the NEET

Neither in Employment,
Education or Training

More female Youths in NEET



Unpaid care work



Determinants of women's participation in the labourforce

	1	2	3	4
VARIABLES	Unemploye d	Formal_wage_e mployment	Informal_wag e_employemen t	Employer_O wn_account
Age				
18 to 30	✓			✓
31 to 64	✓			✓
Currently Married	✓		✓	
Divorced/ Separated			✓	✓
Widow/ Widower	✓		✓	✓
Urban	✓		✓	✓
Household size			✓	✓
Some Primary				✓
Completed primary				✓
Some Secondary	✓	✓	✓	✓
Completed Secondary	✓	✓	✓	✓
Post Primary Specialized Training	✓	✓	✓	✓
Post-Secondary Specialized Training	✓	✓	✓	✓
Degree+	✓	✓	✓	✓
Migration in the past 5 years (No)			✓	
Without a disability			✓	✓

Conclusion

- Vulnerable employment is still a significant issue, especially for women.
- The high proportion of female youths (52.2%) categorized as NEET compared to males (28%) highlights a critical gap in youth engagement in economic activities.
- Women shifting to industry (high productive sector) reflects a positive trend but requires skill enhancement to sustain productive employment.
- Employment rates peak for women aged 35-39, suggesting a need for support mechanisms earlier in their careers.

Policy recommendations

- Targetted skills strengthening for NEET female youths
- Encourage women's participation in industry/ facilitate their transition
- Implement flexible working policies and return-to-work programs for younger women below 35 years
- Strengthen social protection programs and provide formalization incentives for women in vulnerable jobs

Thank you!